

Presentation Title	Place in Schedule
Multi-Disciplinary Teams for Public Safety Well-Being	Poster Session <i>Day 2 – Wednesday – May 9th, 2018</i> <i>8:30am-9:30am</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>Sustaining a high level of health, both mentally and physically, in a public safety job can be difficult given the demands of today’s world. However, the work of a safety sensitive job requires adequate levels of health to protect the employee, their co-workers, and those that they serve. At the City of Sioux Falls, in Sioux Falls, South Dakota, the Fire department has taken strategic, measured, and interactive steps to support the health, safety, and well-being of employees at an individual and departmental level. Through collaborative partnerships, the City was able to establish a safe, effective, and validated incumbent physical ability test (IPAT) with meaningful and economical internal support systems. The department’s first physical ability test was implemented in 2011 to protect workers from inherent dangers of the job. Unfortunately the first test also saw a 36% increase in workers’ compensation injuries. In addition, the test resulted in high levels of individual employee stress and notable levels of departmental stress, which related to poor workplace culture and climate. In 2014, the department worked with Human Resources and the Attorney’s Office to evaluate current processes and determine opportunities for improvement. Employee feedback on the current test and internal support programs were gathered and put into a thematical analysis. Results provided evidence that a change would improve employee morale and job satisfaction, and likely reduce associated injury rates. The City pulled together a multi-disciplinary expert task force to solve the problem of establishing an employee-validated physical ability test. Members included employee body, union representation, a nearby university, occupational health provider, and third party administrator for workers’ compensation. Using content and construct validity methods, the group validated a new IPAT test. While the test was being re-established a secondary effort was made to</p>	<p>Rana DeBoer, MS, CIC <i>City of Sioux Falls</i></p> <p>Kelly Marshall, MS, OTR/L, CEES <i>Risk Administration Services</i></p>

re-organize internal support programs for health, fitness, and well-being. By following the city-wide initiative for organizational and employee well-being, a peer support group was re-trained and re-focused to better meet individual and departmental needs in physical and social/emotional well-being. In summary, by using a legally sound method of test development and validation, involving employees and encouraging their feedback, and calling upon experts across all disciplines, the City has effectively reengineered the IPAT. The department has continued to build on the success of this change by restructuring of their Peer Wellness Group and the development of a Physical Therapy Bridge Program with a local medical provider. At one year post implementation of the new test, injury rates are at an alltime low and employees report high levels of satisfaction with the test and support programs. This work demonstrates that taking an interactive, collaborative, and measured approach to Total Worker Health provides positive outcomes for individual employees, the department, and the organization.