



### 4th Quarter 2009

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*Our wishes to you for a safe and prosperous new year.*

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#### Contact Us

##### PestSure

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Linda Midyett

## Planning for Zero Accidents in 2010

Linda Midyett

2009 was a busy year for the PestSure Safety and Loss Prevention group. By the way, we are a group of two and you kept us hopping this year. Wonderful!

Mary Carver is my "right hand" in Dallas and provides a multitude of services to benefit each and every company we insure. Call Mary with questions any time or if you are just having a hard time tracking me down.

2009 was a year on the road for me. I made in excess of 35 trips this year and visited many of you. In addition, we were fortunate to have the best attendance yet for our Autumn Safety and Loss Prevention meeting in Dallas.

For those of you unfamiliar with the benefits of being insured with PestSure, let me begin by reviewing the types of services that you receive in the Safety and Loss Prevention arena.

#### We publish and distribute for your use:

- Monthly Safety Tips – these publications are specific to our industry and written in a format that allows the inexperienced safety trainer to deliver concise and pertinent safety content to a small group of people.
- Occurrence Ratio Report – this quarterly report provides information on each line of coverage that you have placed within the program. The value of this report comes from sharing the data with your team. The ranking order is easy to understand and levels the field for all companies, large and small. Share this report with your entire group and see what happens.
- Loss Lessons – these short stories that portray actual PestSure insured claims provide you with "story telling" material for a quick review at any meeting you are currently holding. Our past loss experience is our very best indicator of our future loss causes. Tell your stories or use these.
- Motor Vehicle Reports – MVR's are an essential screening tool for new hires as well as a great way to see how your existing drivers are doing. Your rolling billboard is a visible and direct reflection on your company and the drivers you choose to allow to represent you need to be safe, courteous operators. Free MVR's from PestSure help you to determine who is worthy.
- Loss Trending Analysis – with so little time to get your safety training squeezed in for the year, it is best to know how to target your training. By asking me to develop a Loss Trend Analysis for you, we can help you pinpoint just where you can have the most effect by targeting your training time to address problem areas.
- Our [www.pestsure.com](http://www.pestsure.com) website – filled with a multitude of safety training resources, our website has been revamped and revitalized. A visit to the Safety and Loss Prevention area of the site will give you access to tons of pre-made safety training tools, program templates, and other useful items. Take a few moments to sign in and explore. Don't reinvent the wheel. You don't have that kind of time. Check it out.

I am always available to come to your location and assist. If you need some specific training, or just simply want to spend some time figuring out what you have and what you need, I can help. I hope to hear from you in 2010 so I can help you achieve zero accidents.

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## Fall Protection System Developed and Tested

Chris Brown Industrial Hygienist, CIH



In fall 2008 at a meeting of Pest Control companies operating under their independent insurance group, Pestsure, concern was expressed as to how fall protection works when pest control operators were conducting full building tarp fumigation.

OSHA requires that all employees operating over 6' elevation be protected from falls, but they expressed confusion on how this was to be accomplished with tarps covering normal anchor equipment & locations used by roofers for fall protection. What was the alternative?

Consulting major fall protection manufacturing companies, inquiries were met with confusion as to how to actually accomplish these recommendations. Clearly the standard fall protection methods used by other industries were inappropriate or inadequate to ensure effective fall protection during tenting.

However, consultation with emergency response personnel who regularly provide rescue services for high falls and confined space rescue provided guidance as to what equipment could be used to implement the CalOSHA recommendations. Based on their input, procedures were outlined and field tested in order to demonstrate compliance with OSHA and CalOSHA fall protection regulations.

A system of ground anchors and fall protection was field tested on May 11, 2009 by The Lloyd Pest Control Co., Inc. in San Diego, California. Lloyd's has been regularly using this ground anchor fall protection system since that date. Lloyd's technical adviser Eric Paysen presented a report on the efficacy of this system for the PestSure annual meeting in Dallas, TX on September 17<sup>th</sup>, 2009.



## Our Amazing Insureds

Emily Thomas Kendrick, president and chief operating officer of Arrow Exterminators, received the Women of Excellence Award, a new industry-related program presented by Orkin, Inc. Thomas Kendrick was presented the award during PestWorld 2009 in Las Vegas. An independent judges panel comprised of professionals with backgrounds in pest control, human resources and other industries carefully reviewed all nominations and selected Emily Thomas Kendrick as the 2009 award recipient. Congratulations Emily!

Standard Pest Management a long time Pestsure member is pleased to announce that it's vice president Gil Bloom has been appointed by Mayor Bloomberg to serve on the New York City Bed Bug Advisory Board. The BBAB was formed as a result of a bill passed by the NY City Council in response to the growing bed bug epidemic. Congratulations Gil!

