



Annual Workplace Safety and Health Conference

SAFETY SAVES ASSETS

Texas Safety Summit 2016

Austin, Texas

Presenter: Ben Day



WHAT'S WRONG WITH THIS PICTURE?



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SAFETY IS GOOD BUSINESS

- First, It Is the Right Thing to Do
- Tends to Boost Employee Morale
- Small Losses Means Happy Bosses
 - Budget for It

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SAFETY AND HEALTH EXCELLENCE

- THIS CORRELATES WITH BUSINESS EXCELLENCE
 - Promotes Quality
 - Promotes Efficiency
 - Promotes Profitability

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EFFECTIVE SAFETY PROGRAM

- Written Safety Plan
 - Safety Meetings
 - Safety Training
- Safety Incentive Program
- EMPLOYEE INPUT!!!!!!!!!!!!!!!!!!!!!!

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DO YOU HAVE IT ALL?

- Safety Orientation
- Self Inspection Procedures
 - Accident Investigation
 - Claims Handling
- Return-to-Work Program

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THERE'S MORE?

- Record Keeping
- Emergency Action Plans
- Drug And Alcohol Policy
- Job Safety Analysis (JSA)
- And It Goes On and On – I Give Up
 - Help Me!!!

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WELL-OILED MACHINE



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BUSINESS VALUE

- Shows You Care about Your Greatest Asset
 - Reduces Cost by Reducing Risk
- Gives You a Leg Up on Your Competitors
 - Lowers Insurance Cost
 - Affects the Bottom Line

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WRITTEN PLAN

- Write It Down
- Retrofitting Is Never as Cost Effective as Designing It Right in the First Place
 - Who Should Have Input?
- Review Written Program Annually

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MEET AND GREET

- Let's Have Another Meeting
 - Set a Time and Stick To It
- Change Who Conducts the Safety Meeting?
 - Make It Fun
 - Feed the Beast

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TRAINING, TRAINING, TRAINING

- Plan Ahead
- See What You Need (Requirements)
 - Sign In, Please
- If It's Boring, They Will Be Snoring

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WHAT DO I DO?

- You Don't Have Employees Start without Training
 - Safety Must Be Trained and Habit Forming
 - How Often Do I Do This Training?
 - What If I Don't Know What To Do?

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START AT THE BEGINNING

- Tell Me What You Want, What You Really, Really Want
 - Make Me Aware That You Care
 - Tell Me the Good, the Bad, and the Ugly

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INSPECT WHAT? WHY?

- Use a Self-Inspection Sheet
- Check Fire Extinguishers, All Machinery, Automated External Defibrillator (AED)
 - AED - You Don't Have One
 - Make a List
 - Tell Somebody

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SHERLOCK HOLMES SAYS, INVESTIGATE

- How Do You Make Things Better – Find Out What Went Wrong, Then Fix It
 - Don't Blame or Shame
 - Proactive Not Reactive
- Say Your Piece, Then Shut Up

© Ben Day



CHECK IN ON ME

- When Employee Is Out Sick or Injured, Check On Them
 - Don't Be Sneaky But Take A Peeky
 - Tell Me I Am Missed

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WHEN I GET BACK, DON'T ATTACK

- Have a Good Return-to-Work Program
 - Are You Trying To Get Rid of Me?
 - Give Them Several Options
 - Don't Retaliate or Bait

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KEEP UP

- It Could Come Back to Bite You
 - Record Keeping Is a Must
- Requirements Versus Should Keep
- Have All the Right Forms at Your Fingertips

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EMERGENCY, EMERGENCY

- Have a Written Emergency Action Plan
 - Cover All Scenarios
 - Post-Egress Routes
- DRILL IT, DRILL IT, DRILL IT!!!!!!

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ARE YOU HIGH?

- Have a Written Drug and Alcohol Policy
- Have New Employees Sign Acknowledgement Form
 - They're Not Your Drinking Buddies
 - Enforce It Equally

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JOB SAFETY ANALYSIS

- WHAT IS THAT?
- Is There a Vaccine to Prevent It?

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... JOB SAFETY ANALYSIS

- Does Everybody Need One?
 - Let's Do It Together
- If a Procedure Changes – Let's Do It Again

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WHAT'S IN IT FOR ME?

- YOU TOLD ME ALL THE RULES, NOW GIVE ME A REASON TO COMPLY
 - OH, BECAUSE I HAVE A JOB
 - IT'S PART OF MY JOB

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SHOW ME THE MONEY INCENTIVES...

- What Do Employees Want?
 - Just \$\$\$\$ – NO
- Take Me Out to the Ball Game
 - Dinner For Two I Love You
 - If I Am Bad, Make Me Sad
- But Remember, if I Feel Blue I Might Sue

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TIE IT TO ME

- Make Safety Part of My Review and I'll Save Assets Too
 - Tread Lightly – No Big Stick
 - You Praise Our Clients – Praise Me!!
- Give Me Input and Then Tie Results to Me
 - Suggestions, Please

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LET'S FORM A COMMITTEE

- We Are Too Small
- We Don't Have Time
- No One Wants to Serve
- My Way or the Highway!!
- Who Should Be on the Safety Committee?

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SAFETY COMMITTEE FUNCTIONS

- Review Work Conditions
- Review Incidents/Accidents
- Promote Good Safety and Health to Others

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SAFETY EXCELLENCE MODEL



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MANAGEMENT COMMITMENT

- Valuing and Caring for Employees
- Demonstrating a Continual Commitment with Continued Involvement
- Setting High Expectations and Accountability for Safety
 - Motivating Proper Behaviors through Leadership
 - **WALK THE TALK!!!!**

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EMPLOYEE INVOLVEMENT

- Shared Ownership of and Commitment to the Program
 - Active Support of the Program
- Accountability for One's Personal Safety and That of His/Her Co-workers

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WHAT DOES IT REALLY COST?

- For an Accident Costing You **\$5,000** with a 2 Percent Profit Margin, You Would Have to Sell an Additional **\$250,000** in Products or Services
 - Why, You Ask? Because of Hidden Cost
- Things Like Lost Productivity and Higher Insurance Cost

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SAFETY'S ROLE MANAGEMENT/ ORGANIZATIONAL

- Leadership And Employee Empowerment Are Keys to Creating a *Proactive Safety Culture*
- Senior Management Commitment Is Critical to Improving Safety
- Promote Program Results Both Internally and Externally

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REMEMBER...

- You Will Achieve the Level of Safety Excellence...
- That YOU Demonstrate You Want to Achieve

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FINAL THOUGHTS

- Establishing a Safety and Health Culture That Leads to Superior Performance Is Not Only the Right Thing To Do or the Socially Responsible Thing to Do...
 - It Is Also the Right Economic Approach
- “Reducing Workplace Injuries and Illness Conserves Critical Resources and Improves the Use of Those Resources. It Saves Money, Avoids Unnecessary Costs, and Ultimately Maximizes Returns on Business Investments.” (John Henshaw, Asst. Sec. of Labor)

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LET'S WRAP IT IN A BOW

- *SAFETY FIRST TO AVOID THE WORST*

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