



Safety Culture

Jeff Dilbert – ARR Safety Division Manager

Developing a strong
safety culture has the
single greatest impact
on injury/accident
reduction of any
process

So if a safety culture is
what we aspire to
achieve.....

WHAT DO WE HAVE NOW?

Culture vs. Climate

Safety Climate:

- a temporary state that is subject to change depending on current circumstance
- a “snapshot” of employees’ perceptions of the current environment or prevailing conditions that impact safety

*“If you don’t like the weather now,
wait a minute and it will change.”*



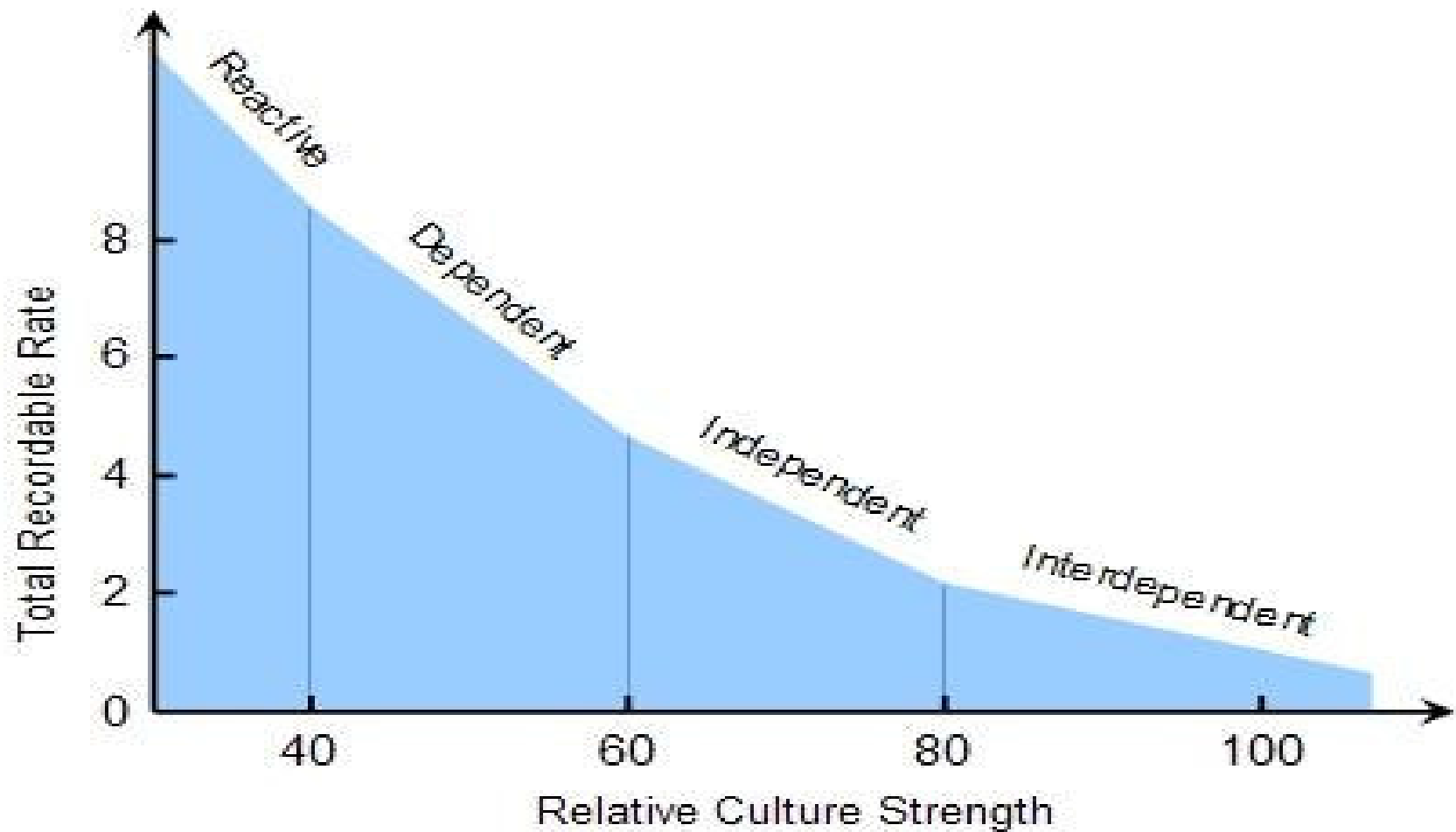
Culture vs. Climate

Safety Culture:

