ABSTRACT
Healthcare workplaces are among the most hazardous in the nation. In 2010 health care employees reported 653,900 workplace injuries and illnesses, more than 152,000 more than the next most afflicted sector, manufacturing. In 2013 we adapted and launched in the East OR a technique and tool used in industry, Job Safety Behavioral Observations (JSBO) to make it a safer place to work through observations of work performed and subsequent mitigation of hazards recognized. By doing so we reduced employee injury by 68% as measured by days away from work due to injury on the job. In this project we spread to CPD the learning we developed and deployed in the East OR with the goal to reduce days lost due to injury on the job in CPD West by 10%. Upon completion, this team reduced injury in CPD West by 86%.

RESULTS
1. Determined lost work days for East and West CPD in 2014. Categorized injuries appropriately (i.e.: sharps, MSK, slips & falls, etc.)
2. Provided an overview of JSBO to the team and CPD staff
3. Developed and launched a survey for CPD staff to solicit their input on causes of injuries
4. Performed a Cause & Effect Analysis to help brainstorm causes of injury
5. Prepared Job Safety Analyses of key procedures starting with Decontam and Prep & Pack to specify hazards associated with process steps of key procedures and a means to mitigate those hazards
6. Performed job safety observations in Decontam, Prep & Pack, Case Pick and for delivery of loaner instrumentation
7. Utilized Daily Management System (DMS) meetings as a forum for safety call-outs, specifically near misses and injuries

JSBO CPD Team
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**ACCOMPLISHMENTS**

- Created designated area marked with “Caution Hot Carts” signage in all CPD sterilizer carts to prevent burns and collisions
- Trained CPD staff to safely pull carts from clean dumbwaiter by using both hands instead of just one to prevent MSK injury
- Educated CPD staff to not block access to emergency eyewash station
- Replaced hard to operate air guns with ergonomic guns to prevent injuries
- Moving high density storage units before lifting kits so there is enough room to use good body mechanics to safely lift kits
- Collaborated with OR to have instruments strung before sending to CPD, eliminating sharp injury hazard
- Collaborated with OR to not send overloaded carts to CPD presenting musculoskeletal hazard
- Educated CPD staff to not block access to emergency eyewash station
- Increased frequency of swapping out sharps containers which were overflowing
- Worked with Environmental Services to prevent blocking emergency exits – CPD West - Decortam

**CONCLUSIONS**

- Using the Job Safety Behavioral Observation methodology in a cross-functional team setting can significantly reduce injury to employees
- All accidents are preventable

**NEXT STEPS**

- Continue this effort with a new set of goals in EVS for 2016
- Launch a new JSBO team in another high-risk area of the medical center in 2016

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