

SAFETY EVERY DAY...

**Inspire Each
Team Member's
Personal Pledge!**



**Safety is NO Accident:
Live Injury-Free**

Help! They made me the New Safety Manager: How to Thrive and Survive On the Job

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What is “Safety”?



**SAFETY IS A
STATE OF
MIND**



What is Culture?



**Shared Beliefs, Values, &
Attitudes, Resulting in
Patterns of Behavior that a
group of people share with
respect to Productivity,
Safety & Environmental
Compliance, Quality
Assurance, etc..**



- **Safety is much more than just regulations and policies**
- **Unsafe acts and behaviors**
- **Causes of accidents**
- **Changing behaviors**



Some Safety Statistics

- Fourteen thousand Americans die from on-the-job accidents every year
- A worker is injured every 19 seconds
- Most accidents occur within an employee's first six months on a new job
- Over 96% of all accidents are caused by human error
- All accidents (in an industrial setting) are **PREVENTABLE**



Why Don't We Have a Viable Safety Awareness Program?

- Costs too much money
- No support from anyone
- Limited interest
- Takes too much time to set up
- Takes too much time to maintain
- Won't really reduce losses
- We have limited resources
- We tried it before and it didn't work
- We haven't had that many injuries in the past



It is critical to recognize that **95%+** of all incidents are due to **unsafe acts/behaviors** as opposed to unsafe conditions



Unsafe Acts & Behaviors

Research suggest that:

- **Human Factors = 96% or more of all accidents and incidents.**
- **Human Factors = attitudes and behaviors of employees.**



Two Primary Causes of Accidents

- Automatic, Non-Deliberate Behavior
- Premeditated, Deliberate Behavior



Automatic, Non-Deliberate Behavior

- Daydreaming
- Distractions (being in a hurry)
- Inattention
- Stress



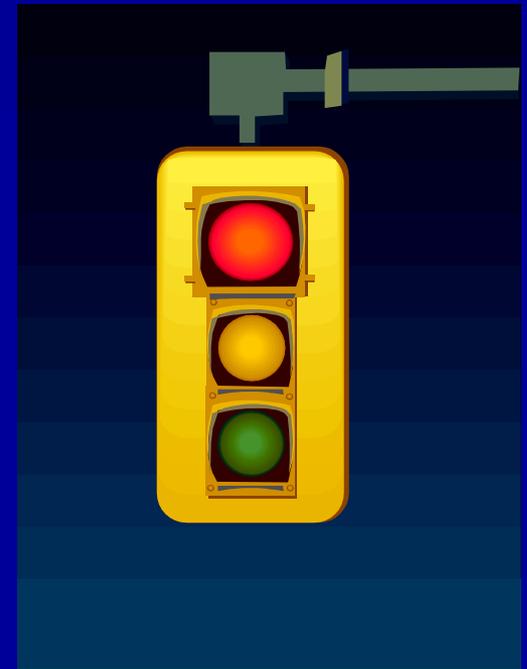
Premeditated, Deliberate Behavior

- Calculated Risk Taking
- Short Cuts
- Non Conformance
 - ✓ Time, Comfort
 - ✓ Convenience, Fear
 - ✓ “Looking Good”
- Complacency



“YELLOW LIGHTS”

- Get away with it one or more times.
- Little voice says “I Won”.
- Some benefit/reward.
- Poor work habits.
- Over-confidence.
- Belief is “It won’t ever happen to me”.



**How many of you
have had the
thought...
"IT WON'T EVER
HAPPEN TO ME"?**



Little Voice

- I don't like to wear that stuff!
- Ear plugs make my ears sweat and they also give me a headache, steel toe shoes hurt my toes, etc....
- I still have all my fingers and toes
- It takes too long!
- It's too hot, uncomfortable, inconvenient!
- It's never happened to me
- It won't hurt me!
- I'm healthy, I won't get hurt!
- I am strong enough to lift that!



HOW MANY OF YOU HAVE EXCEEDED THE SPEED LIMIT?



ON A REGULAR BASIS?



If you were teaching your son or daughter to drive, how many of you would teach them to exceed the speed limit?



Poor Safety Habits

Safety Don'ts:

- Fool around/show off
- Ignore a safety hazard
- Shut off or circumvent a machine safeguard
- Become overconfident in your job
- Assume safety is someone else's job

The Result

- Lost work time
- Painful injuries and death
- Productivity losses



Why is it so difficult to change unsafe behaviors?

