



### **A Data-Driven Approach To Reducing Workers' Compensation Claims**

The first steps in mitigating workplace injuries is knowing the most frequently experienced injuries in your workplace *and* knowing which employees (functions) are most impacted by those injuries. A recent study by the Michigan Clubs Self Insurance Workers' Compensation Fund has yielded some answers. Knowing this information is paramount in directing our actions and focusing our training toward mitigating the most costly injuries – costly to our employees welfare and ultimately costly to each Member's bottom line.

According to the data, 78% of our Members' claims can be attributed to three general causes: slips, trips and falls (37%); ergonomic injuries (22%); and injuries associated with using powered equipment (19%).

The functions most impacted within our establishments are identified as the grounds maintenance operations (34%) and kitchen operations, including both the back-of-house (24%) and front-of-house (13%) operations. Now that the injury causes and functions affected are identified, let's move on to mitigate these injuries and their costs.

Preventing slip, trip, and fall injuries in grounds maintenance operations is paramount for worker safety and efficiency. Maintaining a clutter-free workspace by organizing tools and equipment reduces hazards. Regular inspection of pathways, ensuring they are clear of debris and uneven surfaces, mitigates risks. Implementing non-slip footwear policies and providing appropriate footwear enhances traction on slippery surfaces such as wet grasses.

Preventing lifting and bending injuries among grounds maintenance workers can be improved by implementing proper lifting techniques, such as bending at the knees and using leg muscles instead of the back, reducing strain on the spine. Providing ergonomic tools and equipment, like wheelbarrows and adjustable height workbenches, minimizes the need for excessive bending.

Preventing workplace injuries involving powered landscaping hand tools is achieved with regular maintenance and inspection of tools, including checking for worn-out parts and ensuring proper functioning, reduce the risk of malfunctions. Providing thorough training on tool operation and safety protocols educates workers on how to handle equipment responsibly. Encouraging the use of personal protective equipment, such as gloves and goggles, shields against potential hazards.

In the kitchen and banquet environment, regularly cleaning spills promptly and utilizing non-slip mats in high-risk areas such as near sinks and stoves minimizes slip hazards. Ensuring proper footwear with slip-resistant soles for all kitchen staff enhances stability on slick surfaces. Implementing good housekeeping practices by organizing equipment and keeping walkways clear reduces tripping hazards. Regular maintenance of flooring to repair any uneven surfaces or worn-out tiles prevents unexpected falls. Also, providing adequate lighting in dimly lit areas enhances visibility, minimizing the risk of tripping, especially among front-of-house employees, such as servers, bus staff and bartenders.

Reducing lifting and bending injuries among restaurant workers can be accomplished by implementing proper lifting techniques, such as using the legs instead of the back, reducing strain on the spine and muscles. Providing ergonomic equipment, like lifting aids or carts, helps minimize the need for excessive bending or heavy lifting of trays and glass racks.

Offering regular training sessions on safe lifting practices educates employees on how to protect themselves during physically demanding tasks. Encouraging teamwork and communication to share the workload evenly among staff members also reduces the risk of overexertion. Prioritizing these measures fosters a safe and supportive work environment for both grounds maintenance workers and kitchen and banquet workers.

Powered equipment in a commercial kitchen, such as commercial mixers, meat slicers and the like, can pose serious threat of injury for kitchen staff. Regular maintenance checks and servicing of equipment mitigate the risk of malfunctions or accidents. Providing comprehensive training on equipment operation and safety protocols ensures that staff are equipped with the knowledge to use powered tools safely. Encouraging the use of appropriate personal protective equipment, such as gloves and aprons, further reduces the risk of injury.

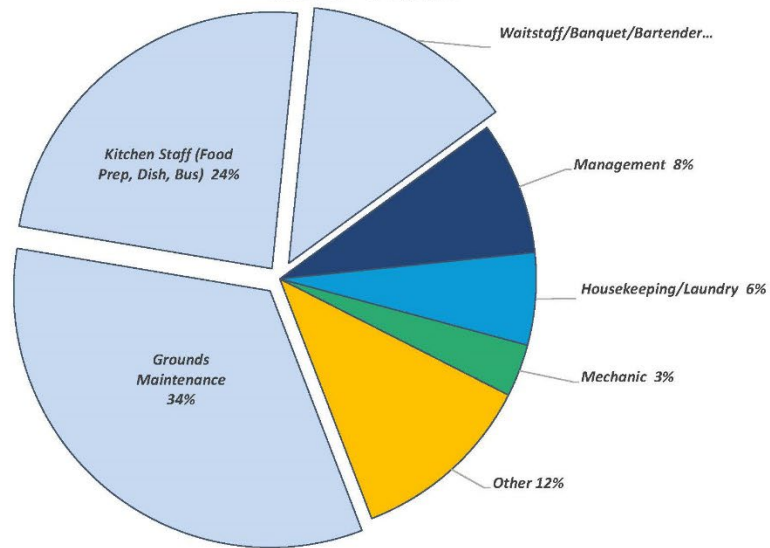
Limit use of power-driven equipment to ONLY those employees that are properly trained. And remember, minors (those under the age of 18 years old) are *forbidden by Michigan law* to operate power driven equipment including tools, saws, or machinery (bakery machines, meat slicers, garden shears, string trimmers, lawnmowers, etc).

Always monitor employees. Implementing clear communication and supervision on-site ensures that safety guidelines are followed diligently. Prioritizing these preventive measures fosters a culture of safety awareness and reduces the likelihood of workplace injuries involving the most frequently experienced injuries.

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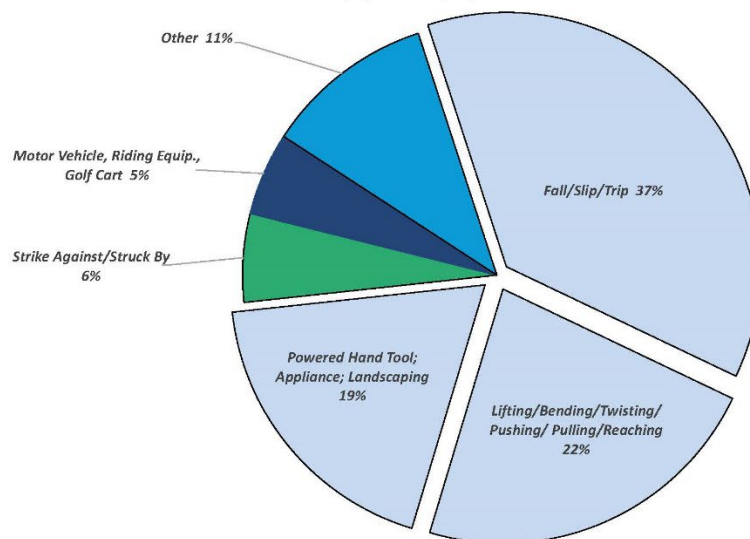
### Workers' Compensation Costs by Claimant Job Type

4/1/2019 - 3/31/2024



### Workers' Compensation Costs by Cause of Injury

4/1/2019 - 3/31/2024



May 2024