

The Path to Safety Excellence

Managing your Safety Program & Enhancing Safety Culture

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Count The Cost!

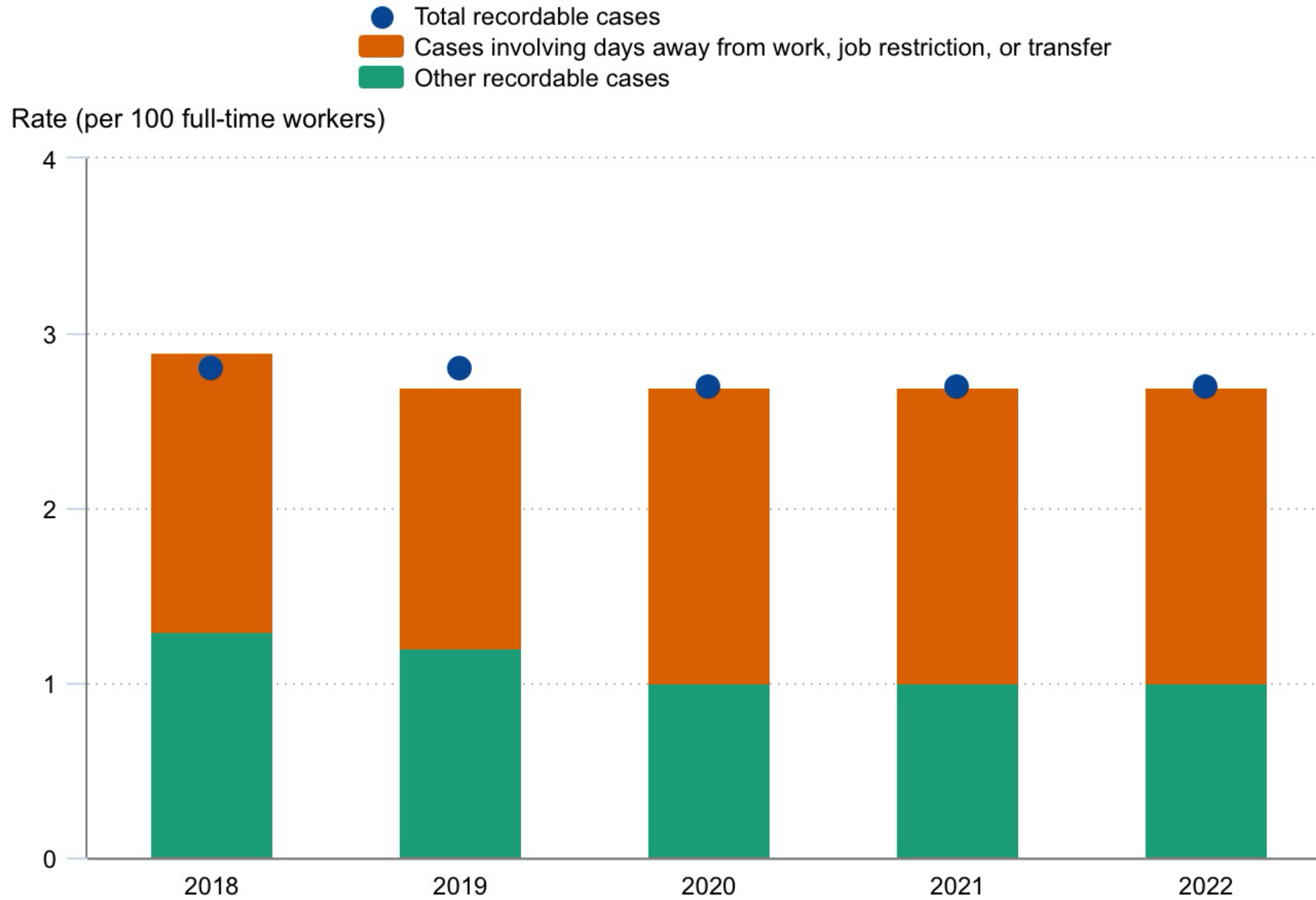
The rate for injuries in the manufacturing industry is 3.8 cases per 100 workers

It Pays to Be Safe!

The average cost for one non-fatal injury in the manufacturing industry is \$42,000.

