

# 21<sup>st</sup> Century EH&S: A “Value-Add” to Healthcare Organizations

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# The Drive Beyond Compliance

Corporations drive beyond being merely regulatory compliant and profit-related has gained new impetus due to:

- Globalization
- Environmental Awareness
- Social Awareness
- More Efficient Communications

# Corporate Social Responsibility

- The Three **P**'s to Focus on:
  - **People**: Workers, Customers, and the Community
  - **Pollution**: Environmental Issues and Sustainability
  - **Profits**: Support strong financial results and be accountable to stakeholders such as senior management, board of directors, and stockholders

# The Need for Senior Management Support

- Effective safety requires the attention and support of decision-makers in senior management
- Effective safety requires that senior management view safety as “strategic” and not just “functional” to the success on the organization

# Stumbling Blocks

## What is an EH&S professional?

- Education
  - Business, Safety, Industrial Hygiene, Engineering, Legal
- Certification
  - Over 700 in the SH&E field
  - Accreditation?
- Responsibilities
- Competency

# Defining the SH&E Profession

The *safety profession* has grown to include health, fire, insurance, behavior, management, auditor, systems, law enforcement, environmental, legal, industrial hygiene, engineering, emergency response, disease control, and public health.

# Promoting Safety as a Value Add to the Organization

- Old School
  - Regulatory Compliance
    - Federal (OSHA/Other), State, Local
  - Efficiency
    - Reduced Injuries, Return to Work, Fitness
  - The Return on Investment (ROI)
    - Reduced/eliminated fines, workers comp, medical costs, lost time, increased productivity
  - Other
    - Right thing to do, improved organizational culture

# Safety as a “Value-Add”

- The American Society of Safety Engineers performed a study on the value-add of the safety profession.
- The study found that people successful in finding a “seat at the table” were those that were skilled in “explaining what their position is, why they hold it and what it means to the future of the firm.”

# Is EH&S Staff Competent?

- Business Skills
- Environmental Knowledge
- Sustainability Issues
- Corporate Governance
- Risk Management
- Sales, Negotiation, and Leadership Skills

# The New Value of Safety

Safety becomes strategic instead of functional:

- Good Governance
- Good Social Responsibility
- Sustainability
- Risk Management

# Corporate Governance

Corporate governance has traditionally specified the rules of business decision-making that apply to the internal mechanisms of companies

# Corporate Social Responsibility

The corporate social responsibility (CSR) movement has developed the notion of corporate governance as a vehicle for pushing management to consider broader ethical considerations of balancing shareholder goals with those of employees and the community.

# Sustainability

Meeting the needs of the present without compromising the ability of future generations to meet their own needs.

# What does this mean

- Business governance - whether "hard" or "soft" - is likely to become socially-conscious and absorb some of the "Triple Bottom Line" practices that increasingly link business with sustainability.

# The Value Add Envisioned

- Voluntary mechanisms may become mandatory, self-imposed sanctions may be subject to greater scrutiny and enforcement.
- Most importantly, the study and practice of CSR is likely to introduce new managerial institutions that can coexist with growing public, social, and environmental expectations of corporate conduct

# Safety and the 3 P's

- Research basic corporate social responsibility and sustainability concepts
- Determine if your organization has policies and/or corporate goals that address corporate social responsibility, sustainability, and safety & health
- Itemize all EH&S activities and look for synergy

# EH&S and the Three P's

- **People**: How do EH&S initiatives impact workers, supervisors, senior management, board of directors, and the community?
- **Pollution**: How do EH&S initiatives impact the indoor environment, outdoor air, and environment in general?
- **Profits**: How do EH&S initiatives impact efficiencies, insurance, healthcare, workers comp, production, risks?

# Selling Sustainability

- Visualize how EH&S initiatives impact sustainability
  - Chemical/toxic substance reductions
  - Reuse and recycling
- Consider how sustainability initiatives impact EH&S issues
  - Indoor air quality and worker exposures
  - Less hazards means less risk
  - Reduction in PPE and hazard controls

# Remember the Five V's

- **Venture**: expand beyond the perceived bounds of your job description
- **Versatility**: embrace a variety of subjects and skills
- **Venue**: know your organization, its stakeholders and its culture
- **Visibility**: gain the attention of senior management and key stakeholders
- **Value**: understand what is valued in the organization and promote your role as a value-add

# THANK YOU!

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# Sustainability at the University of Chicago Medical Center



History  
Pathways to success  
Today  
Future



AT THE FOREFRONT OF MEDICINE®

# Fast Facts: Fiscal Year 2008



**Staffed Beds - 547**  
**Adjusted Patient Days per Year 271,169**  
**Employees – 6,156**  
**Total area - 4,000,000 ft<sup>2</sup>**  
**Outpatient Visits per Year 401,714**



# Why the Commitment to Environmental Sustainability?

- UCMC “Forefront of Medicine” brand extends to environmental performance
- Adds to workplace pride and employee satisfaction, builds sense of community
- Saves money & decreases liability
- Environmental Health = Public Health



# Top 3 Sustainability Myths



**“Sustainable” is a synonym for  
“green”**

**It’s all about recycling**

**Sustainability is too expensive**



# CASE STUDY: Environmental Sustainability at The University of Chicago Medical Center



**Getting Started in 2005**

**Initial recycling rate was <10%**

**Sustainability efforts were placed upon  
Environmental Services Office**

**Major improvements were needed**



# Sustainability at the University of Chicago Medical Center

- **Moving forward in 2006-2007**
- **Recycling rate over 10%**
- **Added bottle and can collection, scrap metal, recycling, mixed office paper, etc.**
- **Added cardboard baler**
- **Vendor pallet take-back program**
- **Electronics recycling**



# Sustainability at the University of Chicago Medical Center

- Break out year in 2008
- Began slowly publicizing our efforts
- Green team became more organized
- Became virtually mercury free
- Operating room plastics recycling



# Sustainability at the University of Chicago Medical Center

- **2009 and beyond**
- **Sustainability Manager HIRED!**
- **Collaboration with U of C**



# Success Stories since becoming an Employee at the UCMC

- **Construction and Demolition Debris Recycling**
- **Recycling in clinical areas**
- **Website creation**
- **“Waste free” departments**



# What does the future look like?



**LEED AP**  
**LEED Certification for New Hospital**  
**Carbon Management**  
**Energy Efficiency**  
**Water Efficiency**  
**Life Cycle Assessment**  
**Food Service Improvements**  
**Sustainable Buildings**  
**Closed loop composting**



# Sustainability at the University of Chicago Medical Center



**QUESTIONS?**



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