



# EMPLOYER SPOTLIGHT

## WORK PARTNERS OCCUPATIONAL HEALTH SPECIALISTS



Hello  
my name is

**Glenn Thomas**

Director | Safety & Risk Mgmt.

**Continuing Life**

[www.continuinglife.com](http://www.continuinglife.com)



[www.WorkPartnersOHS.com](http://www.WorkPartnersOHS.com)

Located in San Diego County, WorkPartners clinics are full service Occupational Health clinics dedicated to supporting the health and wellness of local employees.



**WorkPartners Oceanside**



**WorkPartners Vista**



**COMING 2019!**  
**WorkPartners San Diego**



### What is your role and responsibility at Continuing Life?

"Director of Safety & Risk Management. I am responsible for formulating, developing and coordinating safety, security, disaster management, workers' compensation and loss functions for our full-scale Continuing Care Retirement Communities and health centers that include Assisted Living, Alzheimer's care, and long-term care in a Skilled Nursing Center."

### As an experienced safety director, what advice would you give to safety professionals just starting their career?

"The biggest piece of advice I can give a new safety professional is to partner with and learn from experienced safety professional both within your area of focus and outside as well. There is no reason to become overly frustrated and entrenched with a problem or issue that other safety professionals have likely dealt with before. In short, do not re-event the wheel."

### Is your partnership with WorkPartners successful?

"We have a great relationship with WorkPartners. It is the first company we have worked with that truly feels like a small business where you can reach out and closely partner with the healthcare providers and ask questions. This collaboration and partnership has proven to be invaluable. Employees continually comment on how welcoming the staff at WorkPartners is."

### What is the most common misconception regarding workers' comp?

"I feel the most common misconception involves employers believing we cannot aggressively manage work comp cases in California. What I most often hear is that "we work in California and it is an applicant oriented state". Many employers feel they cannot aggressively manage potentially fraudulent or questionable work comp cases. I find that we can in fact accomplish this by ensuring ownership/senior management buy-in and partnering closely with your insurance company or TPA. It is definitely a frustrating system to navigate, but it can be done, while ensuring that injured workers receive the best care and attention possible."

### What's the one thing about you few people know?

"I am fluent in Spanish. I attended a Spanish emersion school from kindergarten to 6th grade. Being bi-lingual has helped me immensely with accident and other lines of investigations as well."

### What is your greatest workforce safety challenge?

"I work in Long Term Care. We own/operate Continuing Care Retirement Communities. Part of the services involve Assisted Living and Skilled Nursing Care. This poses unique challenges involving manual patient handling. These type of claims are most common for us. We see a significant number of work related injuries involving necks, backs and shoulders while our employees are working with a very sensitive resident population requiring a high level of care. This also becomes challenging, because we are balancing employee safety with resident safety. The goal is to keep both employees and resident safety and healthy."