

# Preparing for the New Year Plan Ahead for Safety

January 2025

“Give me six hours to chop down a tree and I will spend the first four sharpening the axe.”

– Abraham Lincoln

## The time for reviewing your safety efforts is now.

Take a serious look at what happened last year and ask:

- Do we want to continue down this path or can we make some improvements?
- Does my current path make sense?
- Am I reducing risk potential in a meaningful way to minimize injuries and accidents?
- Am I still in Compliance?

# AGENDA

- Understand the need for Planning
  - Proactive vs Reactive
  - Review your “Safety Culture”
    - Is it positive or negative?
  - See the problem and choose a path
- Review of Risk Potential/Loss Drivers
  - Complete the Annual Review
  - Identify Gaps
  - What if we have no incidents?
- Review of Compliance
  - What do we need to do in 2025 to enhance compliance?
- Anticipated Outcomes
  - Next Steps? What are our goals?
  - Homework assignment

# Why “Plan” for Safety?



## Establish a Safety Culture

- Enhance accountability, Recognize positive behavior
- Increase Buy-In, Engagement and Morale
- Safety shouldn't be a burden or a checkmark



## Minimize Risk Potential

- Identify Hazards and Corrective Actions before an incident
  - Proactive vs Reactive
- Establish Plans for the Unexpected
- Know the right thing to do rather than the easy thing to do



## Elements of Compliance

- Reduce the risk of citations
- Establish a plan for and pattern of documentation
- Designate a compliance monitor



These elements create a roadmap for behaviors in your operation!

