

# Increasing the Effectiveness of Your Safety Program

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# How energetic is your safety program?



GoingToWorkOnMonday.wmv



Shortcut to GoingToWorkOnMonday (2).lnk

# Activity 1: Talk and Toss

- What does it take to have a successful safety team?

# *Dan Petersen's Criteria for Safety Excellence*

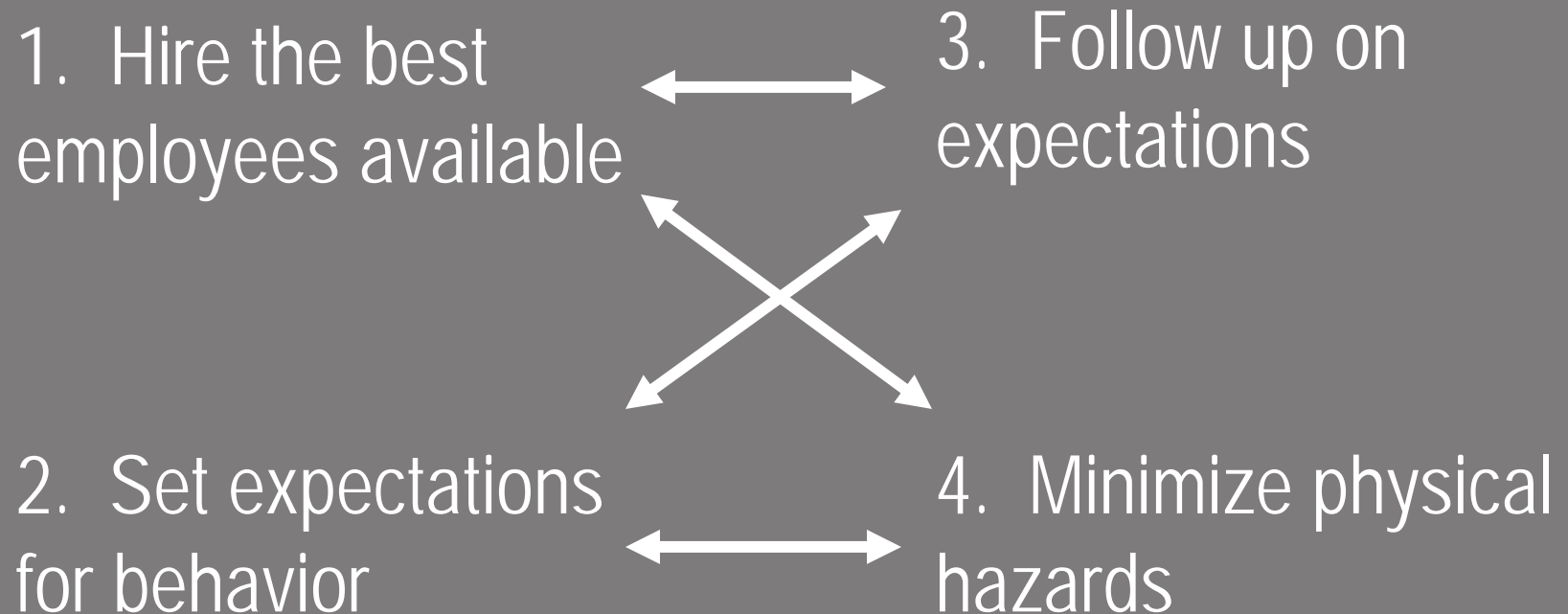
**There is no one right way to achieve safety in an organization, however, for a safety system to be effective it must:**

1. Top management visibly shows their commitment
2. Forced supervisory performance
3. Involve middle management
4. Have active worker participation
5. Be flexible
6. Be positive

# Comparison of Traditional Safety to Safety Culture

- Traditional
  - Guarding
  - Housekeeping
  - Lockout/Tagout
  - Forklift Program
  - Hazard Communication
  - PPE
  - Fire Prevention
  - Accident Investigation
- Culture
  - Commitment
  - Employees engaged
  - Zero Accident
  - Continuous Improvement
  - Positive
  - All Way Communication!
  - Behavior Observation
- Incident analysis

# A Basic Loss Prevention Model



# What does your safety program look like?

- Written program
- Verbal/Word of mouth
- Periodic training
- Safety committee
- No clue?

