



The Risk Connection

JUNE 2016

Presented by Risk Management & Employee Benefits

- News You Can Use
- Safety Information
- Benefits Information
- Wellness Articles
- Training Schedule

INSIDE THIS ISSUE:

Workers' Comp Return To Work Program	2
Workers' Comp Nurse Advocate	2
Protect Yourself From Skin Cancer	3

COUNTY OF FRESNO SAFETY WEEK 2016

"Safety By Choice. Not By Chance"

July 18-22, 2016

Prizes!

Safety Fair at the Plaza Building on Wednesday, July 20

Countywide Activities!

Daily Topics:

- Monday: Emergency Action Plan
- Tuesday: Repetitive Motion Injuries
- Wednesday: Safe Driving
- Thursday: Workplace Violence Prevention
- Friday: Department's Choice



Workers' Comp Return To Work Program

The Return to Work Program, for most employees who have been injured or become ill while on the job for the County of Fresno, has officially launched. This program is designed to help the employee, the department, the medical provider, the Human Resources Department and the Workers' Compensation Third Party Administrator (TPA) all work together toward the goals of a speedy recovery and a successful return to the workforce for the employee. The Return to Work Program, which addresses both temporary and permanent work restrictions, is available for review on the County of Fresno-Human Resources Department-

Risk Management-Return to Work website ([RTW Program](#)).

This program puts into writing the principles and practices that have already been used throughout the County. The only new aspect of the County of Fresno's Return to Work Program is a provision which allows employees with temporary work restrictions that the home department cannot reasonably accommodate, to be temporarily and reasonably accommodated within a different County department. There are some exclusions and limitations to that policy, but it affords the qualifying employee the opportunity to earn full salary and benefits without using

leave time while recovering. We anticipate that this provision will not be used frequently, but when it is used, we believe it will offer our employees yet another opportunity to heal from their on-the-job injury more quickly and thoroughly. Through the interactive process, the employee and the employer will decide upon a plan of action that will give the best opportunity for the employee's speedy recovery and a successful return to work. After visiting the website, please feel free to contact Fresno County Human Resources Department-Risk Management Division at (559) 600-1850 with any additional questions that you may have.

New Workers' Comp Nurse Advocate

The County of Fresno will be introducing a new service aimed at providing a resource for those employees who are injured/ill on the job and require assistance with their claim. The Nurse Advocate position will provide education concerning the workers' compensation system and will answer questions regarding the denial or modification of treatment. The Nurse Advocate will also assist with any issues that may arise with medical providers and will review medical

treatment, medications and return to work plans to make sure they are appropriate for the employee's injury/illness. The injured/ill employee will have access to the Nurse Advocate via telephone when there are questions regarding the treatment of the employee's injury/illness. The goal of the service is to provide a quicker response to any inquiry that may be delaying proper treatment for the employee. The Nurse Advocate will be available starting July 1, 2016.



Information will be provided on the Human Resources, Risk Management-Workers' Compensation website.

Protect Yourself from Skin Cancer



Skin cancer is the most common form of cancer in the United States, but it is also the most preventable. Since more than 90 percent of all skin cancers are caused by sun exposure, taking simple steps to protect yourself can make a big difference.

What is your risk?

Everyone is at risk for damage from the sun, but certain people are at a greater risk for skin cancer.

What is your skin type? People with light-colored skin that freckles easily, blond or red hair, or blue or green eyes are more likely to get skin cancer than people with darker complexions. Also, having a lot of moles is a risk factor.

What do you do? If your work or hobbies keep you outside in the sun, your risk is greater.

Where do you live? Southern parts of the country are closer to the equator and get more sun, so people who live in these areas are at a greater risk for skin cancer than those who live in the northern U.S.

What's your personal history? You are more likely to develop skin cancer if you:

- had serious sunburns early in life.
- used tanning beds.
- had any type of skin cancer before.
- have a weakened immune system for any reason, including chemotherapy, organ transplant, lymphoma or HIV/AIDS.

What's your family history? If one of your parents, siblings or children has had certain types of skin cancer, you have a 50 percent greater chance of developing it, as well. If it was a grandparent, aunt or uncle, or niece or nephew, there is also an increased risk.

Know the warning signs

The good news is that skin cancer can be cured, especially when it is found early. Knowing how to recognize the warning signs and performing a monthly skin check can help you catch a problem before it is too late. An annual exam by a dermatologist is another key part of an early detection strategy. Signs of a problem include:

- an open sore or bump that itches, bleeds, crusts over and then repeats for more than three weeks.
- a red, irritated patch on the skin.
- a shiny bump of any color.
- a pink growth with an elevated border and a crusted indentation in the center or a growth that looks like a wart.
- a scar-like area where the skin is shiny and tight.
- asymmetry, uneven borders, more than one color, large diameter or changes to moles – these are the signs of melanoma, the most dangerous form of skin cancer.

Continued on page 4

Human Resources Department

Risk Management

County Plaza 16th Floor
559-600-1850 Stop 188

Employee Benefits

County Plaza 14th Floor
559-600-1810 Stop 188

Safety Class Schedule

Office Safety/Back Safety

7/27/16 9:00-11:00 AM

Workplace Violence

6/1/16 9:00-11:00 AM

8/23/16 9:00-11:00 AM

Office Ergonomics

6/14/16 9:00-11:00 AM

7/12/16 9:00-11:00 AM

8/10/16 9:00-11:00 AM

Defensive Driving

7/14/16 9:00-11:30 AM

Hazard Communication

6/2/16 9:00-10:30 AM

8/4/16 9:00-10:30 AM

CPR and First Aid

6/17/16 8:30-4:00 PM

6/30/16 8:30-4:00 PM

7/8/16 8:30-4:00 PM

7/28/16 8:30-4:00 PM

8/12/16 8:30-4:00 PM

8/25/16 8:30-4:00 PM

Spaces for these classes may be reserved by emailing the Human Resources-Training mailbox. All courses are free. See the Training Schedule on the Human Resources-Risk Management website for more information.

Continued from page 4

Protect yourself

The best way to prevent skin cancer is to avoid spending a lot of time in the sun.

Protect your skin by staying inside or in the shade between 10 a.m. and 4 p.m., when ultraviolet rays are the strongest and most damaging. Wear sunscreen that offers ultraviolet A (UVA) and ultraviolet B (UVB) protection, with a sun protective factor (SPF) of 15 or higher every time you go outside.

Be sure to put on more sunscreen at least every two hours and whenever you have gone swimming or dried off with a towel, or when you've been sweating a lot, even if your sunscreen is waterproof. Wear protective clothing, including a wide-brimmed hat and wraparound sunglasses that block as close to 100 percent of UVA and UVB rays as possible.

Courtesy of Anthem