- is commonly viewed as an enduring characteristic
- is the underlying beliefs and convictions
- is a group of individuals guided in their behavior by their joint belief in the importance of safety

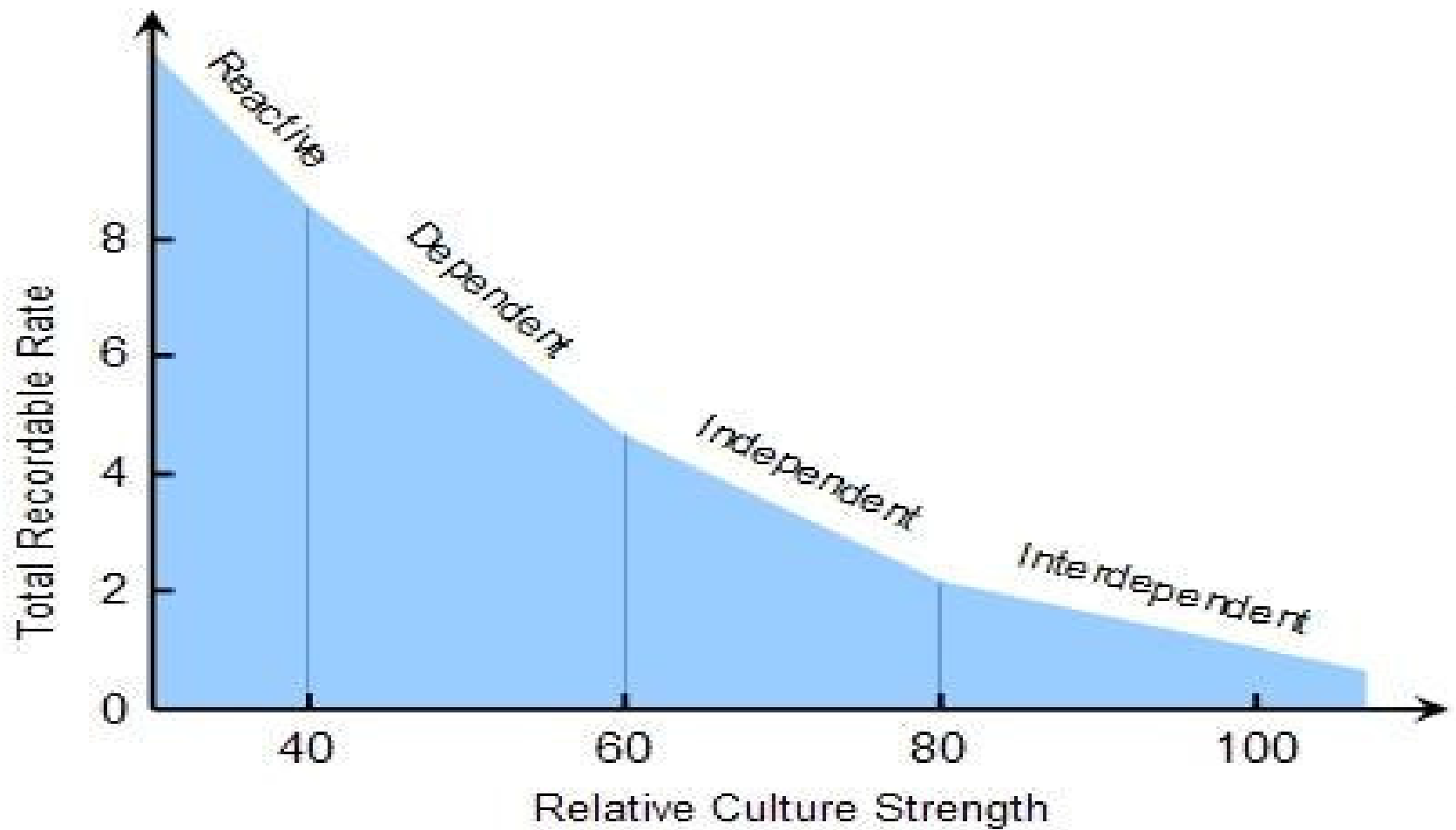
Creating a safety culture takes time.
It is frequently a multi-year process.





