SAFETY MANAGEMENT

“An ounce of prevention is worth a pound of cure.”

Ben Franklin… talking about fire safety
“It is better to be careful 1000 times than to be dead once.”

Ben Franklin

“A Few More Quotes About Safety

“Common sense is not so common”
Voltaire – 1694 French writer

“The safety of the people shall be the highest law.”
Marcus Tullius Cicero - Roman philosopher born in 106 BC

”I have never been in an accident of any sort worth speaking about…
...that won’t happen to me ”
Captain EJ Smith – 1912 Just prior to sailing
“Those people are my slaves and they jump when told to and ask when they should come down.”

John Franklin – CFO and Senior VP

“A Few More Quotes”

“Tell your people not to talk to the Safety people. All they do is tell us things we can’t do.”

Timothy Lowney – Senior Director of Operations

“We don’t have budgets here. Workers’ Comp is just a cost of doing business.”

Martin Perkins CFO & Controller

“If you think you are going to fill rooms with people to do safety training – guess again.”

Thomas Sullivan – VP of Operations
“Stuff Happens”
Not a great culture...

Hey, can I come in and play?
SOMETHING TO THINK ABOUT

Biggest problem in the work place – An imperfect machine at your site that is a must!

Human Beings

Are there situations that are “NO WIN” – Yep......
IF YOU DON’T HAVE …

**SENIOR MANAGEMENT SUPPORT**…..

You will have very limited results

and it may not work....
An inclusive culture...Collaborative & Sustainable

The Company

Production
I.T.
Safety
HR
Maint.
Logistics

R&D & Eng

Yes titles do matter.....

Equal partners for success.
## DEFINE EFFECTIVE SAFETY PRACTITIONER’S ROLE

- Safety technician
- Management consultant
- Observer
- Questioner
- Note taker
- Accountant
- Team player
- Moderator

- Employee assistance person
- Analyst
- Writer
- Developer
- Implementor
- Inspector
- Motivator
- Coordinator

- Mentor
- Advisor
- Engineer
- Draft’s person
- Compromiser
- Educator
- Sales person

*And this list is NOT all inclusive...*
SO HOW DO WE GET THAT SUPPORT?

Info gathering, analysis of the situation, preparation, presentation and action...
THREE TYPES OF SALES TO CONSIDER

- **The Shot Gun** – not such great results
- **Individual** – look at everything on your own – very limited results
- **Analytical** – Blank sheet of paper – hits the target
SENIOR MANAGEMENT & LEADERSHIP DUE DILIGENCE - **USUALLY** WHAT GETS MEASURED…GETS DONE!

- Attend meetings and just listen – Find out what makes them tick?
- Talk to the Top person and their Direct Reports – ask the hard questions…
- Look at other companies in your industry….Not just BLS #'s
- Gather Company financial documents & loss runs
- Look at budgets
- Look at the HR review process
- See if Job Descriptions are available – review them for Senior Mgt.
- Confirm the Corrective Action Process – has it been used?

You must speak their language…
SENIOR MANAGEMENT & LEADERSHIP DUE DILIGENCE - USUALLY WHAT GETS MEASURED...GETS DONE!

• Find out what the Company’s profit margins are – Gross, Net, etc.
• Look at stock holder equity – if present look at the 10K
• Look at insurance costs – not just Workers’ Comp.
• Meet with the Insurance Carriers – All Lines
• Determine the Company’s Experience Mod Factor
• Don’t forget your OSHA Recordkeeping
• Look at business forecasts and marketing strategies
• Look at employee turnover rates & cost of hiring

You must speak their language...
SOME SUGGESTIONS

• Once you find out what Senior Management wants, give them only what they want
• You can offer more, but DO NOT over load them
• Keep things short and concise
• Get to the point
• Give them a reason to support your Safety Management system
• Don’t use the “Pie In The Sky” methods – be real world.
• Present in a way that they have to take some action – “We’ll give it some thought”
• Remember to tell them that the effort and commitment must be sustained.

You must speak their language…
CONSIDER THAT:
NO TWO MANAGEMENT GROUPS ARE ALIKE…..

Be specific: To them and your company.

Present material that will motivate and not bore
or cost you your credibility.
SOME SUGGESTIONS

• Present in a formal way – your findings in the areas most important to them
  • Consider – multi media, video, PowerPoint, or talking points – pick things they can relate to
• Don’t take too much time
• Don’t be afraid to tell them that Safety Management will not work without them – assign the responsibility
• Ask them to move – yes move
• Have them help prepare the documents you need
• Have a way to print your documents before they leave the room
• Get the signatures and dates

You must speak their language…
A SAFETY MANAGEMENT SYSTEM — As an example

- True Commitment from the MOST senior management
- A Safety Champion – and team player
- Safety by Design - Engineering
- Standards for Performance
- Education and Training
- Implementation – expectation
- Monitoring and Adjustment
- Motivation & Corrective Action

Must be formal...

PDCA

Understanding
SENIOR MANAGEMENT & LEADERSHIP
SUSTAINING SUPPORT & COMMITMENT

• Set a schedule for your system – have them help and take action items. Excel is great for this.

• Short, regular meetings to solicit, discuss and secure support, continuous commitment & participation

• Establish how the formal policy statement will be communicated.

• Set dates for communication, review and recommitment

• Policy statement should include:
  • Their belief in and commitment to Safety
  • Protection of people, the company and compliance with applicable regulations
  • Participation and Accountability
WHAT IS SAFETY GOING TO COST - $$$

A budget is needed for Safety

- P, P, & P development
- Safety oversight
- Education & training
- Contract services may be needed
- PPE allocations

- Industrial Hygiene sampling
- Safety committee time (sub-committee too)
- Safety inspection time
- Repair of inspection items
- Accident investigation time
- Recordkeeping time and location
- Motivation thank you awards

And what is the return on investment???
WHAT IS SAFETY’S RETURN ON INVESTMENT - $$$

A company gets back:

- Better efficiency
- Higher productivity
- Reduced insurance costs
- Lower employee turnover
- Reduced sick time – scheduling
- Reduced internal medical care

- Reduced materials cost
- Reduced breakdown time
- Reduced maintenance & facilities expenses
- Reduced community & environmental liability
- Increased profits
- Increased stock holder equity
- And much more…
THANK YOU!!!

Questions?