# What OSHA says about a safety program





# The safety factor

- Signs of a problem:

- Injuries
- Sick-time
- Burnout
- Turnover

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- Morale

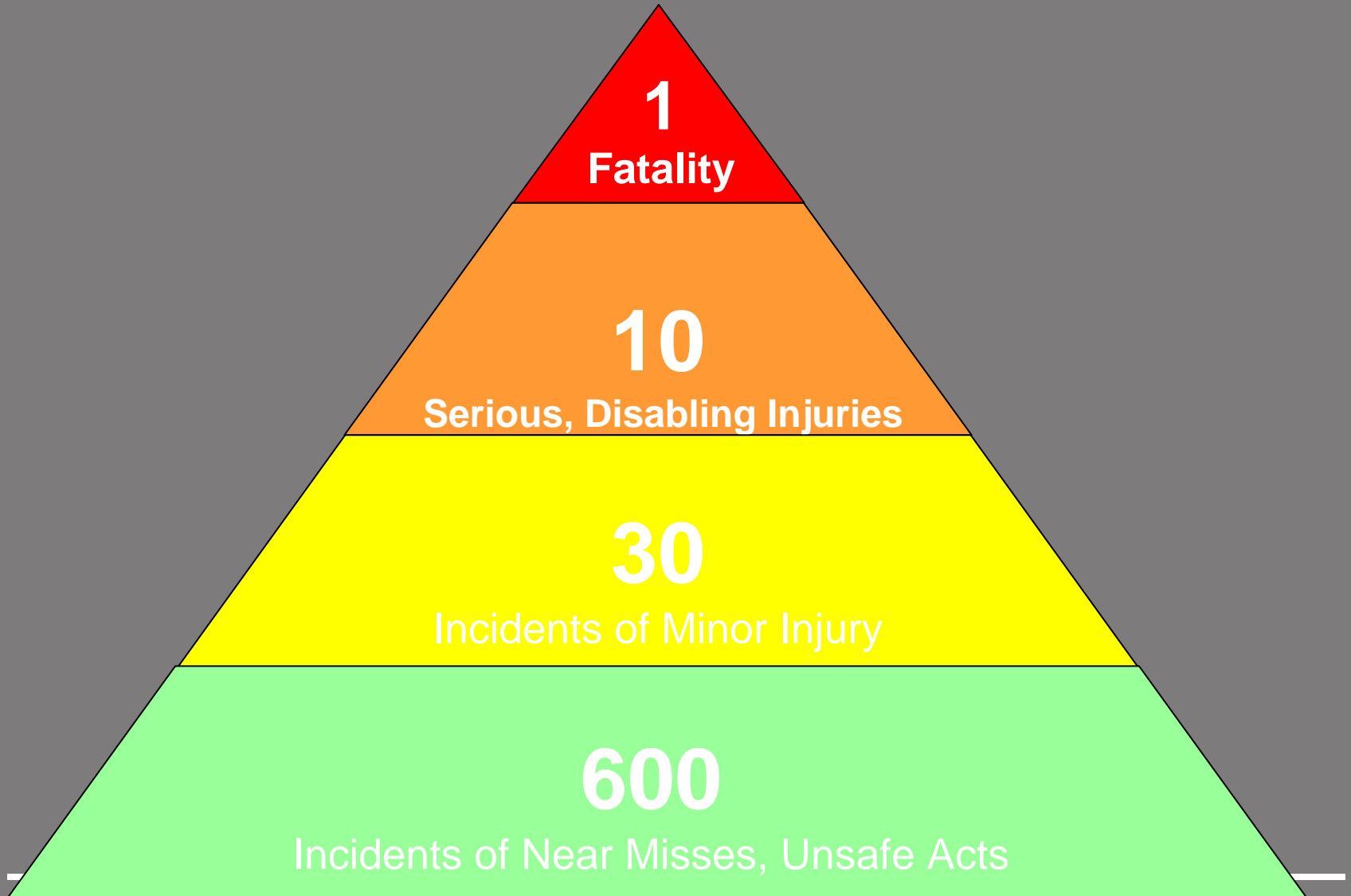


# Safety problems

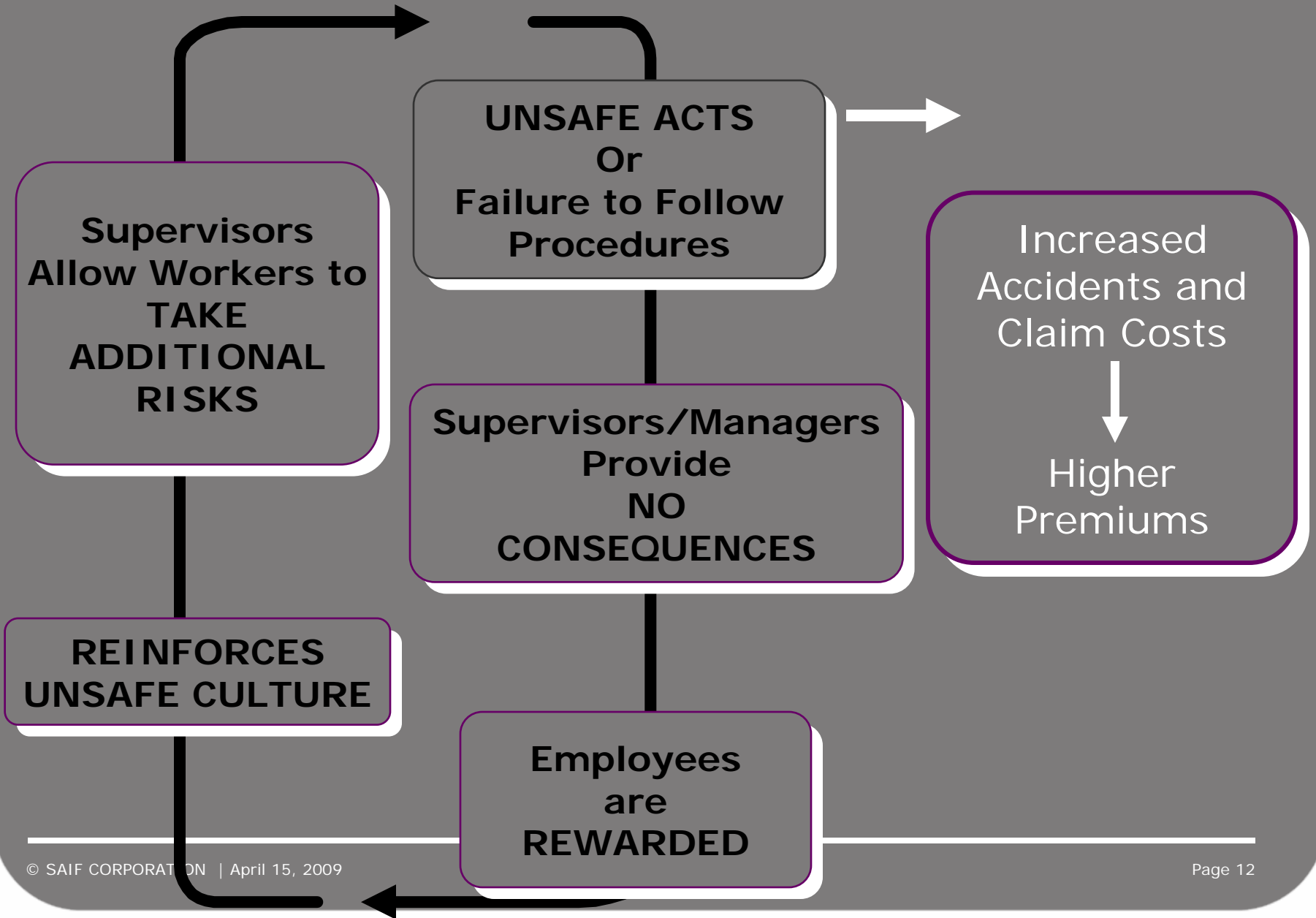
- Lack of training
- Lack of accountability
- Unsafe acts
- Management attitude



# Pyramid of Unsafe Acts



# Break the RISK TAKING CYCLE



# Values vs. Priorities

**Is safety a value or a priority to you?**

- For your department?
- For your organization?

