



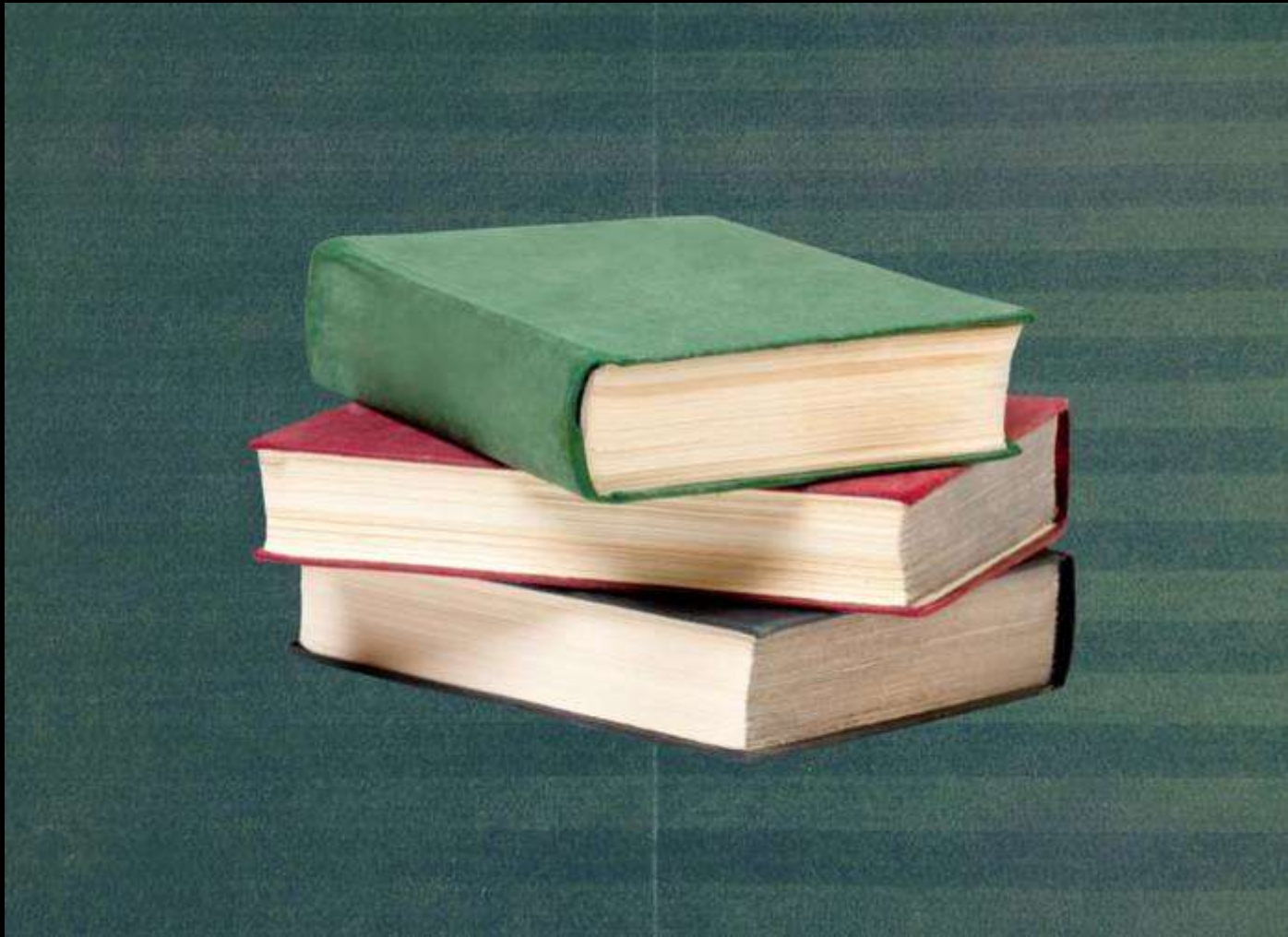
Safety Management

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Agenda

- The “Old Way” to Manage Safety
- Safety Metrics – TCIR & TRIR
- Evaluation of Management
- Drivers of Employee Engagement
- Implementation & Best Practices
- Desirable Side Effects



The Safety Manual



What's wrong with this picture?

