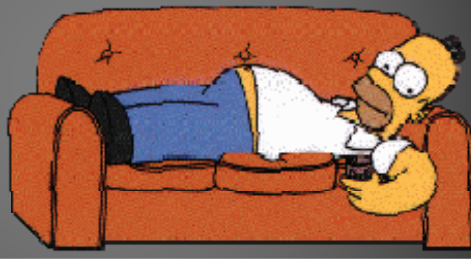


YOU ARE NOT ALONE

“World Class” with matching results.

Ask yourself

- Does it depend on you?
 - Program
 - Training
 - Compliance
 - Discipline
 - Pre-Engineer



One person can not get the results management wants

Traditional Safety Program

- Believe identifying/reporting hazards are not wanted nor important.
- Most believe they do not have authority to stop “at risk” behavior or to correct unsafe conditions
- Most believe other things, such as production, comes before safety
 - Regularly dismiss safety, jeopardize their well being, to expedite production (shortcuts)
- Inspections without follow up on corrections
- Safety committee is a gripe session
- Reporting accidents without finding root causes
- No corrective action after accident investigation to prevent
- Management is reactionary to injuries, hazards, & concerns
- Safety topic is absent from management communication
- Inconsistencies in implementation of policies
- Training lacks impact (going through the motions)
- Safety in annual review but no quantifiable measurement or %
- Management believes losses are a cost of doing business

National Safety Council

- Control
- Recognized hazards
- Acceptable level



Safety Culture

- “Safe every time no matter who is watching and expect others to do the same”
- Safety program- belief/culture/instinct/heart
- Improve safety directly tied to change culture.

Who we should be

- Resource
- Trainer
- Guide/Mentor
- Monitor
- Analyst
- Focus



Operations should

- Understand programs and expectations
- Implement
- Enforce
- Accountable for compliance and results

Who do they listen to?

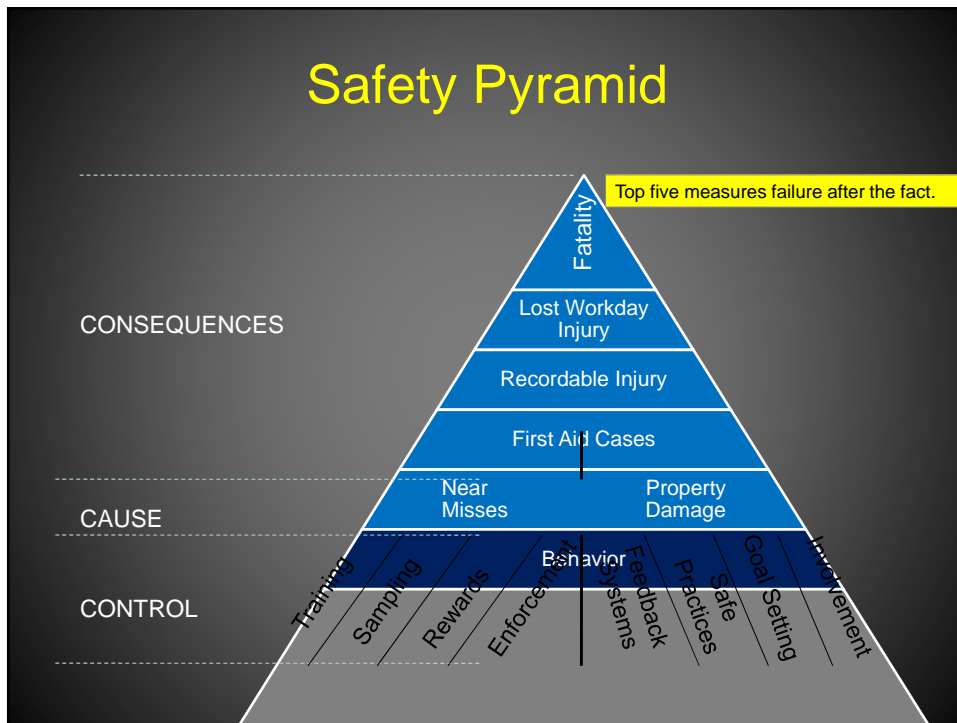
- Hourly- immediate supervisor- production
- Supervisor- immediate manager- production
- Manager- Board of Directors - profit
- Board of Directors- share holders/owners- profit
- Share holders and owners- ROI (profit)
- Safety person?

Operations

- Production
- Quality
- Cost
- Behavior
- Safety



Safety Pyramid



Production without Safety

- Pure production culture does not equal maximum profit
- Operations generate production=profit
- Losing profit “Back Door”
- How much production will cover loss dollars.
- Sometimes one to three months!

Safety does not need to be #1

- Safety = production, quality etc.
- Safety is jeopardized to expedite production
- Supervisor wants production above all
- Companies want profit above all
- Profit= excellent production with safety.

Immediate Supervisor

- Observes
- Influences
- Corrects
- Promotes



Traditional Results

- Experience Modification Rate (EMR) 1.0
- Payroll/exposures increases with losses
- No consistently
- Compliance issues
- BLS Rates above average
- Loss ratio over 50%

World Class = safety culture

- Management's commitment/support
- Employee involvement
- Education and Training
- Hazard Prevention & Control
- Accountability
- Worksite Analysis/Audits
- Rewards/Disciplinary
- Preplanning
- Setting goals/program
- System monitoring

Management's Commitment and Support

- Commit resources
- Participates
- Consistent
- Supports
- Empowers



Employee Involvement

- Attend meetings and training
- Participate in meetings and training
- Regularly submit safety suggestions
- Regularly identify and report hazards
- Ownership of individual safety
- Ownership of safety for others
- Correct “at risk” behavior
- Develop and implement

Education and Training

- Consistency
- Quality
- Pertinent
 - Job Safety Analysis (JSA)
 - Job Hazard Analysis (JHA)
- Frequency

Hazard Prevention and Control

- Promote hazard recognition and reporting
- Encourage hazard correction
- Management example

“Storm duty”

Accountability

- ALL associates
 - Activities
 - Compliance
- Management results



Worksite analysis and audits

- Frequent
- Consistent
- Fair
- Communicate
- Advice
- Easier, simpler, faster = safer
- If I had to do it?

Rewards/Disciplinary Actions

- Suggestions
- Performance/compliance
- Carrot not stick
- Loss results
- Charge back

MOTIVATION

Preplanning

- Equipment, processes, set up
- ID hazards
- Train
- Materials, tools, equipment and time
- Motivation
- Monitor

Goals/objectives

- Analyze loss experience
- Set Goals
- Establish Objectives
- Review Controls

SETTING PRIORITIES

System Monitoring/Tracking

- Analyze and compare data
- Track
- Communicate



“World Class”

- Experience Modification Rate (ERM) consistently below .50
- OSHA asks you for advice
- Rates less than 25% of national average
- Peers in the industry acknowledge you
- Requested to speak at industry conferences/conventions
- Insurance carrier few recommendations
- Insurance markets seek you out to quote
- Knows and practices the safe way Expects others to
- Near misses are investigated & taken very seriously

Most companies

- Cost of services or products?
 - Materials, Labor, Overhead
 - Competitors buys the same
 - Overhead cost varies
 - Insurance cost
 - Losses 2/3
- Impact the profitability of your organization by driving down your losses (Tobin)

Getting help

- Operations implements and enforces
- Management supports
- Insurance Brokers/Carriers resources
- Trade
- Professional

