



SAFETY LEADERSHIP

What is it?

How does it work?

Is it worth it?

Why Should I Care?



Program Objectives

- ◆ Participants will be able to cite at least two reasons why an effective safety and health program are necessary, based on information provided in this presentation
- ◆ Participants will be able to differentiate between appropriate and inappropriate reinforcement of safety and health behavior

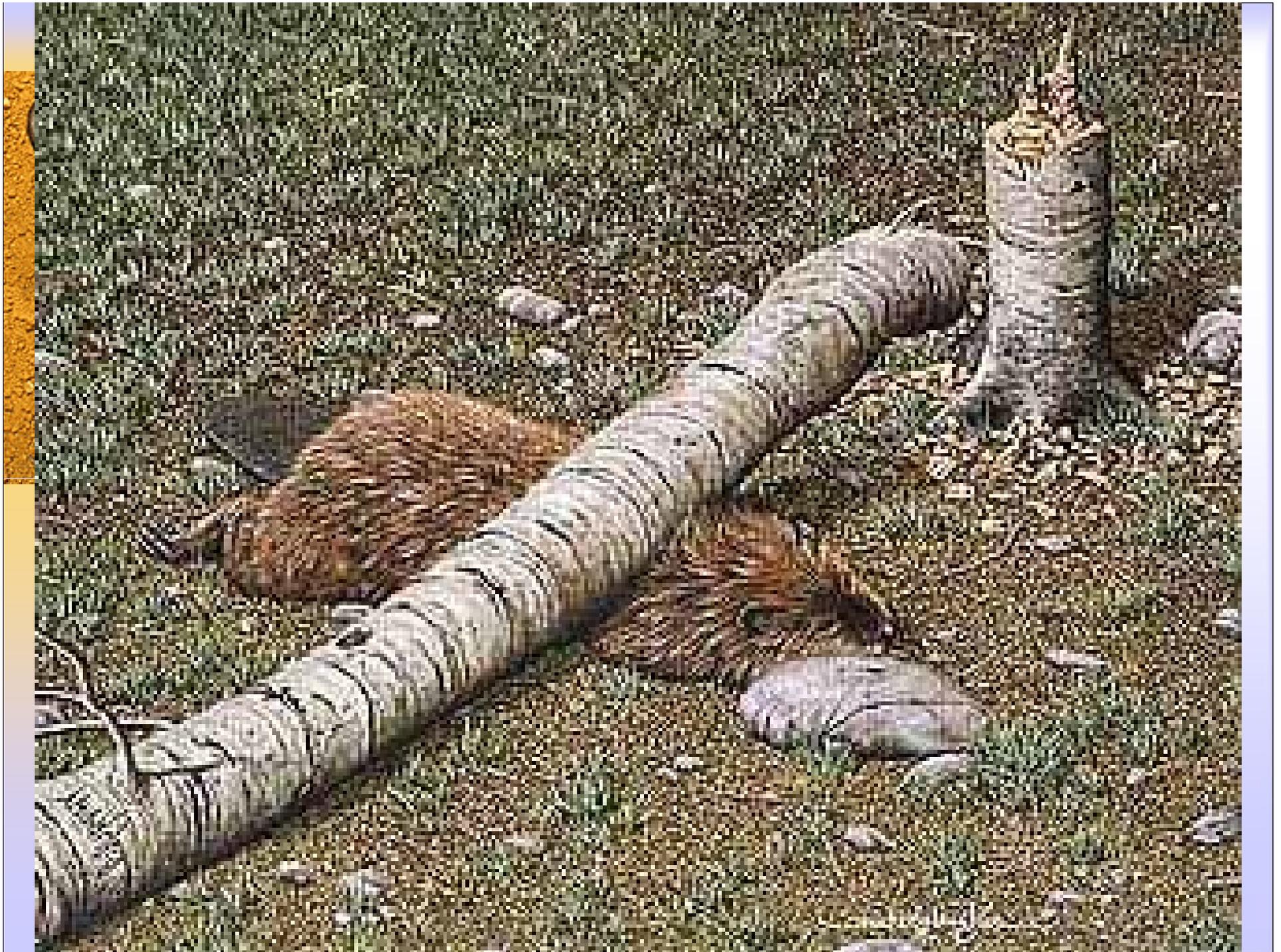
Think *Safety* All The Time



Even if you were born to do a job, it doesn't necessarily mean that you're going to automatically do it safely....Remember that no matter how many times you've done a job before, be sure to think the whole thing through before you start. You've carefully thought out all the angles. You've done it a thousand times. It comes naturally to you.