- The Classic Discipline Conversation
 - Generally unpleasant for both the manager and the employee
 - Does not build trust or engagement
- Can be productive – what else can we do to help prevent this from happening again?



The Safety Manager

Are they a key part of the engagement process?

Are they empowered to direct employees?

Are they exclusively maintaining records and reporting?

Does this position add value to the operation?



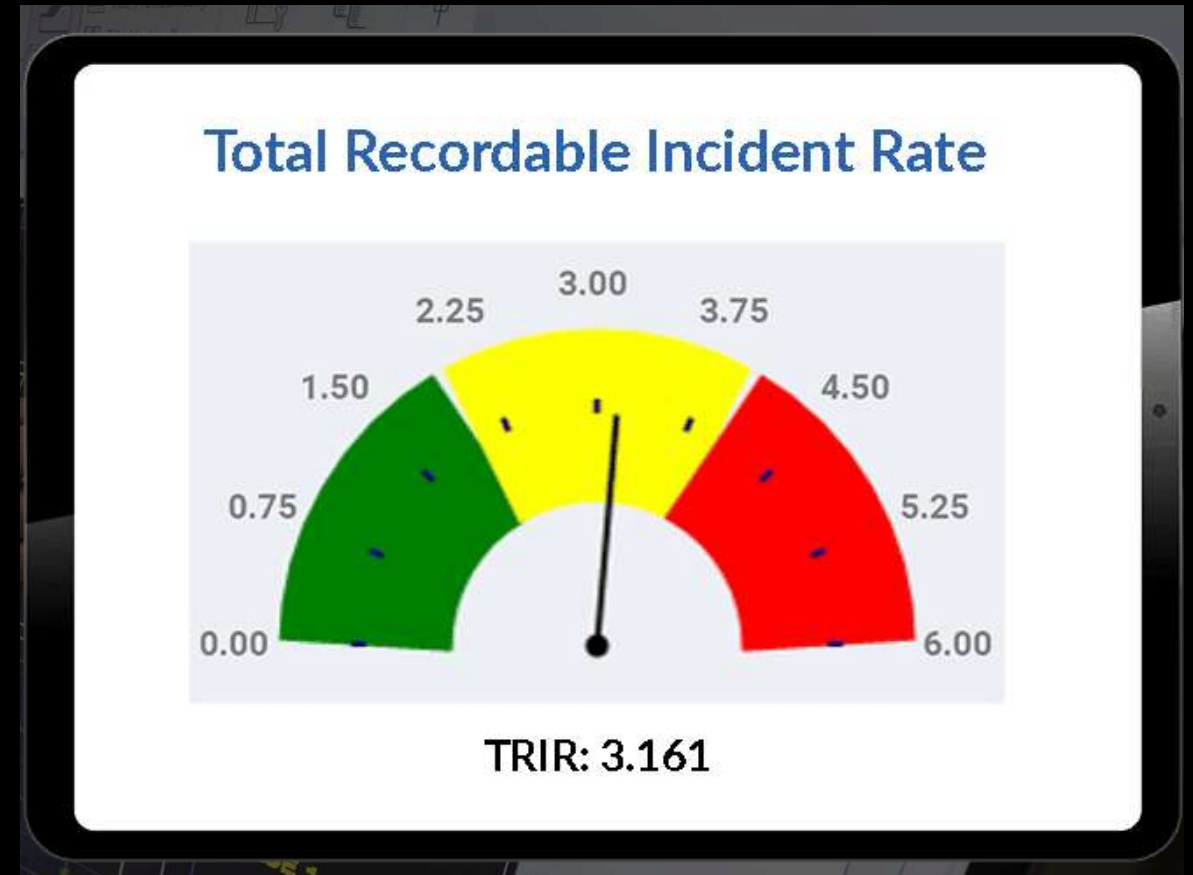
Can We Measure Safety?

Total Case Incident Rate (TCIR)

Total Recordable Incident Rate (TRIR)

$$\frac{\text{Total Recordable Incidents} \times 200,000}{\text{Annual Hours worked by all Employees}}$$

Frequency Breeds Severity



Why Measure Safety?

How are we doing? Past performance?

