



PRESENTS:

EDUCATIONAL SEMINAR
**Engaging Every Individual
in Safety**

Engaging Every Employee in Safety
Case Study #3

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(currently between jobs)

What Are My Options?



- Safety department goes into production mgmt
 - Positive: Strong safety buy-in in production supervisors/plant mgrs
 - Negative: Starting over with a new person; turnover
- Safety department goes elsewhere
 - Positive: Fresh eyes, reenergized program, new focus areas
 - Negative: Turnover; institutional knowledge; non-compliance risk (permits, reports, etc)
- Safety department stagnates
 - Positive: any??
 - Negative: Complacency; injury frequency and severity increase; no fresh ideas; drop in engagement; see: "Safety department goes elsewhere"

My Exit Interview

- The problem with the "Safety Department":
 - Sustaining improvements
 - New employees bring bad habits (reset)
 - Improvements don't stick (regression)
 - Org structure
 - Not at the same level as management team
 - No clear or timely growth path
 - Metrics
 - Fewer injuries = fewer data points



Number of Days Since Last...

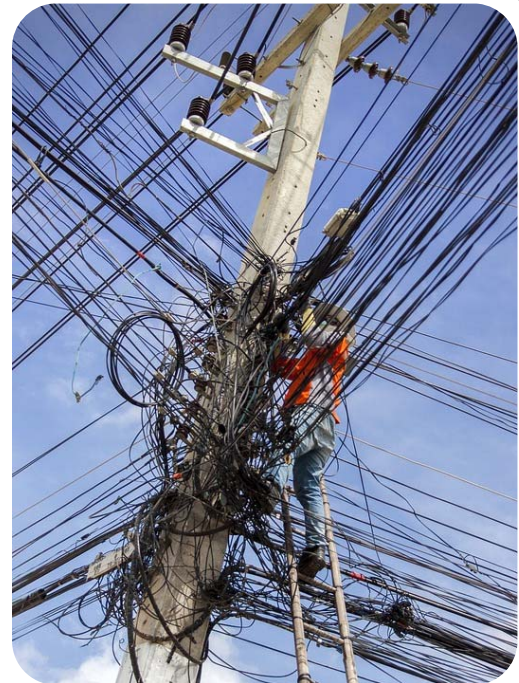
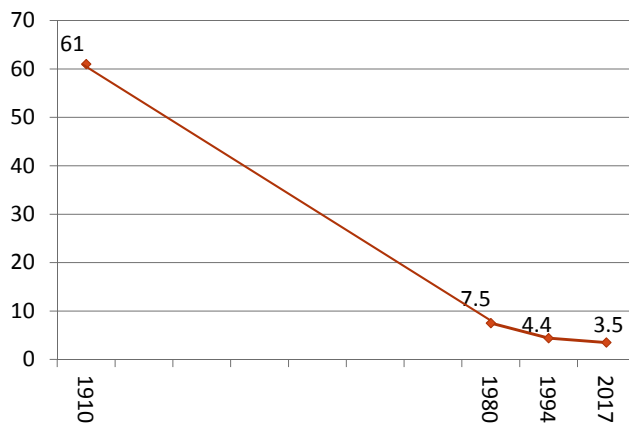
- Injury
- Lost Customer
- Shutdown



**OUT
OF
ORDER**

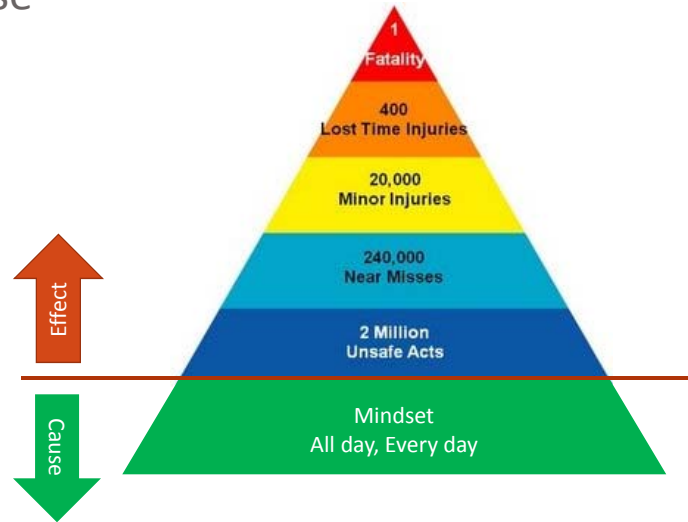
Metrics

Fatalities per 100,000 workers (OSHA)



Heinrich's "Injury Pyramid" A Blessing and a Curse

- There's one more at the bottom:
- What's going on between the ears that leads to these acts?
- This is the result of the culture and expectation we create



To solve Safety Engagement

- Should it be measured?
- Is this a tactical problem?
- Is it philosophical?
- Is Safety Engagement the goal or the means?



"Hugs and Puppies"

Finally! Engagement!

- **Give the Safety Department a “big team”**
 - Safety committee members
 - Safety sub-committees
 - Safety sub-committees to solve specific, short-term problems
 - Give everybody on these committees a job, including Chair, President, Scribe, etc.
 - Rotate fresh faces onto these teams
- **Sneak safety into everything**
 - Safety contacts- Watch out for stagnation.
 - Ingrain safety into CI projects.
 - Job Safety Analysis/Risk Assessment before starting any activity
 - Track “Safety Defects Identified/Corrected”
- **Take a closer look at your Behavior-Based Safety program**
 - Figure out what is the problem you’re trying to solve first.
 - Consistent compliance with rules?
 - Looking out for each other, “brother’s keeper”-style?
- **Always take the time to explain “Why”**
 - You’re changing the way people perceive risk to themselves
- **Kirby will like this one:**
 - Get your teams involved in EHS outside the plant
 - Manufacturer’s Alliance EHS Peer Group
 - Minnesota Safety Council’s annual Safety Conference
 - Send your Safety Specialist/Manager to the ASSE or NSC conference

TL;DR

- Consider the audience when reporting injury rates.
- You can create good leading indicators that act as a proxy for engagement.
- Don’t look at safety engagement separately; make it inherent to your CI program.
- The goal here is “learning by doing”; without knowing we’re learning.





Thank you for joining us!