# Activity 2: Values vs Priorities

- What's the difference? Is there a difference?

# When you woke up this morning

What were some of the things you did to get ready to come here today?

- Now you have only 5 minutes to get ready.
- What are the top 3 things you would do...  
no matter what?

# Priorities

*Only* do these if  
you have time!

# Values

*Always* do these  
no matter what!

Do you need to change the **"Value"**  
of safety in your organization?



# Safety is a team effort....

It should be  
part  
of every thing  
you do!



# How do you lead by example?



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**"I want you to stop leaving things just  
laying around on the factory floor."**

# Question to ask yourself..

## WHY ISN'T THIS EMPLOYEE WORKING SAFELY?

- Have I trained and educated this employee?
- Have I clearly defined performance expectations?
- Have I provided support for change?
- Have I been fair and consistent?

## Paper folding exercise

# Decisions: Putting safety into practice

- What decision could this worker have made..

and

- why didn't she make it?



# Behavior vs. Attitude

“If you do what you’ve always done, you’ll get what you’ve always got”.

*Deming*

*Wishing and hoping a program will work  
doesn't make it happen*

# Safety Continuous Improvement Process Requires Efforts In:

- Building Positive Safety Culture
  - Employee participation in the effort
  - Supervisors/Managers walking and talking safety
- On-going hazard identification and hazard mitigation

# Starts at the top...

## Management commitment

- Committed to vision
- Verbal
- Ongoing process improvement
- Safe equipment
- Proper scheduling

