

Employee**Safe** Case Study

EmployeeSafe helped reduce the number of workers' comp claims and the subsequent insurance premium, while also providing a comprehensive and sustainable risk management program.

Achieving Rebates via Robust Safety Services Anderson School District Three

District Overview

Schools: 5
Employees: 370
Students: 2,519

The Challenge

A significant geographical distance, paired with paper reporting processes and a lack of a district Risk Manager, made it difficult for Anderson School District Three (ASD3) in Iva, SC to effectively reduce risk, much less be in compliance with all mandates. Risk management duties were distributed across administration roles – the district’s employee benefits manager copied, processed and filed all accident reports; the nurses conducted bloodborne pathogen training with new employees; and, if the district passed a new policy, an office secretary spent hours making paper copies of the policy to send to employees for sign-off.

“We were trying to figure out how to meet all of these requirements in-house and it was proving to be quite the project to do on our own. We needed help.”

ASD3 was inspired to update processes after learning about PARR, a property causality and workers’ comp insurance program that provided a 5 percent rebate if the district met 10 requirements. “We were trying to figure out how to meet all of these requirements in-house and it was proving to be quite the project to do on our own,” said Emily Jarrard, Accounts Payable at ASD3. “We needed help.”

*Emily Jarrard,
Accounts Payable,
Anderson School District Three*

The Solution

ASD3’s Treasurer of Finance Keith Martin first met PublicSchoolWORKS at the South Carolina Association of School Business Officials’ Spring Conference. After explaining the PARR requirements and the potential rebate available, Martin was assured that implementing the EmployeeSafe Suite would help the district meet most of the requirements. ASD3 implemented EmployeeSafe in 2006.

The Benefits

EmployeeSafe’s Staff Accident Management System automatically notifies key site people to investigate the incident and to address the related hazard, as well as alerting the employee benefits manager regarding the incident. If the incident is a claim, the system sends the claim form to the district’s insurance provider when a report is submitted online. The employee benefits manager can now easily process all accident reports, including the OSHA 300 report, and PublicSchoolWORKS’ client services team annually reviews trend reports to help drive prevention planning. The Staff Training System automatically notifies and reminds staff to take their annual bloodborne pathogens training, as well as courses on lock-out tag-out; student



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medical emergencies; FERPA; active shooter response and more, and to sign off on board policies when required. As part of the safety initiative, some training is now scheduled to address certain types of injuries at certain times of the year, such as slips, trips and falls in November.

The Results

“...we’ve reduced our workers’ comp claims and premiums, and even streamlined the OSHA 300 reporting. It has helped us do things we could have never done on our own.”

*Keith Martin,
Treasurer of Finance,
Anderson School, District Three*

Implementing EmployeeSafe allowed ASD3 to meet eight out the 10 PARR requirements. The district then used internal manpower to meet the remaining two and was awarded the 5 percent rebate – \$5,000. The investment in EmployeeSafe helped reduce the number of workers’ comp claims, and subsequently the district’s workers’ comp insurance premium. EmployeeSafe also provided ASD3 with more resources to fully address all compliance requirements. ASD3 now uses the compliance manager to auto-notify key staff and vendors to conduct drills, inspections and other compliance tasks to ensure completion; and the online Safety Data Sheets and telephone access to chemical specialists to improve chemical safety. The management system’s automation gives the district an unprecedented level of accountability and decreases risk and liability. Most importantly, ASD3 now has a comprehensive and sustainable risk management program.

For more information: 1.877.77WORKS or sales@publicschoolworks.com

T 513 631 6111

F 513 631 6888

www.publicschoolworks.com