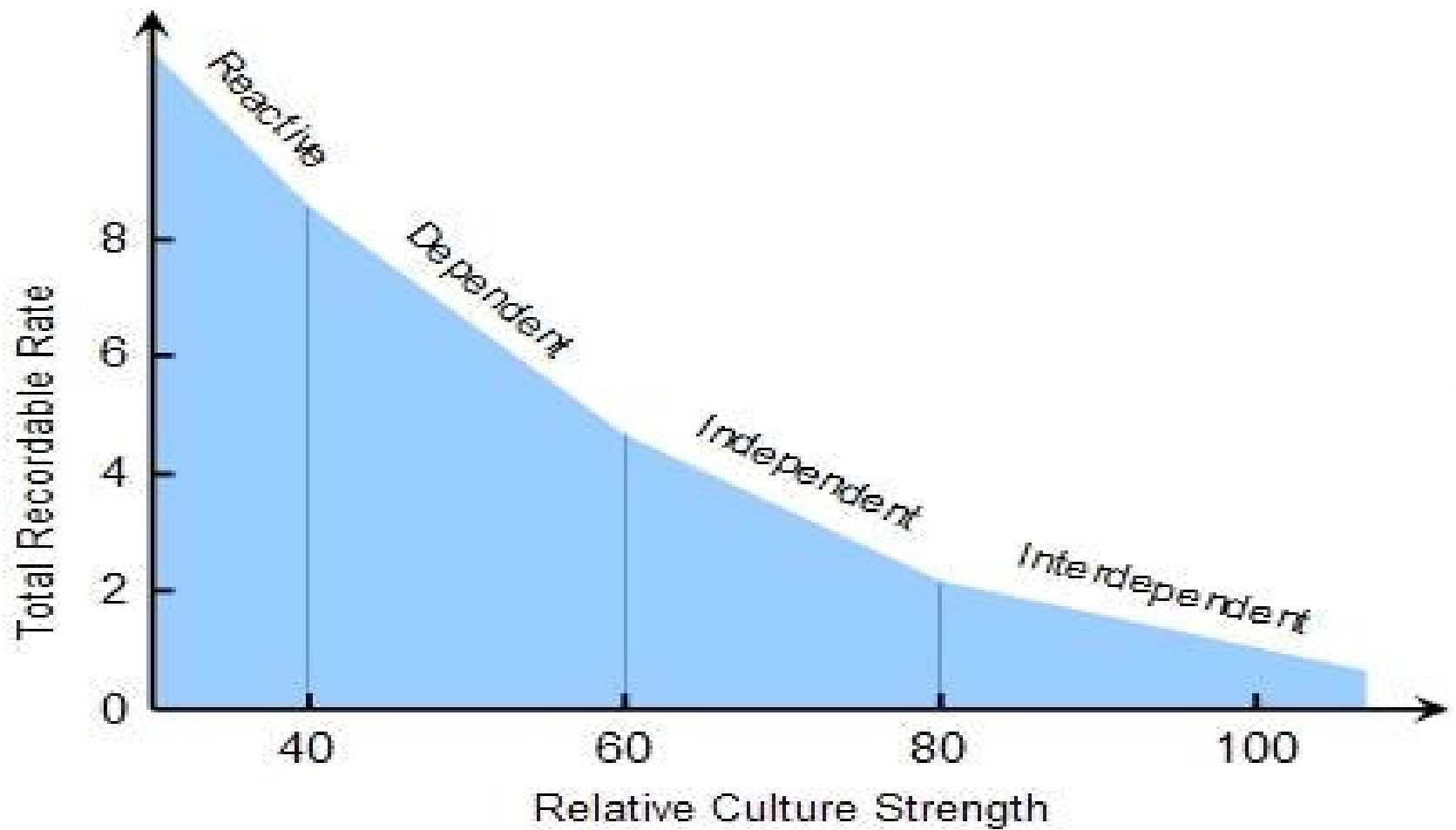
Reactive:

- focus on compliance instead of a solid safety culture
- Responsibility is delegated to the Safety Manager
- A general lack of management involvement in safety issues



