

**OSC 10**  
Ohio Safety Congress & Expo

**Success through employee involvement**

274  
Scott McHugh

Thursday, April 1, 2010 1 to 2 p.m.

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**Introduction of Panel**

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**Evolution / "Revolution" of Safety**

- Philosophy and Vision
- 5 stages of Responsibility
- Categories of Improvement Strategies
- Results

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**Philosophy and Vision**

- Safety is Paramount – there is no job so important that it can not be done safely
- Safety is not a priority, it is a value: We can produce a quality product efficiently and safely
- Safety is good for our people and our business
- Vision: **ZERO** Injuries

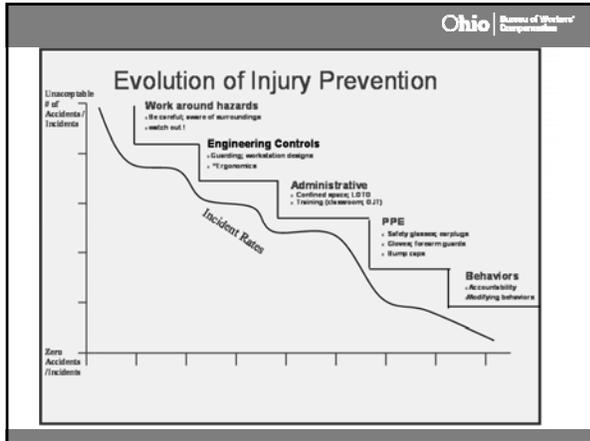
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**Safety Performance**

Year	Total Recordable Rate per 100 employees
1995	17.4
1996	15.37
1997	8.6
1998	9.4
1999	8.09
2000	6.55
2001	3.18
2002	4.03
2003	4.14
2004	2.47
2005	2.5
2006	1.76
2007	1.76
2008	2.09
2009	2.27
2010 YTD	1.4

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**How did we do it?**



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- ### Discussion Topics
- Training
  - Risk Management
  - Standard Operating Procedures
  - Job Safety Reviews
  - Employee safety walkthroughs
  - Hourly employees given key safety roles
  - Reinforce Safe Behaviors
  - Other tools

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- ### Training
- Utilized hourly and salaried workforce as trainers
  - “Train-the-trainer”
  - Customized training; Fun --“Jeopardy” game
  - Benefits
    - Know the job; have done the job
    - Peer to peer



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## Risk Management Program

- Objective was to use trainers to better teach employees how to reduce the risk that hazards and at-risk behaviors intersect
- Both at work and at home
- Hands on exercises
- Signed commitment to work safely

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## Risk Management

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## Risk Management

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## The Five Stages of Improving Our EHS Performance

What stage is our brewery in?

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## The Five Stages of Improving Your EHS Performance

What stage are you in?

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## Safety Walkthroughs

- Hourly employees active on these (conditions inspection, interact with employees, behaviors)
- Hazards identified
- Isolate hazards
- Work orders to repair
- Follow-up with employees

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## Reinforcement of SAFE behaviors

- Peer-to-peer
- Utilize many different employees, especially new ones
- Observe coworkers and reward safe behavior (PPE, LOTO, following SOP's) with a trinket or "safety buck"
- Program objective was not to identify safety "violations", but focus on what was safe

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## SOP's / Job Safety Review

- Triggers
  - injuries
  - near misses
  - employee suggestions
- Process
  - Cross functional (operators, brewers, maintenance, EHS)
  - Review SOP; review tasks for hazards
  - Revise SOP's with safety requirements

**JOB SAFETY REVIEW**

Date: 3/22/20  
 SOP(s): #127429 Clean Room and Mark Mills  
 Title: Clearing the Mark Mill  
 Participants: Tom Grier, Bill Weinmuller  
 Observers: EHS Division

Review LOTO procedure and list the changes needed.  
 1. The changes required at #12027 or #12028. Both sections dates 3/6/20  
 Review the Confined Space Entry Procedure and list the changes needed.  
 2. Title

Review the SOP(s) and list the changes needed.  
 1. The changes required. Revision date: 3/22/20  
 List any unsafe conditions.  
 1. Potential for release and not clear way into or out of clean room area with any work orders have been generated for work order number.  
 2. No lock to 3 generator panel. Not emergency test mode of action.  
 Any suggested ergonomic improvements.  
 1. Check eye strain to get into the machinery with access when clearing area area into  
 2. Change the lines on cross bar when working from ladder – add padding  
 List all risk behaviors observed and the recommended change.  
 1. Change needs to be made when working on the clean room with hazardous area that are not being maintained.  
 2. Need to have proper safety gear when working on ladder  
 3. Although OSHA requires fall protection at 6ft, it would be safer to use some method of fall protection when clearing the subject area risk from on  
 List Follow up Items  
 1. Need unique means for attachments in the risk category (Hazard)  
 2. Need to have secondary alternative tape to both sides of the risk. In currently only needed for both (L&R).  
 3. Continue method of fall nonattachment  
 a. Option 1 – cable system on each side of rail.  
 b. Option 2 – single point connection attached to ceiling.  
 c. Option 3 – single point connection attached to rail itself

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## Safety Committees

- Employee driven
- Working teams
- Clearinghouse for cross department idea-sharing

**FEBRUARY SAFETY MEETING AGENDA**

Date: February 17, 2020  
 Time: 1:00 PM  
 Location: Meeting Room

Agenda Items:

Topic	Owner	Outcome
1. Safety Committee Meeting	Tom Grier	Review agenda and meeting notes
2. Safety Committee Report	Tom Grier	Review and discuss report
3. Safety Committee Report	Tom Grier	Review and discuss report
4. Safety Committee Report	Tom Grier	Review and discuss report
5. Safety Committee Report	Tom Grier	Review and discuss report
6. Safety Committee Report	Tom Grier	Review and discuss report
7. Safety Committee Report	Tom Grier	Review and discuss report
8. Safety Committee Report	Tom Grier	Review and discuss report
9. Safety Committee Report	Tom Grier	Review and discuss report
10. Safety Committee Report	Tom Grier	Review and discuss report
11. Safety Committee Report	Tom Grier	Review and discuss report
12. Safety Committee Report	Tom Grier	Review and discuss report
13. Safety Committee Report	Tom Grier	Review and discuss report
14. Safety Committee Report	Tom Grier	Review and discuss report
15. Safety Committee Report	Tom Grier	Review and discuss report
16. Safety Committee Report	Tom Grier	Review and discuss report
17. Safety Committee Report	Tom Grier	Review and discuss report
18. Safety Committee Report	Tom Grier	Review and discuss report
19. Safety Committee Report	Tom Grier	Review and discuss report
20. Safety Committee Report	Tom Grier	Review and discuss report

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## SOP's

- Employees wrote them, had significant input to them, and continually review and revise
- Use of photos

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## SOP Screen Shots

Company: **Ohio Bureau of Workers' Compensation**

Department: **Operational Support**

Division: **Operational Support**

Job Title: **Operational Support**

Equipment / Materials Required: **Handheld Radio, Walkie-Talkie**

**PTA 20 Park Connection Settings**

STEPS	AWARENESS
1. Verify Radio Settings	
2. Verify Radio Settings	
3. Verify Radio Settings	
4. Verify Radio Settings	

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## Other Employee Driven Strategies

- Labeling process – labeled containers
- Communications – screen shot of a safety contact
- Safety Committees and Response Teams
- Hourly employees given safety roles