A HAPPY  
NEW YEAR

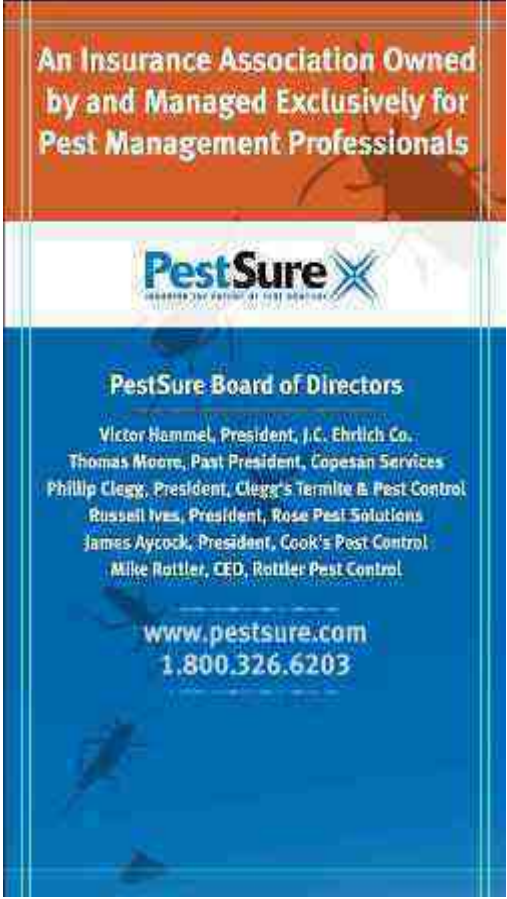
from your PestSure service team

**Front Row: L to R**

Lisa Trefny, Kristina Phillips, Cindy Perkins, Dyanna Cornell, Maria Maldonado, Linda Midyett

**Back Row: L to R**

Rex Jennings, Liz Bourquin, Kristin Boven, Sherry Shorter, Kala Prince, Mary Carver



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Pest Management Professionals

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## Is There Value in your Screening Process?

Do you know what the essential functions of your job are? When we hire, one of our primary goals is to hire a person capable of performing the essential functions of the job. Those functions, for our front-line service people, look something like this:

*A good functional job description measures these types of physical requirements and helps you choose the best candidate for the job.*

Task	N	R	O	F	C	Comments
Pinch, firm			X			Inspecting traps.
Pinch, light			X			Writing/data entry.
Elevated work			X			Vacuuming or applying pesticides.
Forward reach				X		Inspecting or placing traps / bait stations, and applying pesticides.
Lateral reach				X		Retrieving or placing traps / bait stations, moving furniture, and placing cords.
Forward bending/sitting		X				
Forward bending/standing			X			Inspecting and treating.
Rotation sitting		X				Driving.
Rotation standing			X			
Crawling			X			Inspecting or placing traps / bait stations.
Kneeling				X		
Crouching				X		
Repetitive squatting			X			
Sitting tolerance		X				
Standing tolerance				X		
Walking				X		
Task	N	R	O	F	C	Comments
Stair climbing				X		
Ladder climbing			X			
Ramp climbing			X			
Climb on equipment			X			
Balance				X		
Upper extremity use				X		
Wrist flexion/extension				X		

1. Inspect residential and commercial properties.
2. Drive truck or other vehicle.
3. Prepare location for pest treatment.
4. Move equipment between truck and areas to be treated.
5. Move furniture, equipment, and other materials in order to access areas to be treated or inspected.
6. Explain treatment strategies and answer customer questions.
7. Apply treatments for pests, using a variety of equipment including: sprayers, dusters, and bait applications.
8. Read instructional and reference material in fonts as small as 8-point type.
9. Examine specimens of pests, scat and other evidence of pests – including some requiring use of a 16x loupe magnifier.

What we are seeking is a person who has the physical capabilities required to perform these tasks without risk of injury to themselves or others. The capabilities we seek include crawling, creeping, stooping, kneeling, squatting, climbing, extended reaches, and awkward postures.

A quick review of your current clinical protocol will most likely reveal to you that none of these physical functions are being measured in your current medical physical. In addition, the information you receive from your physician regarding an applicant's ability to safely perform the job is non-existent.

Last year, PestSure and Plunkett's worked together to develop a true Functional Job Screen for your new hire process. The forms and instructions as well as a good Functional Job Description are on the PestSure website.

Please check the website and also contact me for information on how to set up your clinic to begin using this valuable tool.

[linda\\_midvett@aia.com](mailto:linda_midvett@aia.com).

### Congratulations!

Our very own Kristin Boven and her husband Scott are expecting a baby boy in May. This is Kristin's first baby and we are all extremely excited about his arrival.