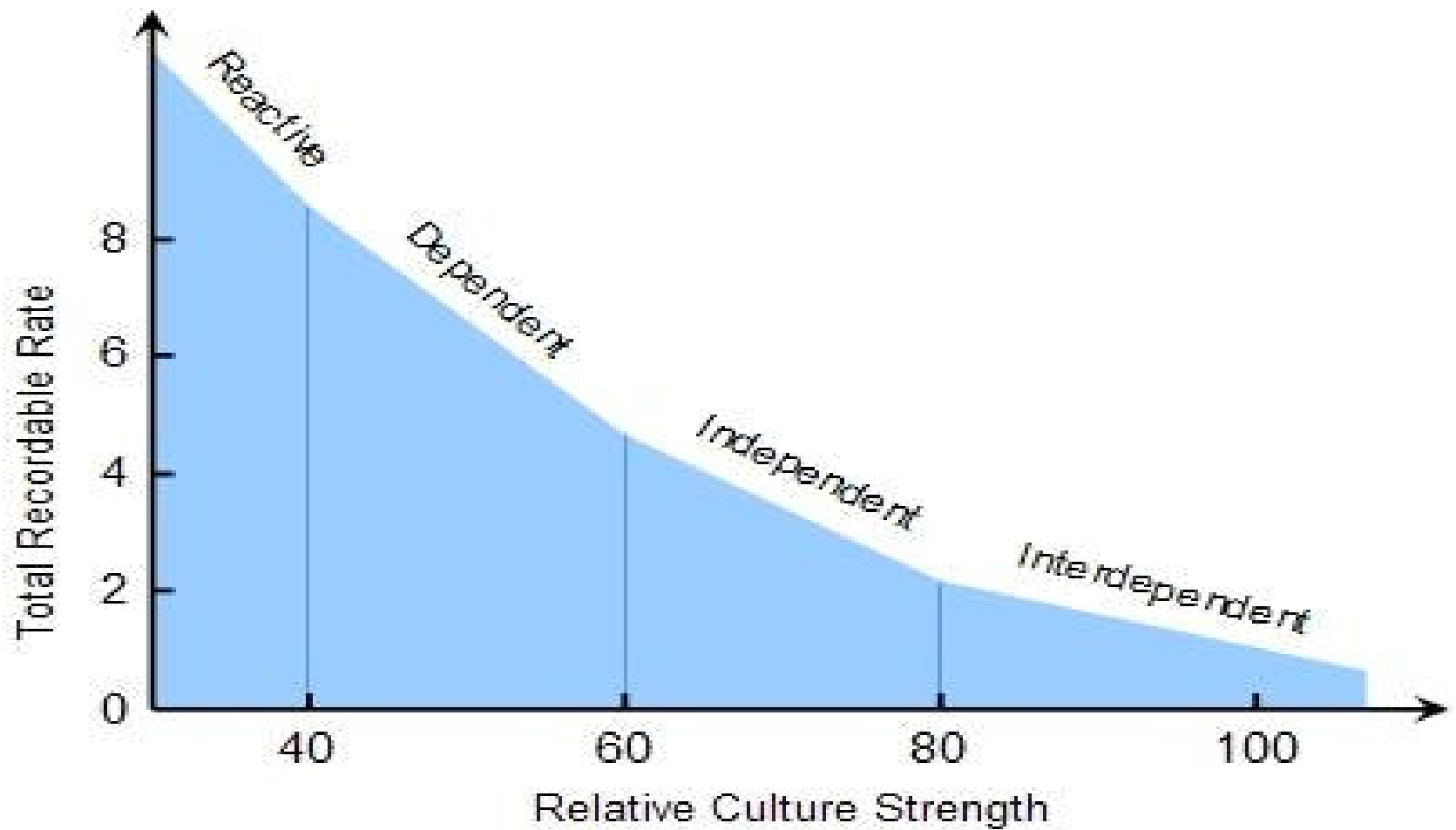
Dependent:

- Some management commitment
- Attention to safety is made a condition of employment
- Emphasis on fear and discipline, rules and procedures
- Companies do value their people and will provide safety training



Independent:

- Stress personal knowledge of safety issues, methods and personal value and care of the individual
- These companies engage in active safety practices and habits and recognize individual safety achievements



Interdependent:

- These companies actively help others conform to safety initiatives – they become “others’ keepers”
- They contribute to a safety network and have a strong sense of organizational pride in their safety endeavors

Action Items

- Focus on success and not failure
- Advocate willingness to speak up – brother's keeper
- Become skilled at hazard Identification (Complacency)
- Actively demand safety
- Focus on the task/process and not the outcome