You know what you're doing, it's what you've been trained to do your whole life. Nothing could possibly go wrong, right? ? ?

Think again...





Develop an Effective Safety and Health Program

- ◆ Do you have a written Safety & Health Program for your employees?
- ◆ Do you train all employees in all aspects of your Safety & Health Plan?
- ◆ Do you unilaterally enforce the provisions of your Safety & Health Program?
 - With hourly and salaried alike?



Develop an Effective Safety and Health Program

◆ Does your Safety & Health Program include:

- HazCom Program
- Electrical Safety
- Energy LO/TO
- Hearing Conservation
- General Safety Issues
- Accident/Incident reporting procedures, including "Near Miss" information
- PPE use
- Hazard Recognition & Accident Prevention
 - All occasions
 - Special Jobs/Training
- Include Contractors, Vendors, Visitors, etc.
- Contact hierarchy & telephone numbers
- Mandatory MSHA & other training





Why do I Need an Effective Safety and Health Program?

- ◆ Everyone knows safety is “just good common sense”
- ◆ Why do I have to write it all down?
- ◆ Why should I enforce the rules, if the employee doesn't care about their own safety & health?



Everyone knows safety is “just good common sense”

- ◆ Safety is each employee doing what they know they should (“the right thing”)!
 - **EVERY TIME!**
 - **Even when you are NOT watching**
- ◆ It is impossible to make people safe!
 - **Or is it?**
- ◆ If the worker doesn’t want to be safe, why should I care...they are the ones who get hurt, not me!
 - **Really?**
- ◆ Safety costs too much money...I’ll go broke “making” everyone safe!
 - **Is this REALLY true?**



Why do I have to write it all down?

- ◆ You need to make sure that all training is consistent
- ◆ Make sure that all employees are trained to the same specified minimum standards
- ◆ You know that training is at least adequate
- ◆ Your employees know what to expect of you...and you know what to expect of them
- ◆ It will save you TIME and MONEY!





Why should I enforce the rules, if the employee doesn't care about their own safety & health?

- ◆ Because the Law and the Regulations require you to do it
- ◆ Frequently, employees don't understand the legal work standards
- ◆ Employees don't understand the consequences of failure to comply
- ◆ Employees are unwilling to initiate "culture change"
- ◆ Employees resist changing the way they have worked
- ◆ It will save you money and time





Create a Positive, Functional Work Culture

- ◆ Never allow the “old timers” to influence newer workers with shortcuts, unsafe acts, bad safety attitudes etc.
- ◆ Cause each employee to WANT to go home safe...happy employees are effective employees
- ◆ Reward employees when you “catch” them doing their job right
 - Doesn’t have to be money or gifts (bribes)



Safety Incentives

- ◆ Do you punish the correct behavior?
 - Reporting near misses, etc.?
- ◆ Do you reward incorrect behavior?
 - Failure to discipline safety violations?
 - Failure to report accidents, incidents and near misses?
 - Failure to enforce safety and health rules?
- ◆ Are your consequences for good/bad behavior suitable, equitable and consistent?



Top Down or Bottom up?

- ◆ Are your top supervisors and managers (or you, the owner) committed to safety?
 - **REALLY COMMITTED?**
- ◆ Do your employees follow your safety guidelines?
 - **ALWAYS?**
- ◆ What happens when someone in your employ does not comply with the safety program?
 - **DO YOU HAVE A DISCIPLINARY PROGRAM?**
 - **WHAT DOES YOUR DISCIPLINARY PROGRAM LOOK LIKE?**
 - **DO YOU USE IT WHENEVER NECESSARY?**



Save Time & Money & Improve Productivity (at the same time)

- ◆ **Do you believe that you can save money down the road by spending it on training today?**
- ◆ **Some benefits of an effective safety program**
 - Spend less \$\$ on equipment repairs
 - Spend less \$\$ on medical treatment
 - Spend less \$\$ on insurance
 - Reduced employee turn-over...leads to lowered training costs
 - When your employees are well trained and your equipment runs at its best, your productivity will improve, saving time and/or money



Workplace and Equipment Examinations

- ◆ 30 CFR 56.18002 – Examination of working places
 - Performed by “competent person”
 - Before employees go to work
 - Immediately correct any problems encountered
 - Record all examinations & hazards
 - Record all corrections to observed/recorded hazards
 - Keep records on file for at least one year

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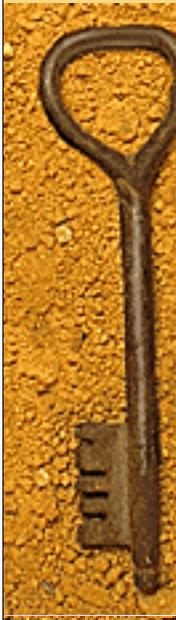
Workplace and Equipment Examinations

- ◆ 30 CFR 56.14100 – Safety Defects; examination, correction, and records
 - Mobile equipment shall be inspected before being placed into operation
 - Equipment with safety defects will be repaired before being placed into operation
 - Records of inspections shall be maintained



Prevent Injury and Fatality at Your Site!

