MAKE IT SAFE!

MAKE IT HOME!

-Director Tooley

Craig Vigil, New Mexico
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Ryan Nakata, Hawaii
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Barriers

Measuring Safety

Engaging Employees
BARRIERS TO SAFETY
Perceived Barriers

- Time
- Resources
- Expectations
- Silos
- Dual Standards
- Fear
- We have always done it this way
Real Barriers

- Lack of communication
- Me
- Resources
- Lack of Training
- Changes in the workforce
Measuring Safety

"If you don't know where you are going, you might wind up someplace else."
Safety Performance Measures

• **Lagging Indicators** – After the fact measurements that measure the effectiveness of a safety program.

• **Leading Indicators** – Pre-incident measurements that focus on future safety performance with the intent of continuous improvement.
Lagging Indicators

- Lost time injury rates
- Incident rates
- Accident costs
Leading Indicators

• Focus on the future

• Show employees that their organization is taking proactive steps towards their safety

• Target specific areas

• Can be introduced at any time

• Measure inputs to the safety process

• Drive identification and elimination of risk

• Improve safety through prevention
Choosing a Leading Indicator

Specific
Measurable
Actionable
Relevant
Timely
Examples

- Training (classroom or hands-on)
- Employee observations/ corrective actions
- Safety meetings (small crew or statewide)
- Facility housekeeping
- Participation in safety committees
Leading Indicators / Lagging Indicators

% Workers Trained
% Lost Time Injuries
How to Implement

• Start slowly
• Convince management
• Involve front line workers
• Share outcomes with all levels
• Plan – Do – Check - Act
Executive Level Leadership

• Vision
• Commitment
• Be Visible
Mid- Level Managers/Supervisors

• Support the organization’s vision
• Lead by example
• Focus on prevention
Empower Employees

• Involve employees in safety programs/initiatives
• Continue their education
• Recognize and reinforce positive behaviors
• Set clear guidelines
• Provide the necessary tools
CARE

Our Employees

Each Other

ME
MAKE IT SAFE, MAKE IT HOME!!

-Director Tooley
Thank You

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