# Is Your Company Proactive or Reactive?

**Reactive  
(Past)**

Responds to events that have already happened, such as incident and accidents

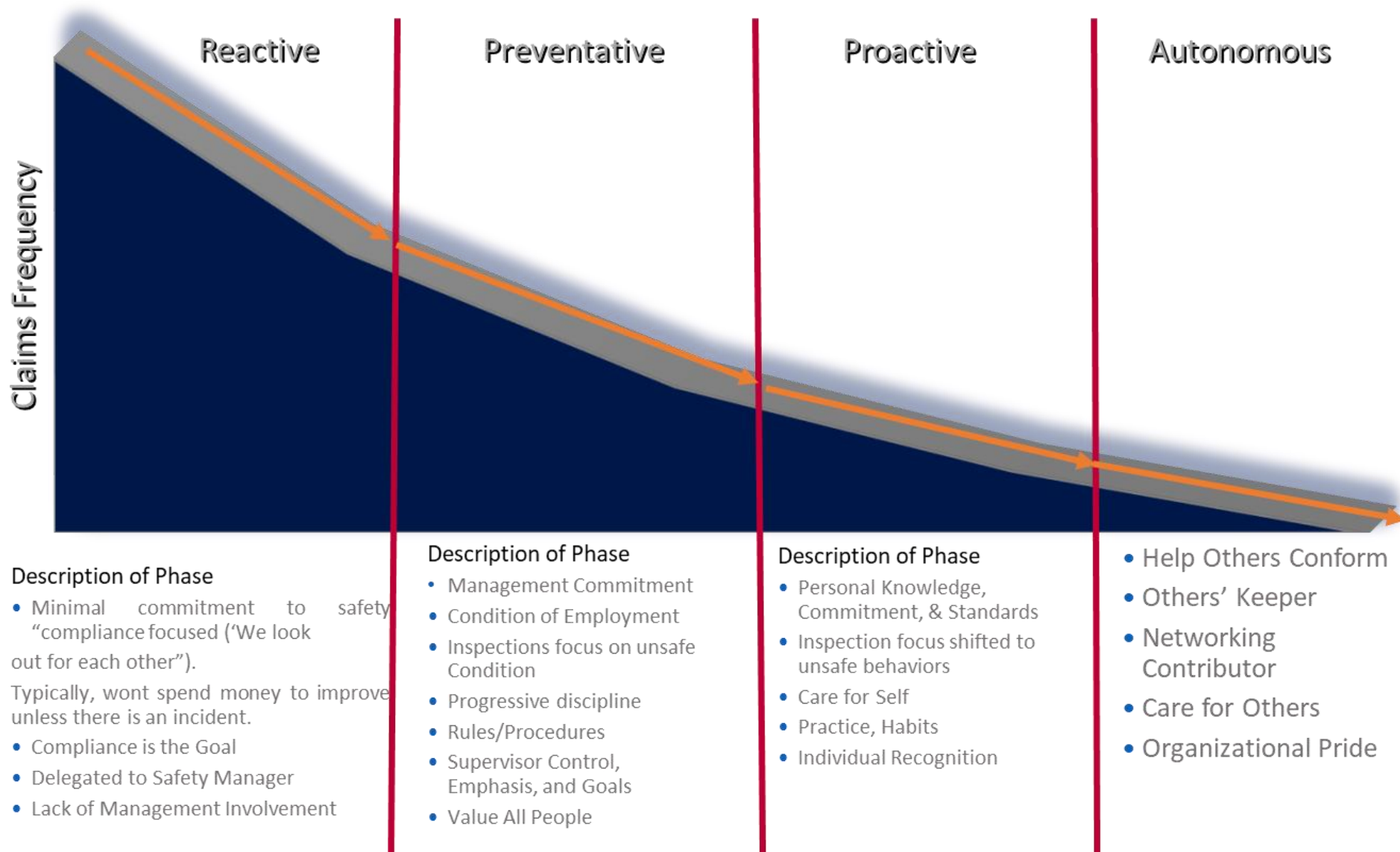
**Proactive  
(Present)**

Actively seeks the identification of hazardous conditions through the analysis of the organization's processes