- ◆ Look at established industry standards
- ◆ Review regulatory policy regarding the job/task
- ◆ Understand what has happened in the past (historical accident data)
- ◆ Train employees to recognize and avoid hazards





Prevent Work Stoppages Caused by Accident Investigations

- ◆ 30 CFR Part 50 Requires:
 - “...operators to immediately notify MSHA of accidents, requires operators to investigate accidents, restricts disturbance of accident related areas. This part also requires operators to file reports pertaining to accidents, occupational injuries, and occupational illnesses.”
 - The State of Wyoming, Mine Inspector’s Office has similar regulatory requirements for reporting accidents and preserving accident scene evidence.



Look closely at “Near Miss” Information...

- ◆ Write your safety program so that you are able to reward reporting of “Near Misses” so you can eliminate hazards BEFORE they become accidents.
 - Free dinners
 - Crew Pizza
 - “Special” Award
- ◆ “Near Misses” are a “free” look into the future





Eliminate Accidents from Occurring Rather than Investigating Accidents

- ◆ If you have a hazard in your workplace...you have a violation of 30 CFR
- ◆ If you allow a violation to continue to exist, it will eventually hurt someone
- ◆ Look at all near misses, determine causes, eliminate problems **BEFORE** they injure or kill someone or damage your equipment
- ◆ If we eliminate Near Misses from occurring, accidents will be reduced



Are your intentions and desires regarding work practices clear?

Does your Safety & Health Program Eliminate Confusion?





Develop Good Communications in Your Workplace

- ◆ Encourage open communications regarding safety and health issues
- ◆ When employees are confident you'll listen, they'll tell you what is wrong! And help you fix it!
- ◆ Never punish an employee for reporting a “Near Miss”
- ◆ Use the “Learning Cycle” rather than the “Blame Cycle”
 - **How can WE fix this problem (learning)? vs. why did YOU mess up (blame)?**
- ◆ When employees ask honest questions, give them honest, real answers!



Foster Employee “Buy-In” to Your Safety Program...

- ◆ By asking your employees how to “fix” problems, you will hear their ideas...use the good ideas
- ◆ When your employees see you are listening to them, they will be able to accept the safety program as “theirs” (a collaboration between management and workers) and make it a successful, effective program





Demand Safety and Health Performance from Your Employees

- ◆ Train employees to do the job right (the first time)
- ◆ Train employees to always avoid “short cuts”
- ◆ Observe work practices and individuals often enough to ensure that jobs/tasks are being done according to training received
- ◆ If employee is observed performing job contrary to training, ensure that employee understood training, retrain, observe work, monitor...
- ◆ Firmly and quickly discipline employees who repeatedly do not follow established safety & health guidelines



Lead By Example!

- ◆ “Walk your Walk...Talk your Talk”
- ◆ When you require employees & contractors to wear PPE in a specific work area, make sure you also wear the same (required) PPE
- ◆ Safety rules **MUST** be enforced unilaterally with out regard to the individual
- ◆ When you require your employees to wear seatbelts on the job, make sure they never catch you without yours in use!





Regular, Periodic Safety Meetings

- ◆ Keep safety in mind at all times & meet frequently
- ◆ Discuss infrequent or unusual jobs before doing them (special meetings, if necessary)
- ◆ Confirm & reinforce existing Safety and Health Policy
- ◆ Present and discuss new or proposed new safety and health policy
- ◆ Update employees on new health & safety regulations



The Winner of the Contest

SAFETY AT WORK?



4th Place!





3rd Place!





2nd Place!





and the winner
is...





Never an Accident!

- ◆ When employees are able to consistently go home un-injured & healthy...it is not an accident
- ◆ You have been working together as a team and have collaborated on an effective safety and health plan
- ◆ Accidents don't HAPPEN, they are CAUSED
- ◆ PLEASE REMEMBER! A safe shift is NEVER an accident!

How would you want him to do it?



Before you commit an unsafe act – THINK!

Someone is counting on you to come home safely at the end of your shift.

Think of that person when you choose between the safe and the unsafe way!

Think safety–work safely–every second of every shift–

for your family's sake!