



Boy Scouts



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## CAMP WORKERS' COMPENSATION COUNSELOR TRAINING

Camping season is right around the corner. It's time to start taking inventory, getting lists and forms together and hiring and training summer staff. Employee training can be a useful tool to instill employee safety and establish a culture of safety for all employees and campers. Preventing losses will significantly improve your experience mod and reduce premiums. This newsletter will walk you through some methods to make the most of your resources.

If you are part of our program, please reach out to us for additional support to assist with any aspect of the upcoming camp operations. Don't forget that USI Colorado (formerly Van Gilder), along with National BSA, have many resources available to the boy scout council programs. Please let us know how we can help.

Orientation is a great time to start the staff on the right track of safety. Safety of the scouts is always a high priority but safety of the counselors is just as important too. The campers will learn more from a counselor that exhibits safety behaviors expected from the camper. USI Colorado has employee training material that will assist the trainer with conveying the importance of employee safety at camp (contact our office for more information). This is a great starting place and we encourage you to use it to build off of. Repetition and reminders of workplace safety are key to having a solid foundation, turning risk management into more than just an obstacle to be muddled through as part of training at orientation. Inserting key phrases into the training that encompass the message of employee safety can help trigger an easy reminder throughout camping season. For instance, you could deputize the employees as risk managers enabling them to be accountable for themselves and others. Perhaps even using a reward system for the counselors that identify or remedy a safety exposure.

Between camping sessions, a refresher on employee safety is crucial. Ask the counselors for their feedback on ways to improve safety maybe even rewarding the best idea for safety improvement. And, of course,

making sure to follow through with the suggested safety improvements and ideas.

You can also use the Risk Management resources already available to you. Do you have hand washing stations? Do you require everyone to use them?

A simple act of mandating a strict rule of using the hand washing stations before mealtime can avoid a complete camp shutdown due

to the spread of viruses. What about safety tape? Simply having the counselors make some of the pre-camp safety precautions, such as placing and maintaining safety tape or other minor maintenance items, provides the counselor with ownership and a sense of accountability.

However, injuries will inevitably occur. By simply reporting injuries immediately to a supervisor and the insurance carrier, the injury can be treated with more urgency and potentially result in less long term adverse effects. Additionally, by timely reporting of the injury, the cost of a loss decreases significantly; so much that it can ultimately affect the workers' compensation premium of the council by thousands of dollars.

In summary, it is up to each and every one of the campers, counselors and managers to instill a culture of safety. By reducing the amount and severity of injuries, we can free up more premium dollars for what matters most - making sure everyone has an exciting and fun camping experience.

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