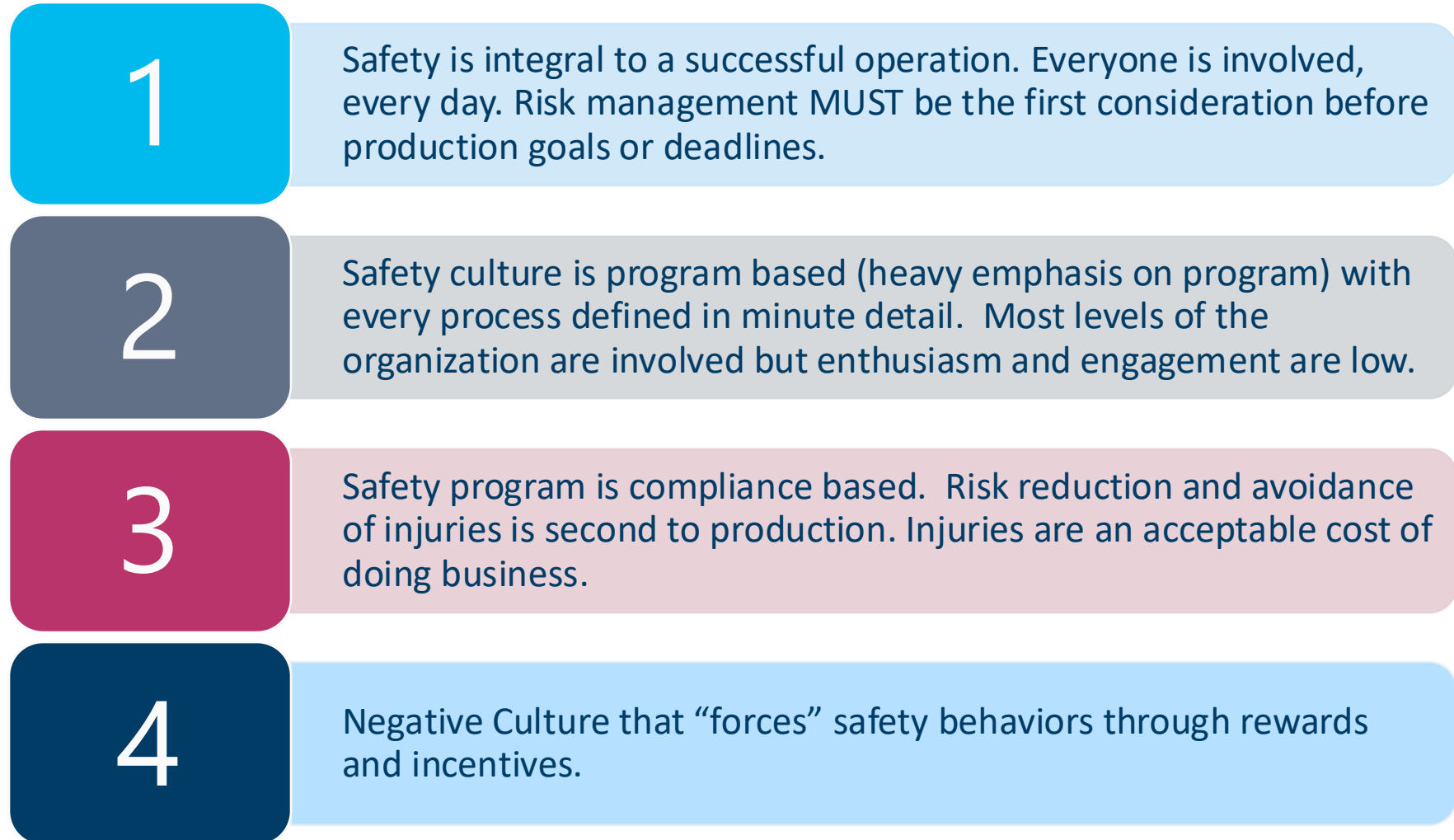
**Predictive  
(Future)**

Analyzes system processes and environment to identify potential/future problems

\* Aim for proactive and predictive



# Safety Culture Spectrum



# Improve Safety Culture



# Next Step: Review Operations and Identify Concerns

- Risk Potential

- Falls from height
- Lack of PPE
- Wrong tool for the job
- Unstable walking/working platform

- Big Picture Problems

- Poor decision-making process
- Lack of supervision
- Lack of accountability
- Poor management
- Safety controls inadequate
- No Formal Plan to succeed



# Be Proactive

Develop control measures to address identified risk potential



Condition Based Controls



Behavior Based Controls



Culture Based Controls

\* Remember that training alone is not the most effective method of controlling risk potential



# Reactive Approach

Identify conditions and behaviors that might lead to injuries through a loss trend analysis.

| Injury Cause Description                           | Total Gross Incurred Costs<br>(since 2019) |
|----------------------------------------------------|--------------------------------------------|
| Strain injury, fall from ladder                    | \$287,559                                  |
| Fracture, fall from different level                | \$210,280                                  |
| Strain injury, trip on debris                      | \$204,123                                  |
| Fall, slip ladder or scaffold                      | \$163,400                                  |
| Strain, material handling while moving up a ladder | \$99,111                                   |
| Cumulative Trauma, back strain                     | \$99,100                                   |
| Laceration, struck by ladder                       | \$79,787                                   |



# Reactive Approach

- Ensure that you are addressing the “root cause”
  - Example: falls from ladders ≠ ladders are the problem
- Identify controls that are effective and specific
  - Example: falls from ladders may not be solved by buying new ladders
- Employee engagement at all levels of the organization is important
  - Example: falls from ladders caused by behaviors may be systemic, not localized
- Follow up early and often
  - Examples: an implemented control may work for a short time but follow up in the long term is critical

# Compliance: Written Programs



General Safety Program



Workplace Violence



Chemicals/Hazard Communication



Confined Space Entry



Bloodborne Pathogens



Personal Protective Equipment



Electrical Hazards



Fall Prevention



Weather (Heat, Rain, Cold)



Lockout/Tagout

# Elements of an Effective Safety Program



# OSHA Top 10 Citations

(Oct 1, 2022-Sept 30, 2023 from <https://www.osha.gov/top10citedstandards> )