- We are willing to take risks
- We are lazy by nature
- “It won’t ever happen to me”
- “This is the way we have always done it”
- “Taking shortcuts gets the job done faster”
- “I don’t like to wear that stuff”
- “It takes too long”
- “I’m healthy enough, it won’t hurt me”
- “I’m strong enough to lift that”

**How many of you slow down
when you see a police car?**



**How many of you speed up
again when you think the
police are gone?**



How Do We Change Our Unsafe Behaviors?

- Slow down
- Follow the Safety Rules
- Don't take risks
- What gets rewarded or punished?
- Think Safety (on the job & off the job)
 - ✓ Lead by example
 - ✓ Behaviors and Attitudes are the key!



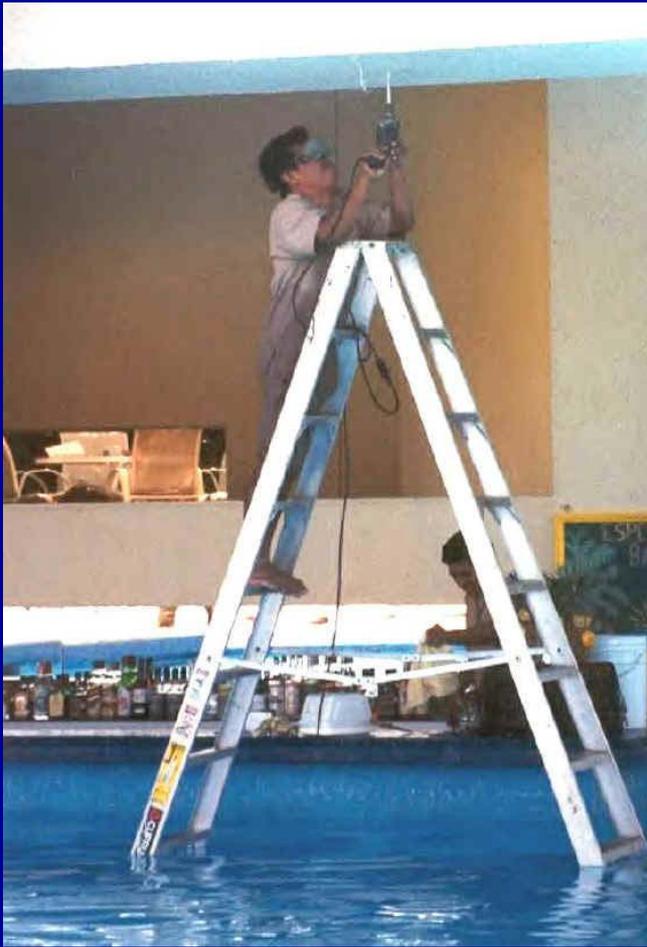
➤ *We are shown WIIFM*



**There are always
reasons for what we
do. For good or bad.
For the right reasons
or the wrong reasons.**









So, What Next??

- For safe behaviors:
 - Try to strengthen the positive consequences
 - ✓ Create more “P” factors
 - Try to weaken the negative consequences
 - ✓ Eliminate as many “N” factors as possible
- For at risk behaviors:
 - Strengthen negatives
 - Weaken positives



Managing a **Safety *CULTURE*** through **ABC** evaluation

- **A**ntecedent (s)
- **B**ehavior (s)
- **C**onsequence (s)





