Building an Effective Safety Program

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A Safety Program

A formal function that is focused on keeping people safe, reducing accidents, reducing losses and helping to achieve compliance.

Not a safety policy or procedure specific to a topic.

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A Good Safety Program

- **Is good for the employees**

- **Is good for the management**

- **Is good for the families…*W & M***

- **Is good for the company**

- **Is good for the community**

My personal belief…

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Scenario

You've been hired (assigned) to start/take over a company's safety program.

Questions:

"Where do I start and how do I do this?"

"Where do I go for answers?"

"What is an effective safety program?"*

A quick Case Study

- Company has an opening for a "Safety Officer".

- They interview a retired fire fighter and hire him.

- His only experience as a safety person is by association with the fire department safety officer.

- He hires a consultant to teach the OSHA 30 Hour for General Industry in hopes of learning how to build a comprehensive safety program.

- He hangs posters and develops safety slogans.

- He gets terminated for not producing a comprehensive safety program.

- His boss gets terminated for hiring the wrong person.

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What Is An Effective Safety Program

Is it:

- Management true buy-in?
- Being approachable?

Yes!!!

- Low statistics/numbers?
- An increase to the Net Profit of the company?

There might be a few problems…

- It doesn't require a college degree to be a competent Safety Professional, **but** education & training are needed.

- Many colleges & universities that offer Safety as a major don't have course work on "How to build a comprehensive safety program."
  - Those that do, typically have the Safety Management course as a small part of their curriculum.

- OSHA education centers don't typically offer courses on how to build a comprehensive safety program.

There might be a few problems…

Some Colleges and Universities that don't teach true development and implementation of a comprehensive safety program.

A great deal of the course work is based on standards, regulations and laws.

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How do we start?

-
-
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-
-

Do your Due Diligence

- Look at the HR review process.
- Review & confirm the Corrective Action Process.

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How do we start?

Did I say…
"Communicate"?

- Evaluate the data.

- Form a plan … *(strategy)*

- Set achievable goals & track them. *(What gets measured gets done.)*

- Keep Senior Management in the loop.   *(Justify, solicit)*

- Develop any needed policies, procedures and E&T.

- Conduct the education & training.

- Solicit help…*(safety committees)*

- Communicate progress or failures. *(Justify, solicit)*

- Update, update, update.

- Audit.

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Speaking of P&P – Examples - <u>General</u>

- Formal Safety Policy Statement – Annual

- OSHA Recordkeeping & Inspection

- Accident/Incident Investigation

- Safety Committees
  - Joint committee
  - Mgt safety committee

- Self Inspection *(several tiers)*

- Personal Protective Equipment

- Hazard Communication

- Emergency Response

- Safety Rules

- Fire Protection

- Toolbox Talks

- Education & Training

- Documentation

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Speaking of P&P – Examples - <u>Specific</u>

- Fall Protection

- MEWP

- PIT & Material Handling

- Respiratory Protection

- Electrical Safety

- Occupational Noise

- Confined Space Entry

- Lockout / Tagout

- Welding & Cutting

- Evacuation & Active Shooter

- Etc., etc., etc.

Addressing what your company needs!

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Every Policy & Procedure

- Determine best implementation action (start and sustained)

- Education

- Training

- Development of implementation tools/plans

- Lead by example & be out there

- Accommodate schedules (compliance calendar)

- Audit the outcome

- Modify / update as needed

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A Safety Program System – Example

- True Commitment from the MOST senior management

- A Safety Champion – and team player

- Goals & Objectives

- Standards for Performance

- Education & Training

- Presence – Management by walking around

- Participation – Exempt & Hourly

- Implementation – Expectation

- Motivation & Corrective Action

- Monitoring & Adjustment (as needed)

Don't be afraid to audit the program.

Don't forget ROI.

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It's a lot of hard work.

It takes a lot of people.

It takes being a true business partner.

It's not done overnight. It takes time.

Yes, it can be done.

Thanks!

Questions???

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