

S.H.A.R.P. SAFETY CONFERENCE 2011

LARGE GROUP DISCUSSION

1. To improve Health and Safety and prevent workplace incidences we need to....

- Make Employees aware of their environment and focus on their thought process.
- System in place to ensure procedures are updated
- Remove fear of not being able to bring up issues.
- Pro-active SMS that tracks leading activities.
- Better training.
- Manpower for safety items
- More resources to address safety concerns with Supervisors and Employees.
- Change culture / attitude ``diseases`` educate, **klazons**, near-miss, hazard report.
- Follow-up safety concerns in a timely manner.
- Consistency, positively enforce procedures.
- Clear, concise and accurate JHA`s.
- Management and employees committed to Health and Safety and follow-up accountability.
- Encourage involvement from everyone.
- Change attitude and culture in workplace.
- Report all new misses.
- Create and implement clear safety expectations.
- Never walk away from addressing a hazard.
- Culture employees comfortable to address safety.
- Mentoring safe behaviour.
- Assess each area and get feedback from workers doing jobs.
- Full commitment and buy in to Health and Safety.
- Yearly hand injury fair, simulate day to day activities with hand injuries.
- Checklists to make you think about the tasks.
- Knowledge transfer from experienced workers to less experienced.
- Ensure correct PPE for the task.
- Utilize safety suppliers to help select proper gloves for the tasks (i.e. cut resistant gloves).
- LOTO procedures need to be clear and concise.



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- High impact speakers talking about how injury impacts their life.
- Ensure correct supervision
- Testing after lock-out.
- Risk assessments to identify pinch points.
- Job rotation.
- Slow down take time to do safely.
- Keep things positive.
- Talk adult to adult.
- Be proactive, not reactive.
- Use peers as mentors.
- One set of rules
- Consistency with follow-up (prompt).
- Tool box brainstorm sessions and meetings, review incidents, what should we do?
- More efficient procedures – resources
- Pro speakers and crew talks
- Close loop communication.
- Communication and education.

2. What might get in the way of doing this?

- Lack of resources, money, manpower.
- Lack of education, literacy issues
- Communication issues
- Conflicting attitudes, conflict and taking sides.
- Not taking responsibility, passing it off to others.
- Tracking true cost and benefits of Health and Safety to get the required resources for H's.
- New worker attitudes clash with experienced employees
- Too busy syndrome
- Hero and firefighting mentality
- Lack of empowerment
- Management buy in, start at top
- Past practices
- Fear of change and habits
- Management and Employees turn blind eye
- Lack of training
- Lunchroom attitude – acceptance.



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- Lack of follow-up
- Lack of celebration of wins
- Production pressures
- Lack of daily “duck hunt”

3. How might / could these barriers be removed?

- Strengthen relationships between management and employees (communication).
- Involve employees in finding solutions.
- Lead by example – positive attitude about H & S don’t speak negatively about organizations and others.
- Making all levels of management more aware of Health and Safety issues (come with solutions not just problems.)
- Qualified / designated trainers.
- Education / training – celebrate wins; recognize how far we have come in Health and Safety.
- Do your research and evidence to support solutions.
- Positive and repetitive reinforcement.
- Safety incentives – focus on positive behaviours i.e. accident investigation, attendance and safety meetings.
- Letters of positive acknowledgement for doing things correct and safely.
- Learn to listen.