That equates to \$159,600 per year

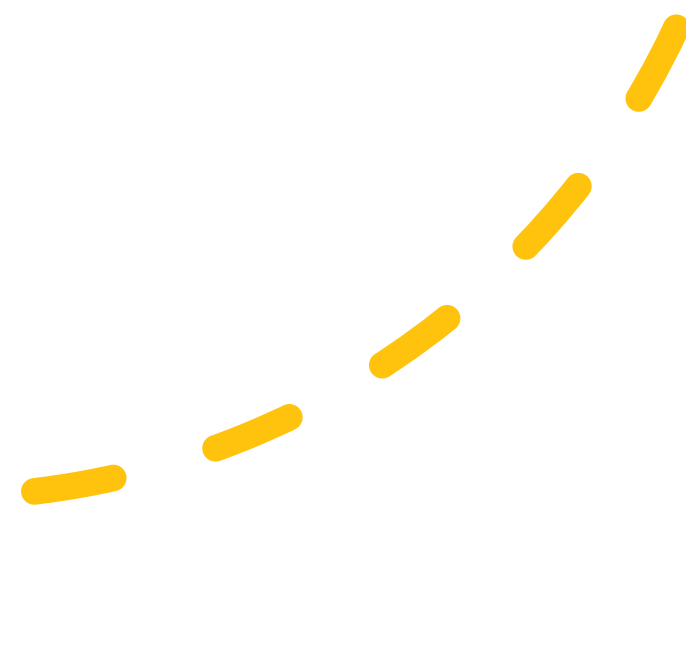
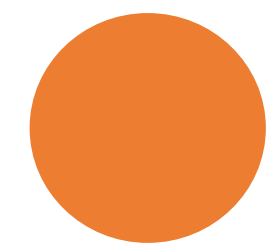
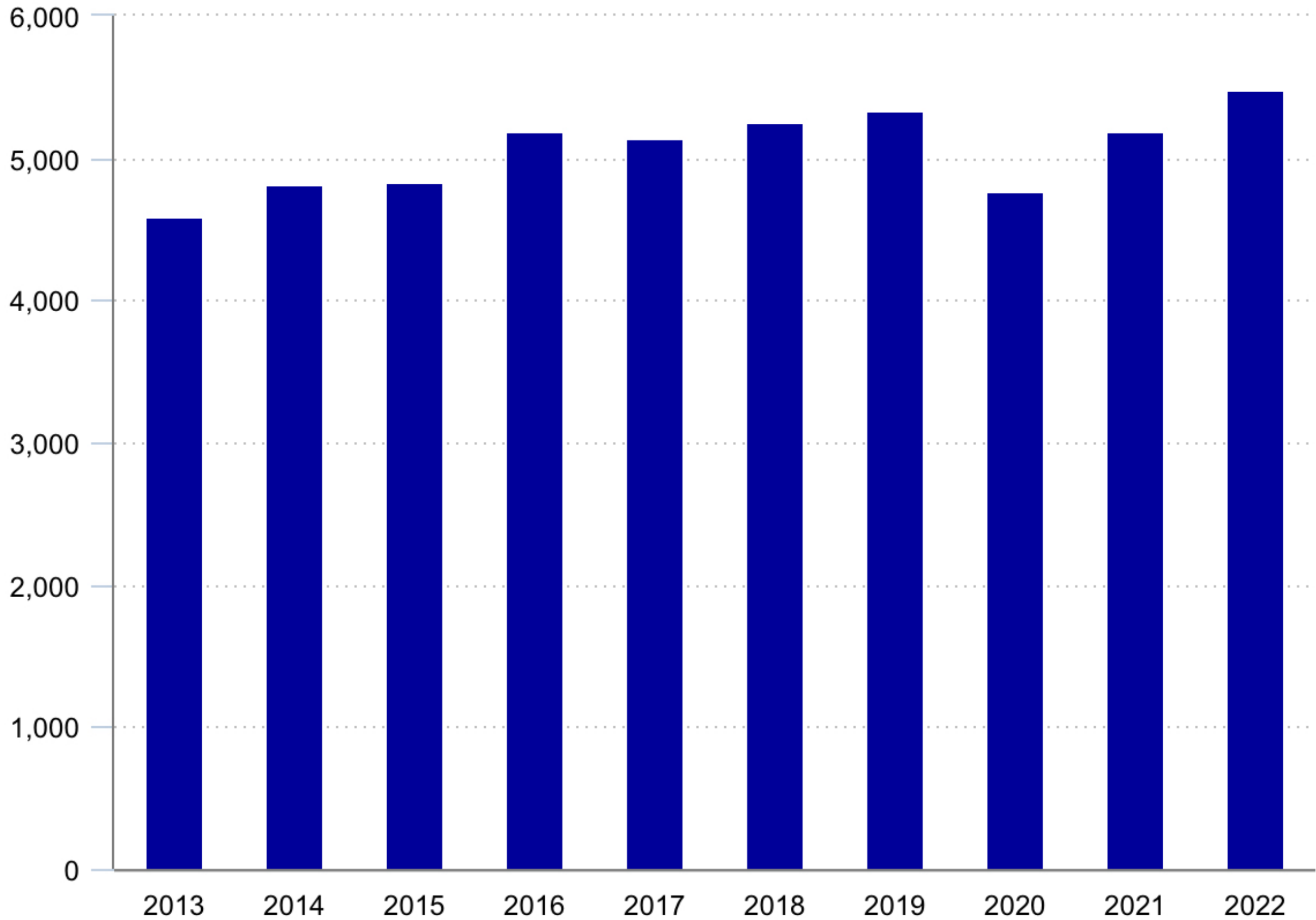
Total nonfatal work injury and illness rates, private industry



