



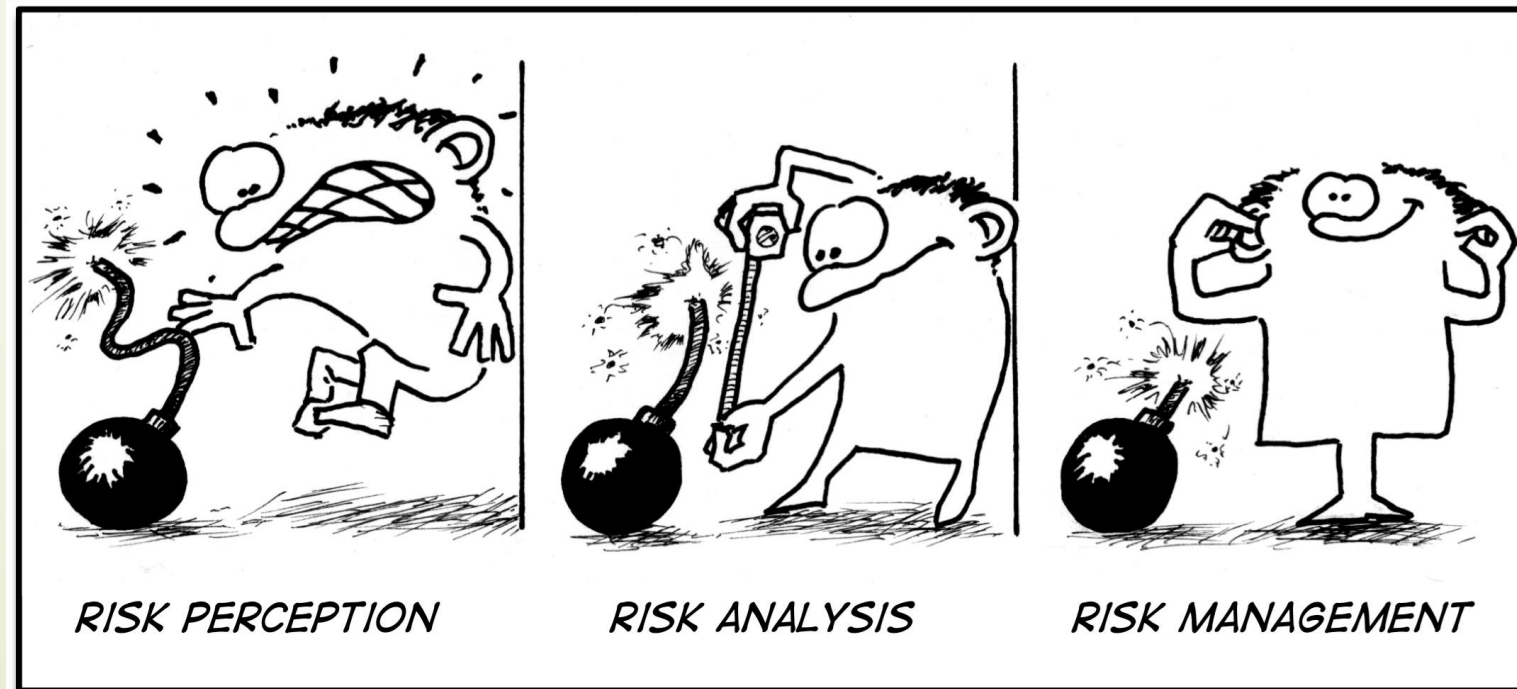
Making Safety A Priority

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What did I want to be when I grew up?

- ▶ A Risk Manager, of course!



