

**OSC | 11**  
Ohio Safety Congress & Expo



**#361 Creating workplace and employee safety**

Barry Alexander

Wednesday, March 30, 2011  
8:15 to 9:15 a.m.

**Ohio** | Bureau of Workers' Compensation

**OHIO SAFETY CONGRESS  
CREATING A SAFE  
WORKPLACE**

Presented By  
Alexander Safety Solutions  
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**Personal Ownership To Safety**

- ▣ Management
- ▣ Hourly
- ▣ Contractors

**3 Essential Strategies**

- ▣ Personal Competence
- ▣ Training
- ▣ Behavioral Change

**The Keys We Believe That Demonstrate Ownership**

- ▣ Change Minds
- ▣ Personal Responsibility Of Policies
- ▣ Consistency

**Statistics**

- ▣ 5071 Workers Lost There Lives In 2008
- ▣ With Every One Of These Fatalities, The Lives Of There Families Were Forever Shattered Forever.

## So Why Does Barry Work Safe



## What Is Safety Culture

- ▣ The set of shared attitudes, values, goals, and practices that characterizes a company or corporation

## Where Did Safety Culture Come From

From Tragedy We Draw Knowledge  
May 28, 1977 165 People Died  
Beverly Hills Supper Club



## Culture Knowledge

Carroll County Bus Accident  
May 14, 1988  
27 People Died In A Fiery Crash

## Why Do We have to Change

- ▣ Employees Need To Understand

Why They Are Being Asked To Change And the Expected Outcome Of The Change Before They Will Be Motivated To Understand

## Changing Behavior Is Difficult.

- ▣ People Have Very Strong Patterns That They Follow From Habit

What You Do Speaks So Loudly That I Cannot Hear What you Say

## **Manage Commitment**

- ❑ Communicate The Direction Of Change To Everyone
- ❑ Implement Change
- ❑ Enforce Change
- ❑ Safety Culture Is Triggered From The Top, However Measured From The Bottom

## **Good Safety Culture**

- ❑ Getting People To Do What You Want Whether They Want To Do It Or Not
- ❑ Employees Do The Right Thing Even When No One Is Watching
- ❑ Anticipate On What To Do Before It Happens, Then You Can React When It Happens

## **Accidents**

- ❑ Accidents Could Cost Companies Thousands of Dollars
- ❑ However Not Having An Accident Is PRICELESS!

## **What Companies Will Accomplish With Good Safety Culture**

- ❑ The Ability To Influence People

Reduce Accidents

Increase Employee Involvement

Personal Satisfaction

## **Training**

- ❑ Initial Training
- ❑ Evaluate Training
- ❑ Re-Training
- ❑ Policy & Procedures

## **Training**

- ❑ Where do we start?
- ❑ Who do we train?
- ❑ What training do we provide?
- ❑ How do we know that the training has been effective?

## Handling dangerous goods

- ▣ What are the issues you need to address when training supported employees to handle dangerous goods?



## Identifying and reporting hazards

- Inspections and audits
- Hazard reports
- Job analysis
- Health monitoring data
- Material safety data sheets
- Workplace environment monitoring data

## Emergencies

- ▣ In the case of an accident or emergency, it is important to know where the emergency equipment is and what to do.

## In the case of an accident or emergency, it is important to know where the emergency equipment is and what to do.

Are you aware of the workplace emergency and accident procedures?

What are your responsibilities?

## Barry Pics



## Barry Pics



## Barry Pics



## How Far Do We Go

### Questions

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