Source: U.S. Bureau of Labor Statistics.



Number of fatal work injuries, 2013–22



A knowledge gap?

1. Supervisors in small to medium manufacturing companies show varying levels of knowledge in safety program management.
2. Generally, they are familiar with key safety program elements: hazard identification, risk control, incident investigation, and safety training.



Risky expectations!

3. Supervisors may not have the time or resources to develop and implement a comprehensive safety program.
4. They may also lack the expertise
5. As a result, the safety performance of many small to medium manufacturing companies is minimally effective at best.





Non
Compliance



Compliance
Only



Compliance
Plus Behavioral



Non Compliance

- No safety training
- Lack of safety inspections
- No safety procedures
- Untrained supervisors
- No written safety plans
- No record keeping
- No incident tracking

Compliance Only

- Generic safety training
- Generic written programs
- Generic inspection forms
- Generic procedures
- Untrained supervision
- Generic incident management
- No Hazard assessments
- No 3rd party assessments

Compliance Plus Behavioral

- Effective safety training
- Site specific procedures
- 3rd party consultation
- Trained supervisors
- Incident investigations
- Near miss tracking
- Job Hazard Analysis
- Safe Work procedures
- Worker involvement
- EHS Software Management

A different approach

- **Shift from Carrot and Stick:** Abandon the ineffective carrot-and-stick approach; it fails to build trust.
- **Shared Responsibility:** Recognize that safety isn't solely the safety person's responsibility.
- **Incremental Change:** Embrace a step-by-step process for implementing change.
- **Daily Commitment:** Begin each day with a commitment to making safety excellence a priority.
- **People-Centric Approach:** Adopt an approach centered on people to enhance safety practices.



Change is good

- **Top-Down Backing:** Safety Excellence requires support from top management.
- **Resource Allocation:** Time, resources, and trust from top management are essential for Safety Excellence.
- **Collaboration Matters:** Emphasize teamwork; you're not alone in achieving Safety Excellence.
- **Organizational Impact:** Recognize that Safety Excellence positively influences the entire organization.
- **Core Principle: Change:** Changing unsafe habits and understanding there are specific reasons workers take risks is a fundamental principle for achieving Safety Excellence.



A mindset change

Falsehood of Quick Fixes: Disregard the notion that "Safety Fix it!" is a quick solution.

No Instant Solutions: Understand that there are no quick fixes in the realm of safety.

Mindset Transformation: Emphasize the need for a profound change in mindset.

Limitations of Old Safety Management:

Acknowledge that the traditional approach has limitations; it may plateau after a certain point.

Substantial Change Required: Recognize that any change made should be substantial, focusing on managing people rather than just complying with regulations..





- The way we have been managing safety is not working.
- Most program are compliance based only. That is just checking the box!
- We need people-based programs that understand why workers take risk and how to change
- Finally, we need a system to track, analyze and adjust based on real time data



Discussion Time



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