**1 | Fall Protection  
General Requirements**

1926.501  
5,915 violations

**2 | Hazard  
Communications**

1910.1200  
2,639 violations

**3 | Ladders**

1926.1053  
2,449 violations

**4 | Respiratory Protection**

1910.134  
2,414 violations

**5 | Scaffolding**

1926.451  
2,251 violations

**6 | Control of Hazardous  
Energy  
(Lockout/Tagout)**

1910.147  
2,139 violations

**7 | Powered Industrial  
Trucks**

1910.178  
1,896 violations

**8 | Fall Protection:  
Training Requirements**

1926.503  
1,762 violations

**9 | Personal Protection  
and Lifesaving  
Equipment: Eye and  
Face Protection**

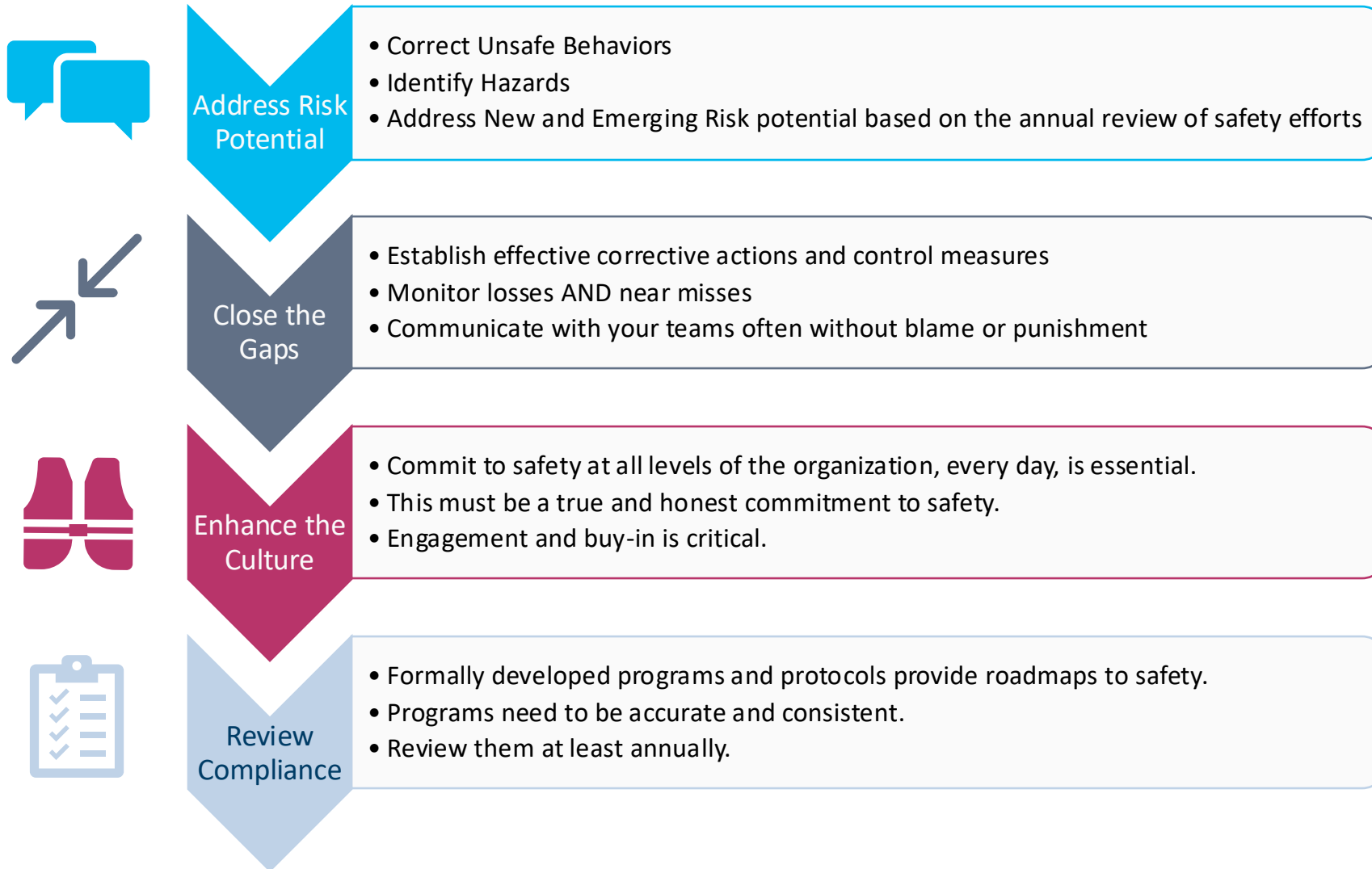
1926.102  
1,572 violations

**10 | Fall Protection  
General Requirements**

1910.501  
1,469 violations

Remember: This is a starting point for all industries. Risk reduction is equally important as reducing violations.

# Setting Goals – What to Prioritize



**28% of incurred claim costs**  
are strains from MMH\*

The Pareto Principle at  
Work

"A leader leads by  
example, not force."  
Sun Tzu

"Paper doesn't save people.  
People save people."  
Dan Petersen

\*Loss data for BHHC Policyholders since 2016



# Setting Goals for the New Year

- First Priority – Daily Efforts, Risk Reduction
  - Correct identified gaps from prior year
  - Address new and emerging risk potential
    - New tasks
    - New environmental hazards
    - New chemicals
    - New employees/managers
  - Establish true, top-down Commitment
- Second Priority – Long Term Goals and Compliance
  - Understand the driving principles of long-term change in safety culture.
  - Enhance compliance to reduce regulatory risk.

# Summary

## Priorities and Homework

- Proactive vs Reactive – pick an approach
- Review efforts from last year and identify opportunities for improvement
- Commit to a safe workplace at all levels
- Encourage participation and buy-in
- Stay focused. Engage with employees on safety issues daily.