

Promoting Safety Accountability



Management Commitment

Foundation is based on?

- Envision will justify all necessary resources
- Safety is part of the process

Management Commitment

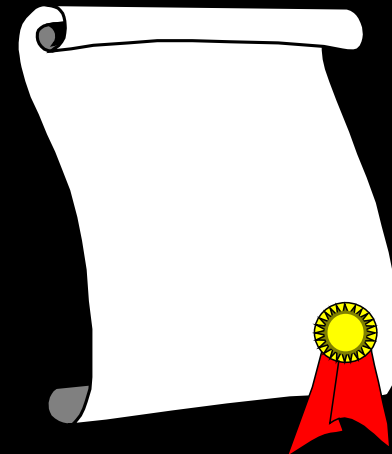
Resources

- Money
- Workforce
- Time



Management Commitment

- Must have top-down hierarchy
- Written format
 - Vision
 - Mission
 - Goals

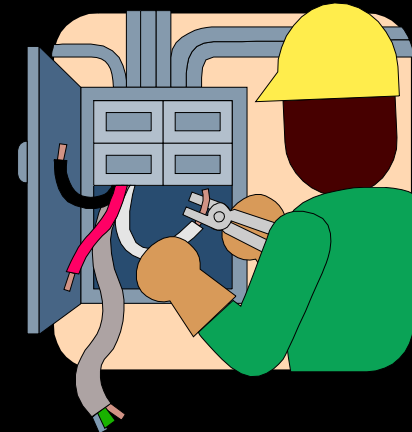


Safety Integration

- Incorporate safety into job description

Must be written

- Company safety policy
- Job description



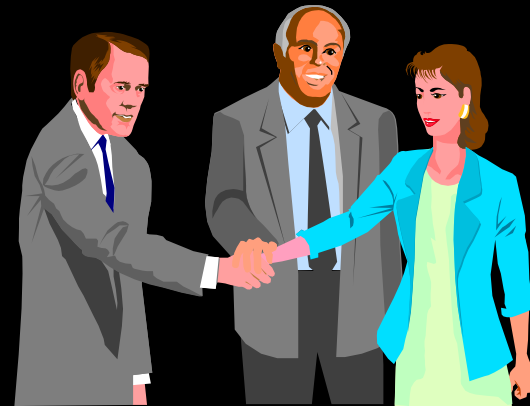
Safety Integration

- New employee safety orientation
 - PPE
 - Housekeeping
 - General safety
 - Job-specific



Safety Integration

- Accountability
 - Supervisors
- Consistency
 - Supervisors



Safety Integration

- Periodic training
 - Re-occurring
 - PPE
 - Forklift
 - New tools, equipment
 - Change of work tasks



Performance Evaluations

Requirements must be identified

- Formal
 - Annually
 - Semi-annually
- Informal
 - Continuous



Performance Evaluations

- A way to measure compliance
- Actively reward for compliance
- Assess
 - Effort
 - Work area
 - Productivity



Performance Evaluations

- Management must give:
 - Resources to accommodate
 - Space to maintain personal safety objectives



Performance Evaluations

- Understand personal evaluations
 - For safety culture development
 - Assist in other issues

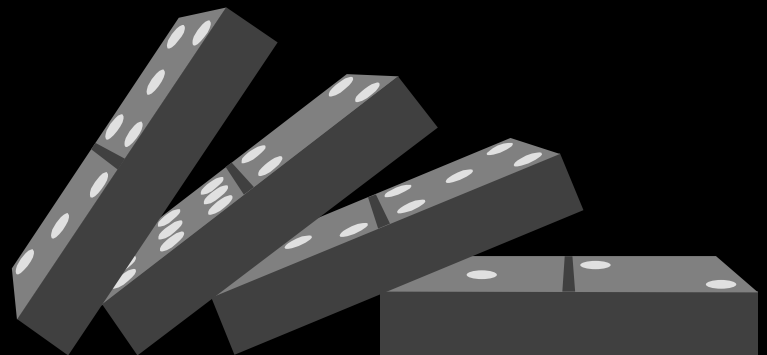
Timeliness

Quality

Quantity

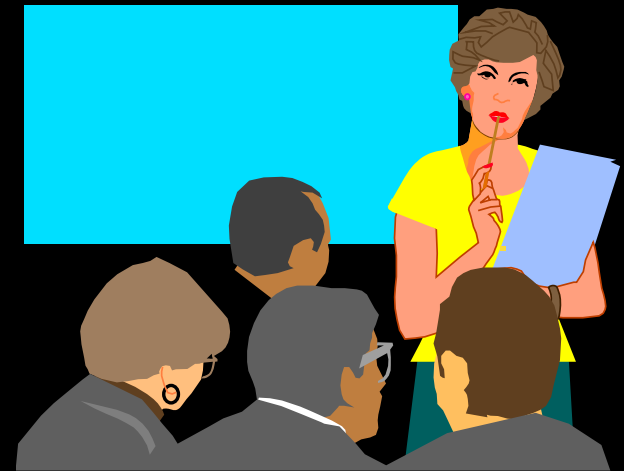
Communication

- Must be an effective system including all employees
 - Owners
 - Management/supervisors
 - Employees



Communication

- Must have proper communication channels
 - Safety team to management
 - Management to employee
 - Employee to employee



Communication

- Group communication is critical
 - Safety committees
 - Safety teams
 - Safety leaders

Communication

- Supervisors must:

- Listen effectively

- Be consistent*

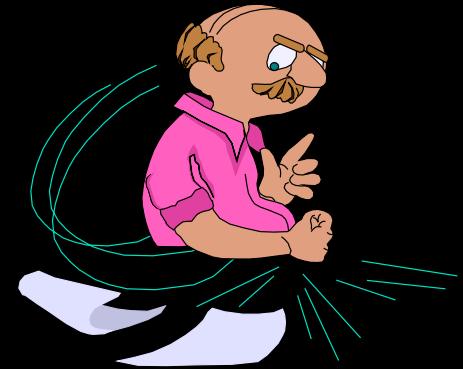
- Treat all employees equally*

- Listen to all questions/suggestions*

- Be genuinely interested*

Communication

- Supervisors must also:
 - Be sincere
 - Act swiftly
 - Encourage participation



Supervision

- Importance of the supervisor
 - Frontline
 - Personal relationship is there

Management must communicate with supervisors and receive feedback

Supervision

- Supervisors must be:
 - Notified of plan changes
 - Given proper authority
 - Given adequate resources for total compliance

Supervision

- Supervisor must be a “coach”
 - Encourage participation
 - Be consistent
 - Be fair and logical
 - Give genuine criticisms and compliments
 - “Walk the walk”