Insurance Rates = \$\$\$

Employee pride & engagement

Reduce / eliminate employee lost time

“We don’t have accidents” attitude

Evaluation by senior leadership



10 Most Dangerous Jobs in the United States

OSHA 2022

1. Fishing and Hunting
2. Logging
3. Roofing
4. Construction Work
5. Aircraft Pilots & Flight Engineers (Private)
6. Solid Waste Workers
7. Structural Iron & Steel Workers
8. Delivery and Truck Drivers
9. Underground Mining Machine Operators
10. Farmers and Agricultural Workers

ENGAGEMENT...

What do employees want?

Top Engagement Drivers – Gallup Survey

1. Trust in Leadership
2. Job Stability, Security, Personal Well-Being (Safety)
3. Inclusive Workforce –to be a needed part of a team
4. Salary & Benefits
5. Work/Life balance

Employee Engagement



WORKPLACE JAN 6, 2021

What Disruption Reveals About Engaging Millennial Employees

Gallup data find five variables giving the millennial generation a boost during COVID-19 that can help leaders keep them engaged after the crisis.



EDUCATION AUG 16, 2023

How Education Leaders Can Revive Teacher Engagement



The Power of Career-Connected Learning in New Hampshire

Discover how career-connected learning is impacting students in grades 5-12.

SEP 8, 2023



Europe Gets Life Right, but Work Wrong



WORKPLACE AUG 1, 2023



How to Improve Employee Engagement in the Workplace

Learn how to improve employee engagement. Discover the true drivers of engagement, the best survey questions and team activity ideas.



WORKPLACE AUG 23, 2023

Help Your Employees Cope With Stress

Employee stress levels are at record highs. But employers can do something about it. Use these techniques to reduce employee stress and burnout.



The Powerful Relationship Between Employee Engagement and Team Performance

Download highlights from the world's largest study of employee engagement and performance.



WORKPLACE AUG 24, 2023

Are Remote Workers and Their Organizations Drifting Apart?

U.S. employee engagement is rebounding -- but remote workers are feeling less connected to their company's mission and purpose than ever before.



SAFETY

What's Wrong With This Picture?



So How Do We Get There???

The “Safety Book” method or....
something different?

Pro-Active Safety Management

Working for the Power Industry
and Duke Energy, Charlotte, NC

MAXIMUM OSHA TCR = 1.0



All of These Safety Meetings Take SO Much Time!

What does a robust safety culture look like?

How much time do we spend reacting to safety incidents and injuries?

What is the cost of a serious accident on employee morale, lost time, overtime, and finances?

How much time do we spend training and mentoring?



What Are Your Unique Challenges?

Do you know your all of your employees' names?

Challenge – over 100 employees

Remembering names is not a strong suit



Personnel

What does our training program look like?

Safety:

Annual Training and OSHA?

Monthly, Weekly, Daily?

Equipment:

Peer Training?

Manufacturer Training?

Technology Updates and Refresher Training?

Equipment Certifications?

Operations:

Do we have a plan?

Bottlenecks & Gridlock?

Are we conducting a symphony?

SHARE THE WHY!



What's Wrong With This Picture?

- Great Intentions
 - Hazard has been Identified
 - Feedback from Employees?
 - Engineered Solution

But this is still a hazard



Some Self Reflection

- Are all “accidents” preventable?
- Does Leadership prioritize, teach and mentor a world-class safety culture?
- Have we achieved the “Brother’s Keeper” status? (Brother’s/Sister’s)
- What did you remind your coworkers / employees about today?
- Slips/Trips/Falls, Heat Stress, PPE, etc



More Questions for Leadership

Leadership

Do we spend time daily in operations?

Do we see front-line employees daily?

Do we know everyone's name?

Are we pro-active or reactive?

Do we formally meet with all staff on a regular basis?

If leadership cares, everyone cares.



Do They Know How Much You Care?

- Employees want a lot from their employers
 - Security (Safety)
 - Sense of Belonging / Team / Tribe
 - Respect for leadership
 - Ancestral Human Traits
- Can we “hug” each of our coworkers and/or employees every day?
 - Daily safety reminders
 - High safety engagement from leadership
 - Anything less than authentic will not succeed



Summary

The Safety Manual is the bare minimum
Measure it to Manage it – TCIR TRIR
Good leadership is SAFE
Employee Engagement – tribal needs
Best Practices – be highly engaged –
set the tone
Side Effects – a symphony of efficiency
and can-do attitudes





QUESTIONS?

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