

Unsafe



WellAd[✓]vised Safety

Uncovering Your Hidden Safety Needs

A Q&A Session with Donna Greiner, President, BASIS

Q. What is the primary factor leading to safety problems in the workplace?

A. Our data and anecdotal evidence shows that it comes down to the people—employees and management. Whether it's a lack of safety training for staff, employees not following established procedures, or poor processes implemented by management, all problems track back to the people.

Q. What do the numbers tell us about the cost of unsafe practices?

A. The average duration of a workers' compensation claim in Pennsylvania is 22 weeks. And new hires, incorrectly trained, can account for 75% of your claims. Compare that to the average cost to train a new employee, which is \$4000-\$7000. From an economic standpoint and employee health considerations, it makes far more sense to invest in training in order to prevent accidents, rather than paying claims.

Q. Doesn't OSHA exist to safeguard workers?

A. OSHA inspectors will review your operation and identify areas on non-compliance. The maximum fine for any single, serious OSHA violation is \$13,260. They may cite your organization for multiple infractions. Willful or repetitive violations are fined at 10 times the maximum or \$132,600. The number of violations identified by OSHA has risen by 89% from 2015 to 2019. We recommend employers get ahead of this process, implement positive changes in advance of OSHA's next inspection, and avoid the fines altogether.

Q. What can employers do now to address these issues?

A. We suggest you bring in experts in the field of safety protocols to review your operation and recommend improvements. For the price of one OSHA fine you can avoid many more in the future and safeguard your employees' well-being.

Q. Is this a service that Babb can provide?

A. Babb employs risk management and safety professionals who can visit your workplace and alert you to problems onsite. They can review your safety training protocols and improve your programs.

Q. What are the positive results employers can find with Babb as their safety partner?

A. I mentioned earlier that 22 weeks is the average duration of a workers' comp claim in Pennsylvania. The average for Babb clients is just 10.2 weeks. Imagine cutting your lost workdays almost in half! That's just one statistic. We enjoy meeting with company executives, learning about their specific needs, and reviewing all the services we can provide to make them an employer-of-choice.

Babb Inc. is more than an insurance broker that brings its clients the best policy options from more than a hundred carriers. Babb provides expert advice and consulting services to help prevent safety problems before a claim needs to be filed.

BASIS (Babb Absence and Safety Integrated Services) is a professional third-party claims service and safety service organization providing benefit administration, workplace safety, consulting and training that are customized for your company and industry. BASIS offers facility inspections, safety training, and reviews of safety programs.

WellAdvised Safety means we start with employee care first. We implement a 360-degree data-driven process to dramatically reduce safety and healthcare costs. Coaching your employees on proper safety procedures is the first step toward a healthier, happier, and financially cost-effective work place.



For more information, contact **Donna Greiner** at dmg@babbins.com or **412-237-2032**

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