Heinrich's Triangle

Remember

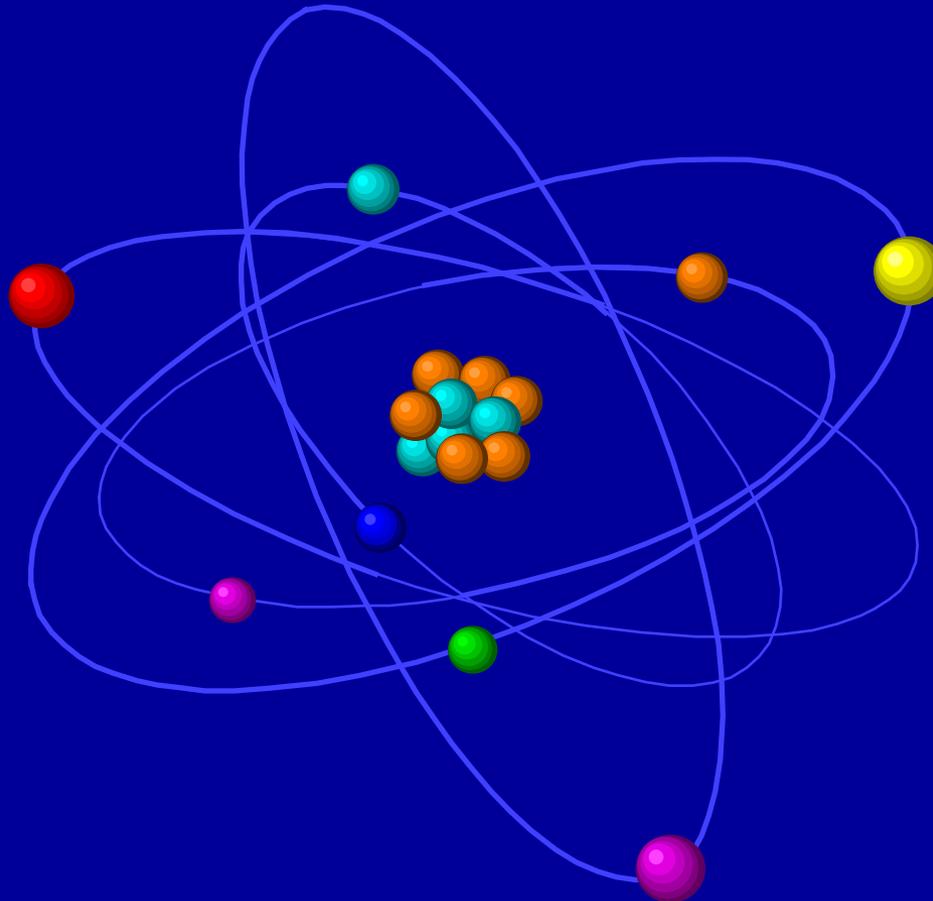
You can't always change conditions
but you can change behavior

We want individuals to have
substantial control and authority
over their safety, procedures with
personal accountability!!!

This is how you sustain behavior!!!



Safety Awareness Program Elements



Effective Safety Program

1. Management Commitment
2. Employee Empowerment/Involvement
3. Safety Procedures
4. Safety Training
5. Safety Committee
6. Safety Audits/Inspections/Assessments
7. Worksite Hazard Analysis (JSA, JHA)
8. Follow Up
9. Accountability



Management Commitment and Employee Involvement (WIIFM)

These are complementary elements

- Management commitment provides motivation and resources
- Employee involvement allows workers to develop and express commitment to safety and health



Hazard Prevention and Control

- Start by determining that a hazard or potential hazard exists
- Where feasible, prevent hazards by effective design of job or job site
- If the hazard cannot be eliminated, use hazard controls
- Eliminate or control hazards in a timely manner



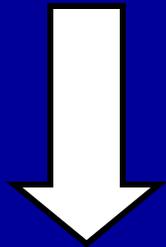
Controlling the Hazards

To prevent and control hazards:

- **Engineering controls**
- **Administrative controls**
- **Personal protective equipment**
- **Safe work practices communicated**
 - **via training, positive reinforcement,**
 - **correction of unsafe performance,**
 - **and enforcement**

Methods of Hazard Controls

**Most
Effective**



**Least
Effective**

Engineering

Administrative

**Personal Protective
Equipment**



Effective worker safety and health programs:

- Reduce work related injuries and illnesses
- Improve morale and productivity
- Reduce workers' compensation costs
- Include these four elements:
 - Management commitment and employee involvement
 - Worksite hazard analysis
 - Hazard prevention and control
 - Safety and health training



Incident & Accident Investigations

1. What Happened?
2. Why did it happen?
3. What can we do not to let it happen again?
4. What did we learn?



Previous Safety Committee Focus

- Frequently would generate a maintenance list
= Reactive Approach
- Often a “gripe session”! “Training is insufficient”, “That needs to be repaired”, etc...
= Reactive Approach

Move from a **reactive** (after an occurrence) to a **proactive** (prevention) approach.

Address **all** incidents to control and prevent serious incidents/accidents.



