

# Safety...

It is much more than paperwork...



# The Business Case for Safety

- Regulatory compliance
- Liability and cost control
- Operational risk reduction
- Improved productivity
- Protecting our workers

# One of our state's tools for safety management?

## Risk Management Division (RMD)

- ▶ The Risk Management Division was established in 1995 to implement a program to address the State's exposures to tort liability claims and lawsuits due to the loss of sovereign immunity.
- ▶ In an effort to save premium dollars through a deductible program, and to establish a cross agency return-to-work program for the state of North Dakota, the 2001 Legislature directed the establishment of a single workers compensation state account. The administration of that program was assigned to the Risk Management Division of the Office of Management and Budget.

# The Four A's

- Attitude
- Awareness
- Action
- Accountability

# What is “Safety”

National Safety Council:

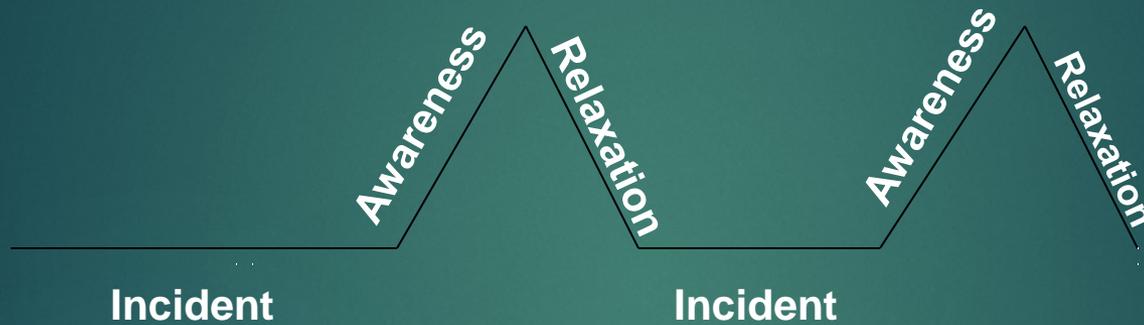
Finding an acceptable level of risk.

We also need to know where our highest risk categories are...

Motor Vehicle Crashes

# Safety Awareness Level

7



▲ Awareness level that steadily rises

# Safety Awareness Level

- What is your attitude toward safety?
- Do your actions reflect the proper attitude?

# Leadership – The Starting Point

- Establish company values
- Set and enforce company policies
- Consistently demonstrate commitment
- Be the “role model” for desired behavior
- Communicate expectations
- Create desired work culture
- Stay on top of things, and follow up

# Supervisor Responsibilities 1 of 3

10

- Know all safe work practices/rules pertaining to his / her job
- Accept responsibility to ensure the application of safe work practices
  - Explain all applicable safe work practices
  - Ensure employees are trained and competent
  - **IT IS YOUR JOB TO MOVE SAFETY POLICIES AND PROCEDURES TO EMPLOYEES!**

Let's look at an  
example...

11

# Ergonomics

# Supervisor Responsibilities 2 of 3

12

- Consistently enforce safety regulations
- Perform daily inspections of his/her respective work
- Report / correct unsafe conditions
- Assist in incident investigations

# Supervisor Responsibilities 3 of 3

13

- Support management and employees in their efforts to establish a proactive safety culture
  - Be familiar with laws, directives and policies mandated by the company and customers, OSHA and other regulatory agencies
  - Be visible to your employees

# Supervisor Responsibilities 4 of 4

14

- Accuracy in claim documentation
- State resources must be used properly and NOT wasted
- **After all you are all also OWNERS because you are taxpayers...**

# Accountability: Intervention

15

- Intervention should accomplish several goals:
  - Stop an unsafe act before it leads to an incident or illness
  - Replace an unsafe behavior with a safe one
  - Help employees learn to make better choices about working safely

# Accountability: Positive Reinforcement

Reinforcing safe work habits is just as important as eliminating unsafe behavior

- Most people tend to repeat behaviors that result in positive consequences and discontinue those that result in negative consequences
- Positive reinforcement is the only means available to maintain existing good behavior

# Legal Accountability...

17

- ▶ How do you protect yourself against civil litigation?

# Sub Contractors

- ▶ What liability do you have?

How do we define a culture?

- A common set of attitudes, values and beliefs shared by an organization
- The way things are around here

# Behavior-Based Safety

20

By developing a strong safety culture, we ultimately create an environment where each employee becomes responsible for their safety and the safety of their fellow employees

# Common Beliefs

21

Safe work cultures start with simple, common beliefs that are supported by all employees in an Organization

- Every incident could have been avoided
- No job is worth getting hurt over
- Every job will be done safely
- Most importantly, we believe that safety is everyone's responsibility
- "I am my brother's keeper"

# Safety Program Fundamentals

22

A safety culture is built through the establishment of a fundamentally sound safety program:

- Management commitment
- Policy statement
- Program goals
- Employee recognition
- Employee training
- Hazard analysis / correction
- Behavior-based safety

# Transforming a Safety Culture

23

Who does it start with?

*Everyone,*  
*including You*

# Signs of a Safety Culture

- Management leading by example
- Reduced injury rates
- Changes in employees' attitudes regarding safety

# Signs of a Safety Culture

- Heightened participation by employees in safety meetings
- More conversations regarding safety
- Employees adhering to safe work practices in the absence of the supervisor

# Quiz

## All Questions True or False

26

Q: Supervisor responsibilities include ensuring the application of safe work practices.

A: True

# Quiz

## All Questions True or False

27

Q: Safety is a condition of employment.

A: True

# Quiz

## All Questions True or False

28

Q: Managers, supervisors and employees should all be held accountable.

A: True

# Quiz

## All Questions True or False

29

Q: Reinforcing safe work habits is just as important as eliminating unsafe behavior.

A: True

# Quiz

## All Questions True or False

30

Q: A safety culture is a regulatory requirement.

A: False

# Quiz

## All Questions True or False

31

Q: Everyone adhering to safe work practices in the absence of the supervisor is a sign of a safety culture.

A: True

# Questions...