Managing Risk

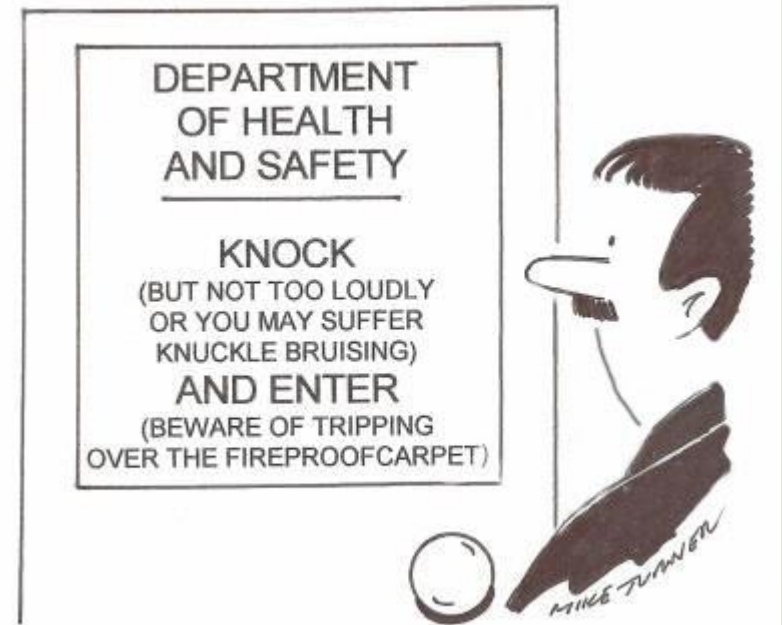
► How well are you managing your business risk?

Complying with all environmental and health & safety laws and regulations?

Reducing injury rates?

Keeping employees trained?

Driving continual improvement?





How are we doing?

2016 Bureau of Labor Statistics

➤ All industry	TCIR 3.3	DART 1.7
➤ Private industry	TCIR 3.0	DART 1.6
➤ State/Local Govt	TCIR 5.1	DART 2.4

➤ TCIR – Total Case Incident Rate

➤ DART – Days Away, Restricted Duty, Transfer Rate

➤ Data normalized to 100 employees per year

Setting the Right Objectives



Use of lagging and leading indicators

- Lagging – a measure of past occurrence's – year-on-year comparisons can be made of progress
- OSHA recordable injuries
- OSHA citations and penalties
- TCIR and DART rates
- Workers compensation claims
- Experience modification rate (a BWC measure)
- Cost of lost time

Setting the Right Objectives



Use of lagging and leading indicators

- Leading – proactive, preventative and predictive measures that monitor and provide information about effective performance, activities and processes that drive the identification and elimination or control of risks in the workplace that can lead to incidents and injuries
- Near misses, unsafe acts, unsafe conditions
- Safety walks/audits
- Training sessions (# employees trained)
- Employee participation studies
- Communications

