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Risk Reduction Program Reviews

Each fiscal year, your district's risk reduction programs are reviewed for compliance and best-practice standards. We recently revised our questions and point values for our annual program reviews to explain better why we developed these reviews for our Trust members. These programs were developed as a risk-reduction platform that helps member districts reduce risk exposure, reduce on-the-job injuries, and meet compliance requirements. These areas include safety committees, hearing protection audiograms, physical ability evaluation, return-to-work, indoor air quality, and science lab safety.

Each program has an annual or biennial (every other year) program review to inform our district partners how well they are doing and what we can do together to improve their results and reduce overall risk. We believe it is important to let our districts know when they are and are not meeting compliance standards and best practices for these programs because they're in everyone's best interest. Many programs are fully funded and managed by the Trust to reduce costs and barriers to implementation.

The following program questions briefly explain their importance and the questions/point values for each question. We have also outlined the compliance standards and best practices for each question to inform our members better.

We appreciate your continued participation and partnership. Trust programs and associated programs are part of a risk management platform focused on areas where our district members can reduce risk exposure, decrease on-the-job injuries, and contain related costs. The primary focus areas include Safety Committees, Onsite Audiograms, Physical Ability Evaluations, Science Laboratory Safety, Indoor Air Quality, and Return-to-Work.

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PHYSICAL ABILITY EVALUATION PROGRAM REVIEW

The Physical Ability Evaluation Program is an important part of your district's risk reduction program and a proactive step towards reducing workplace injuries by determining if an employee candidate is capable of safely performing the essential functions of the job they have been offered. The purpose of the program for this program is to guide our member districts in improving their current programs and encouraging districts without programs to participate in the Trust-sponsored program.

Please contact us with any questions if you are interested in setting up a program for your district. You may also contact us with any concerns you have regarding this program or for other assistance. This program is a value-added benefit of membership with the Puget Sound Workers' Compensation Trust and is provided at **no cost** to the district.

Below are the current PAE Program Review questions:

Physical Ability Evaluation Program Questions	Points
1. Does your district participate in a Physical Ability Evaluation (PAE) Program?	30
2. Do the district test the highest injury classifications? (1st Highest Rated, 2nd Highest Rated, 3rd Highest Rated)	30
3. Are the essential job functions listed in the job description so that the applicants are aware of the physical requirements of the job before applying?	10
4. Does the job announcement/posting include wording regarding PAE requirement?	10
5. Does your district have an active program?	10
6. Vendor (Trust, Sponsored, Other, None)	10

Note: This is a "best practice" program and is not a WISHA/DOSH compliance program.

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