



MEMORANDUM

To: KPPG
LMP Regional Council Co-Chairs
LMP Strategy Group
Medical Directors
National Leadership Team
Regional Presidents' Group
Union Steering Committee
Workplace Safety Executive Committee
Workplace Safety Leadership Team
LMP Regional Team Leads

From: George Halvorson, Chairman and CEO, KFHP/H
Jay Crosson, MD, Executive Director, The Permanente Federation
Peter diCicco, Executive Director, Coalition of Kaiser Permanente Unions,
Co-Chair, LMP Strategy Group
Leslie Margolin, KFHP/H Senior Vice President of Operations,
Co-Chair, Labor Management Partnership (LMP) Strategy Group

Date: June 23, 2004

Subject: Workplace Safety: New Kaiser Permanente Statement of Philosophy

Leadership groups including the Kaiser Permanente Partnership Group and the Labor Management Partnership (LMP) Strategy Group have adopted the following Workplace Safety Statement of Philosophy:

Kaiser Permanente and the Coalition of Kaiser Permanente Unions believe that an injury-free workplace should be the goal and responsibility of every physician, manager and employee, and an essential ingredient of high-quality, affordable patient care. Working in Partnership, we are establishing the health care industry standard by setting the goal of eliminating all causes of work-related injuries and illnesses, so as to create a workplace free of injuries.

This Statement of Philosophy will guide our work as we continue toward our goals: (1) A 50% reduction in injury rates in the Northern and Southern California Regions by the end of 2005, compared with a 2001 baseline; and (2) A 50% reduction in injury rates in the Northwest, Colorado, Ohio, Mid-Atlantic, and Georgia Regions, compared with a 2002 baseline (2004 baseline in Georgia). Our ultimate goal is to eliminate workplace injuries throughout KP.

Next Steps

We request that Regional Presidents and Medical Directors, with their key labor partners, communicate this information regionally, using our memo as an attachment to their own message of support for creating a workplace free of injuries.

The Workplace Safety Leadership Team has developed a new LMP Comprehensive Workplace Safety Management Program and will be presenting it in upcoming Regional meetings. Based on findings of the study at Kaiser Permanente conducted by DuPont Safety Resources, one of the most important next steps is to thoroughly integrate LMP Workplace Safety efforts into KP operations. Another important step is to establish clear accountabilities for workplace injury reduction among all levels of managers, supervisors and union members – that is, all KP employees. Safety is everyone's responsibility, and each of us has a clear role to play. The new comprehensive plan outlines these roles and corresponding responsibilities.

Background

We must keep in mind that KP's current injury rate is unacceptable. Some 20,000 employees are injured every year (two every hour); we pay \$500 million annually in workers compensation and related costs; and the employee injury rate in every Region is higher than the industry average – two to three times higher, in most cases. To ensure that we provide the highest possible quality of care and service to our members and to ensure that we are in fact the health care employer of choice for our employees, we must demonstrate our commitment to employee health and well-being and ensure the best use of KP resources by eliminating workplace injuries.

Conclusion

Due to the effectiveness of working in Partnership, with union members and supervisors working together to identify and remove the causes of injuries, LMP teams at several KP locations have reduced injury rates – but we need to do better. The new Workplace Safety Statement of Philosophy outlines our ultimate goal.