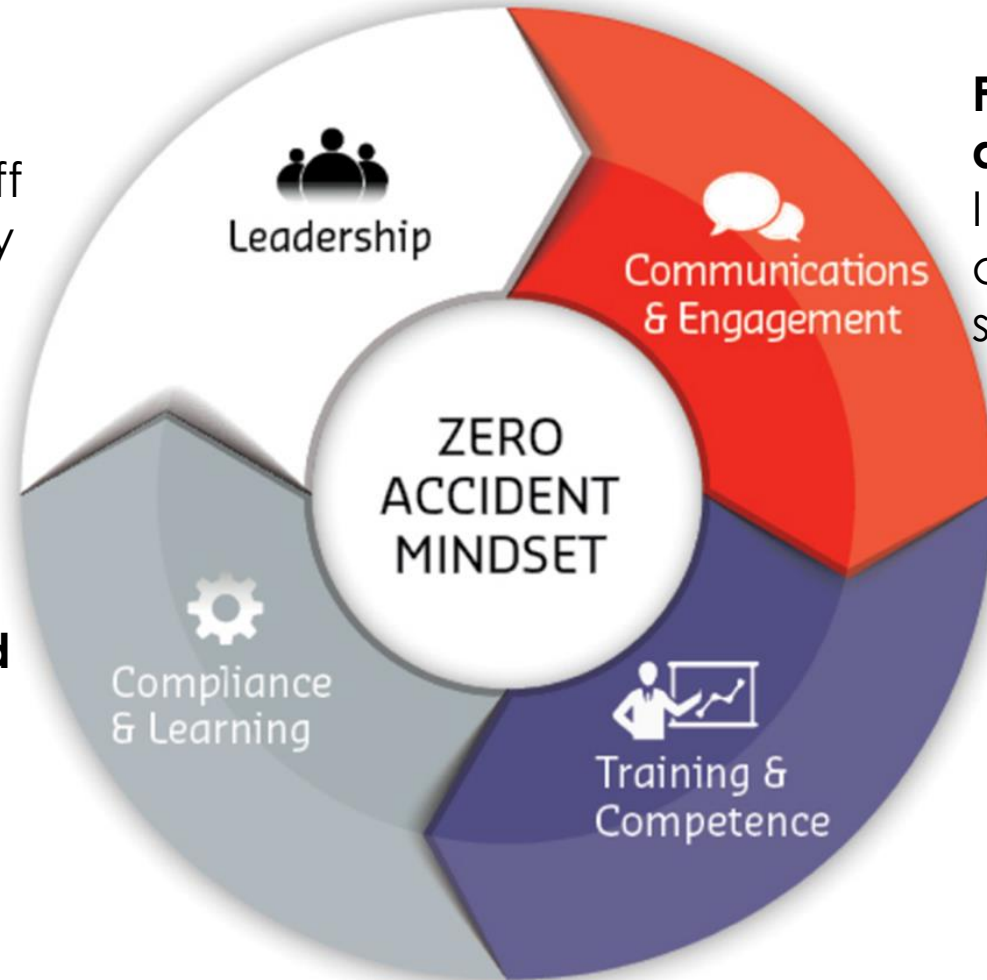
Can We Get to Zero?

Role Models

I see my leaders, colleagues and staff behaving differently

Developing Skills and Talents

I have the skills and opportunities to behave in the new way



Fostering Understanding and Conviction

I understand what is being asked of me and it makes sense

Reinforcing with Formal Mechanisms

I see that our structures, processes and systems support the changes I am being asked to make

Safety Walks/Observations – Don't Dismiss the Near Miss

- Develop a Safety Walk Scorecard
- Require all supervisors and managers to conduct at least one walk per month
- Have safety committee members/department representatives conduct at least one walk per month
- Unsafe equipment conditions, unsafe behaviors should all be recorded
- Make sure unsafe behaviors are immediately addressed – never walk by without fixing the situation



Safety Pyramid – Don't Dismiss the Near Miss



Communications

- ▶ Toolbox Talks – Tailor them to your operations and the topics that are important to your organization
- ▶ Safety Briefs – Introduce a daily safety message that is a brief reminder of safety
- ▶ Use your Safety Committee as a means of communication
 - ▶ Safety Committee Structure – have a charter, develop an agenda, educate your members, assign tasks



JANUARY SAFETY MOMENT'S

- **Monday** – Check your work area for slip, trip and fall hazards. Clean up spills immediately. Recycle waste in the appropriate containers.
- **Tuesday** – The right gloves will protect your hands from chemicals, cuts or heat. Make sure you are wearing the correct type.
- **Wednesday** – Always inspect ladders before each use. Any ladder with deficiencies must to be taken out of service.
- **Thursday** – Pay attention for forklifts, look for blue lights, and use the mirrors to see around blind spots. If you can't see them, they can't see you.
- **Friday** – All hazardous materials must have a Safety Data Sheet on file. SDSs are located digitally on the S drive or a hard copy can be found in the EHS office.
- Start each meeting with a Safety Moment. Reinforce safety every moment!

Training

- Make sure you are educating employees
- Develop a training matrix to outline what education each employee needs to have
- Develop the training programs – keep the training to the point (micro-learning)





Competency



- ▶ Make sure your training has a quiz to go along with it
- ▶ Develop work instructions and Job Hazard Analyses that employees have to review annually
- ▶ Make sure you give people and tools, training and structure to properly perform their job

Assess Where You're At