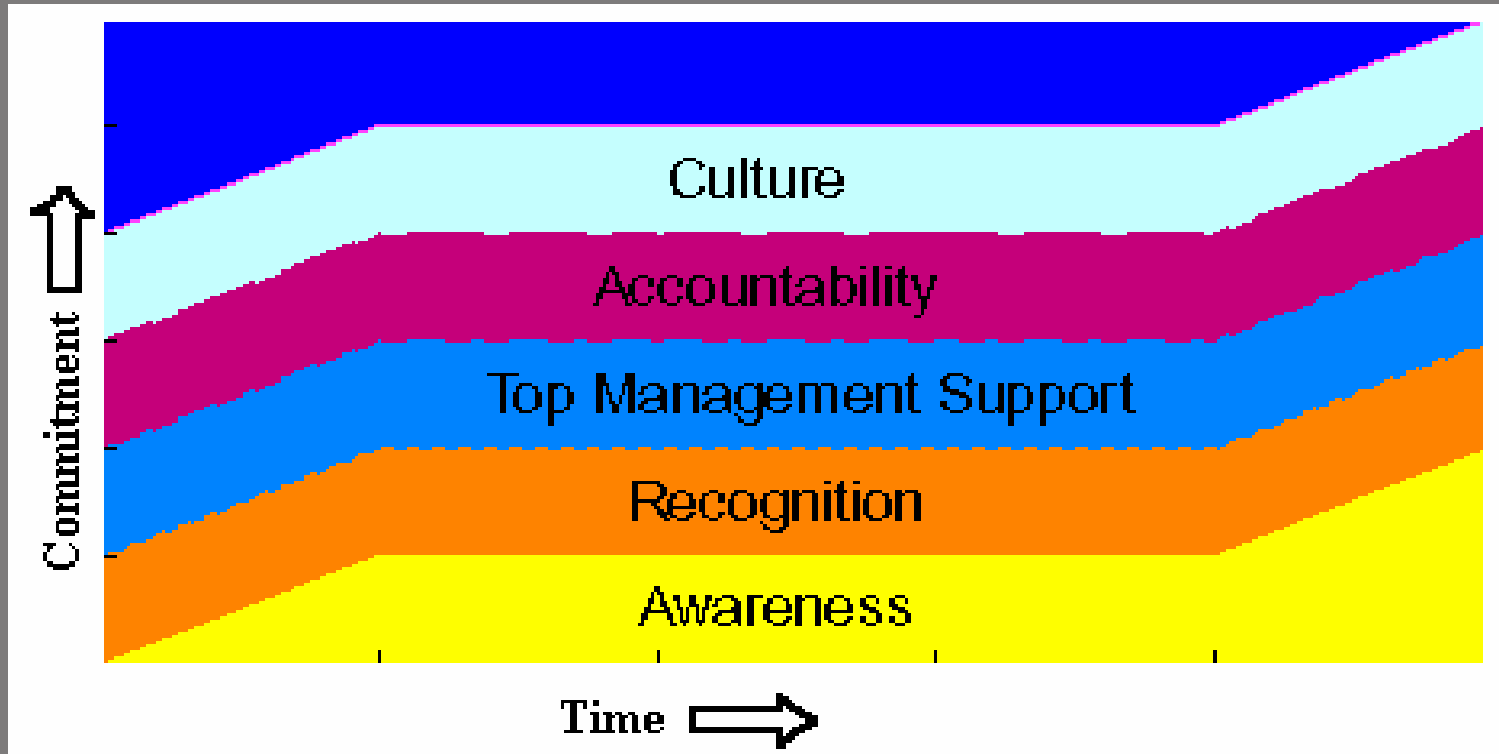
# Empowered

- All employees are empowered to **STOP** any unsafe act or process.
- **YES...** work can be stopped, or paused to make things safe for the employees!



# Key to success

- A Safety Culture evolves



# Strategies for Improvement:

- How can safety be improved?
- What can YOU do to help?

# Every workplace has some tators..

you need to know  
who you're working  
with

- Spec ~ tator
- Commen ~ tator
- Dic ~ tator
- Agi~ tator
- Imi ~ tator
- Sweet ~ tator



# Safety Culture

Cutting edge healthcare facilities develop a Culture of Safety within their Environment of Care

- All employees are on the safety team ~
  - Looking out for their own safety and that of their fellow teammates
  - Top/Down and Bottom/Up commitment = Safety Culture

# Game plan for Improvement

- Evaluate your culture
- Do a needs assessment
- Get management commitment
- Develop a plan
- Take action
- Provide training
- Evaluate and reassess



# Winning plays for a successful safety program

- Communication
- Training
- Observations
- Inspections
- Rewards

# Success includes addressing...

- Accountability
- Trust
- Teamwork
- Behaviors

# Safety Intervention:

## Erie, Pennsylvania

### 160 Employees

- **Problem:** Back injuries/high turnover due to injuries lifting residents
- **Controls:** No-lift policy requiring use of lifting equipment for residents unable to move/walk on their own; notice on beds of what equipment required for each resident; use of electrical cranks on lifts
- **Results:** Worker's compensation premium dropped from \$117,000 to 85,000; only 1 back injury due to lifting since 1992



# Safety Intervention:

## Camden, Maine

### 263 Employees

- **Problem:** Low back pain/pulled muscles from patient transfers
- **Controls:** Mandatory two-person lifts where residents can't support their weight; two kinds of lifts, for different uses; gait belts; training from manufacturers of equipment
- **Results:** Worker's compensation premium dropped from \$750,000 to \$184,000

# Identify Risks through Safety Observations

- What does that mean?

# Proper Technique?



# One less trip to take?



# Multi-tasking?



# The make-shift office





# Safety in healthcare includes workers in ancillary and support services



# Observe the worker doing the task





# Safe Practices?



# Does the safety program cover this risk?



# Just enough room for one more dirty gown



# Is she really saving time?



# The safety program where you work

- Is safety a value in your organization?
- What is the status of your safety program?
- What can you do?
- Who are you going to talk to?

**- CPR -  
Continual Program Review**

