Our EMR was near a 0.8.

Our TRIR was 3.8.

We were averaging one recordable every 6 weeks.
2015

- EMR is 0.49
- Rank #8 in the State (among 7,500)
- 2015 TRIR is 0.0 (>500k hours)
Management

Levels of Buy In
DENIAL

- Management isn’t interested in allocating resources for safety
- Expects everyone to be perfect & safe without providing time or money to do so
Management adds safety resources reluctantly. Sees it as a necessary evil in the industry. Still sees safety as a burden, does not participate in the program.
DELEGATION

- Management wants to be safe and hires safety professionals
- Has minimal participation in the program
TOTAL COMMITMENT

- Company Owner leads by example in safety
- Management holds PM accountable for safety
- Management empowers the field
- Safety professionals become consultants & SME’s
- 100% buy in, Safety becomes part of the culture
Company Owner leads by example in safety

Management holds PM accountable for safety

Management empowers the field

Safety professionals become consultants & SME's

100% buy in, Safety becomes part of the culture

Management gives safety professionals massive raises!
TOTAL COMMITMENT

- Company Owner leads by example in safety
- Management holds PM accountable for safety
- Management empowers the field
- Safety professionals become consultants & SME’s
- 100% buy in, Safety becomes part of the culture
Power of the Field
Supervisors
Owning Safety

High Value Targets:
- New Hire Orientation
- Site Specific Orientation
- Job Hazard Analysis
- Safety Huddles
- Incident Response
- Safety Audits

Senior management and safety professionals can focus on upstream opportunities and challenges.
High Value Decisions

“It’s not hard to make decisions once you know what your values are.”
High Value Decisions

“It’s not hard to make decisions once you know what your values are.”

“Make a good decision once, early on, then you never have to make it again.”
Make the Decision Once

- I will always do the right thing
- I won’t take shortcuts
- I will get the right sized ladder for the job
- I will get the right tool for the job
- I will use proper lighting every time
- I will never work faster than I can safely
- I will wear proper PPE in all situations
- I will always work safely
Crossroads

of Decisions
Crossroads

of Decisions
Crossroads of Decisions

- 6’ vs 8’ Ladder
- GFCI Pigtail
- Box Cutters
“When the field buys into the reason “why”, and sees the benefits for themselves they will embrace the change. This is a slow process to start but gains speed. One becomes two, two becomes four and off you go.”
Where

Are We Going?
Where Are We Going?

In-House Safety App
- Job Hazard Analysis
- Energized Work Plan
- Site Specific Orientations
- Safety Huddle Library