# 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

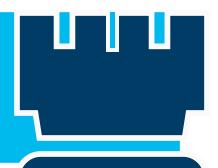


## Why "Plan" for Safety?



#### **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



### Is Your Company Proactive or Reactive?

Reactive (Past)

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

Proactive (Present)

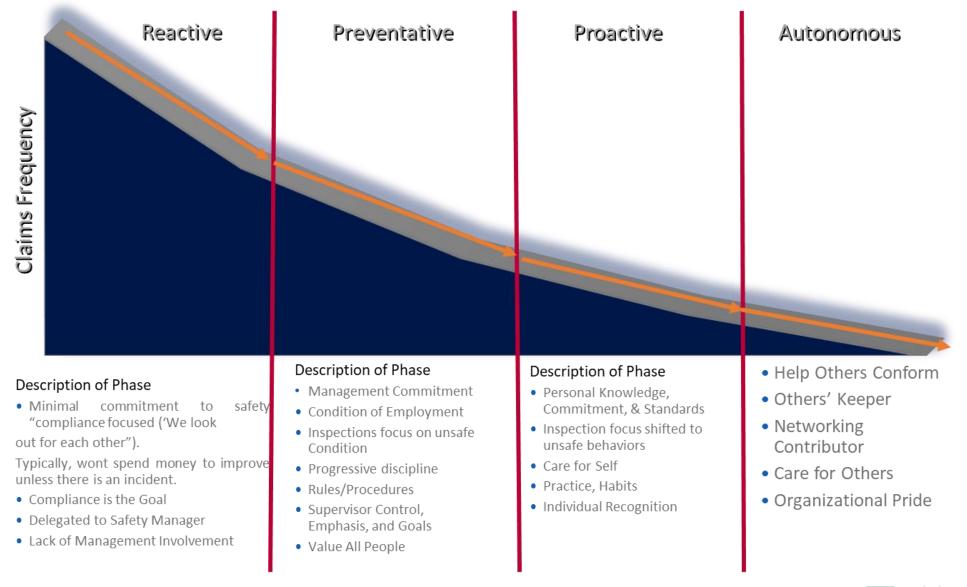
Actively seeks the identification of hazardous conditions through the analysis of the organization's processes

Predictive (Future)

Analyzes system processes and environment to identify potential/future problems

\*Aim for proactive and predictive







## Safety Culture Spectrum

1

Safety is integral to a successful operation. Everyone is involved, every day. Risk management MUST be the first consideration before production goals or deadlines.

2

Safety culture is program based (heavy emphasis on program) with every process defined in minute detail. Most levels of the organization are involved but enthusiasm and engagement are low.

3

Safety program is compliance based. Risk reduction and avoidance of injuries is second to production. Injuries are an acceptable cost of doing business.

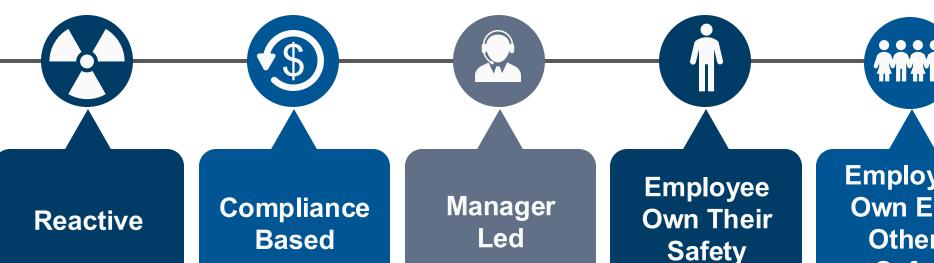
4

Negative Culture that "forces" safety behaviors through rewards and incentives.

**Less Effective** 



### Improve Safety Culture



Respond To Accidents, compliance inspections, and business needs that require safety effort.

Use OSHA as a guideline for implementing safety in the organization – do we have to?

Owned by supervisors and managers – this is the first move towards a great culture.

themselves.

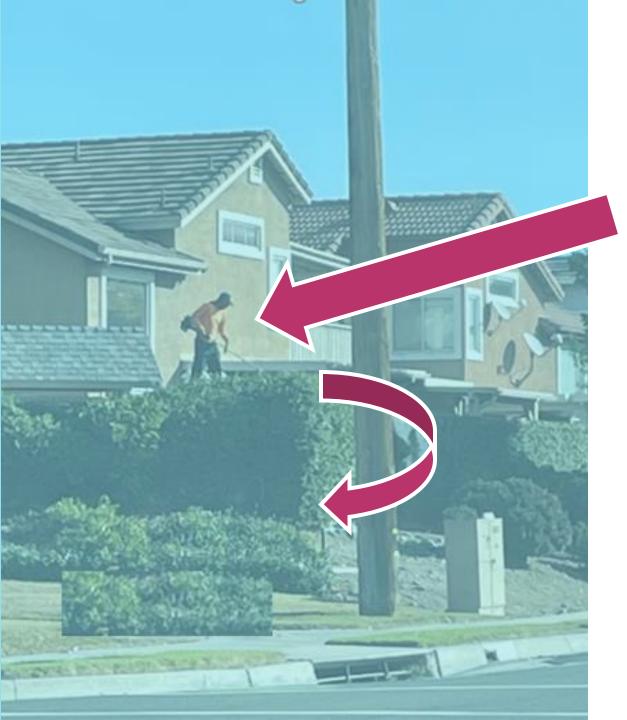
Employees begin to own their own safety – taking responsibility for **Employees Own Each** Other's Safety

Employees take ownership of each other's safety correcting and commending each other for safety.

**Safety Is Part** Of The Value Offered To Customers

A safety culture so strong it becomes a value proposition for customers.





## 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** 



<sup>\*</sup> 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 (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



training.

## OSHA Top 10 Citations (Oct 1, 2022-Sept 30, 2023 from https://www.osha.gov/top10citedstandards)

Fall Protection **General Requirements** 

> 1926.501 5.915 violations

Hazard Communications

> 1910.1200 2,639 violations

31 Ladders

> 1926.1053 2,449 violations

**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 I **Powered Industrial Trucks** 

> 1910.178 1,896 violations

8 | Fall Protection: **Training Requirements** 

> 1926.503 1,762 violations

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

> 1926.102 1.572 violations

10 | Fall Protection **General Requirements** 

> 1910.501 1469 violations



## Setting Goals – What to Prioritize



Address Risl Potential

- Correct Unsafe Behaviors
- Identify Hazards
- Address New and Emerging Risk potential based on the annual review of safety efforts

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



Close the Gaps

- Establish effective corrective actions and control measures
- Monitor losses AND near misses
- Communicate with your teams often without blame or punishment

The Pareto Principle at Work



Enhance the Culture

- Commit to safety at all levels of the organization, every day, is essential.
- This must be a true and honest commitment to safety.
- Engagement and buy-in is critical.

"A leader leads by example, not force."

Sun Tzu



Review Compliance

- Formally developed programs and protocols provide roadmaps to safety.
- Programs need to be accurate and consistent.
- Review them at least annually.

"Paper doesn't save people.

People save people. "

Dan Petersen





## 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.