Tool Box Talks/Chats

- 5 minutes
- Tie to theme, posters, and paycheck stuffers
- Emphasize a couple of key points
- Open it up for comments and discussion
- Do it regularly (once per week)
- Pre-schedule and be consistent
- Leave them with a simple message
- Repetition changes behavior
- Make it interesting and informative
- Don't blame Administration or down play the importance of the talk
- When possible tie it to a previous accident
- Show concern and support for employee safety



OSHA

- The mission of OSHA is to save lives, prevent injuries and protect the health of America's workers.
- Some of the things OSHA does to carry out its mission are:
 - developing job safety and health standards and enforcing them through worksite inspections,
 - maintaining a reporting and recordkeeping system to keep track of job-related injuries and illnesses, and
 - providing training programs to increase knowledge about occupational safety and health.
 - www.osha.gov



RESPONSIBILITY LEVELS

- Safety is a TEAM effort. It is everyone's responsibility to be involved with employee safety.
- We can break it down into three components:
 - * Employer responsibilities
 - * Supervisor responsibilities
 - * Employee responsibilities



EMPLOYER RESPONSIBILITIES

- **Provide a workplace free from serious recognized hazards and comply with standards, rules and regulations issued under the OSHA Act and your State's S & H Regulations**
- **Examine workplace conditions to ensure they conform to applicable health and safety regulations.**



EMPLOYER RESPONSIBILITIES

- **Make sure that employees have and use safe tools and equipment and that this equipment is properly maintained.**
- **Use color codes, posters, labels, or signs to warn employees of potential hazards.**
- **Establish/update operating procedures and communicate them so employees follow safety and health requirements.**



EMPLOYER RESPONSIBILITIES

- **REMEMBER:** Your employer is responsible for, and is expected to, provide you with a safe and healthy work environment with proper tools and equipment and with training sufficient enough to allow you to safely perform your duties.



SUPERVISOR RESPONSIBILITIES

- Walk the talk!! LEAD BY EXAMPLE
- Help prevent and/or reduce potential for injuries, illnesses, and accidents.
- Use administrative or engineering controls where feasible to reduce or eliminate hazards and risks.
- Follow regulatory requirements.



SUPERVISOR RESPONSIBILITIES

- Enforce 100%, the safety work rules, practices and policies.
- Sell safety!



EMPLOYEE RESPONSIBILITIES

- According to OSHA, each employee “shall comply with all occupational safety and health standards and all rules, regulations, and orders issued under the Act”.
- Read and be trained on the company’s (employee) safety and health policies, and procedures.
- Comply with all applicable OSHA, State, and Local S&H Standards.



EMPLOYEE RESPONSIBILITIES

- **Follow all lawful employer safety and health rules and regulations.**
- **Wear or use prescribed personal protective equipment (PPE).**
- **Report hazardous conditions and potentially hazardous conditions to your supervisor or department head immediately.**



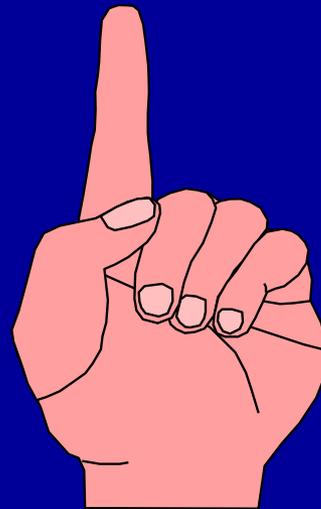
EMPLOYEE RESPONSIBILITIES

- **Report all occupational injuries and illnesses to your employer immediately.**
- **Exercise your rights under the applicable Acts in a responsible manner.**
- **Understand that no one person can handle the safety in your organization. It takes everyone. Participate in your company's Safety Management System!!**



EMPLOYEE RESPONSIBILITIES

Be aware that all employees, regardless of their job title, are expected to take ownership for their own well being and to actively participate in the safety process.



Remember

- As safety professionals and regardless if we have direct or indirect reports, we are always thought of in our organizations as:
 - Advisors
 - Consultants
 - Coaches
 - Mentors
 - Educators



Remember What Matters

**As a Safety and Health Professional,
you are going to take on new
challenges, it is vital that you
remember the value of your work.**

AND

**Understand in your heart and in your
mind that what you're doing matters.**

IF

**You don't understand that, it's going to
get really hard to do your job.**



AND MOST IMPORTANT OF ALL

BE PERSISTENT

AND

NEVER GIVE UP



Thank you

QUESTIONS??

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