Action Items

- Ownership of safety and health by *all* employees
- Move from “involvement” to “empowerment”
- Responsibility and accountability throughout the organization
- Routinely look out for each other and point out unsafe behaviors to each other

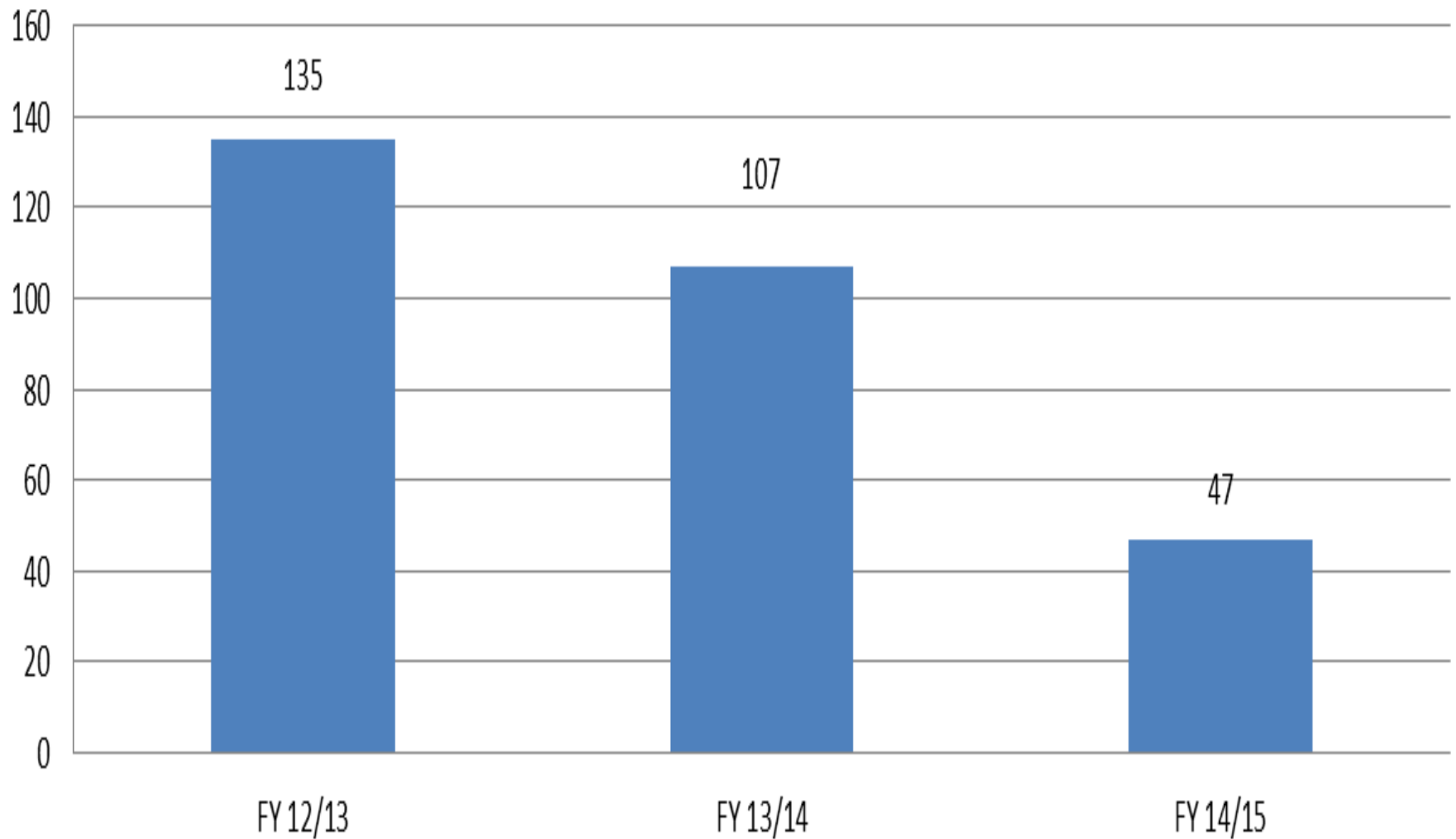
Management-Specific Responsibilities

- Correct any and all unsafe acts when seen
- Identify unsafe conditions
- Discuss safety with your employees each and every day
- Close any outstanding remedial actions
- Conduct safety training and risk assessments

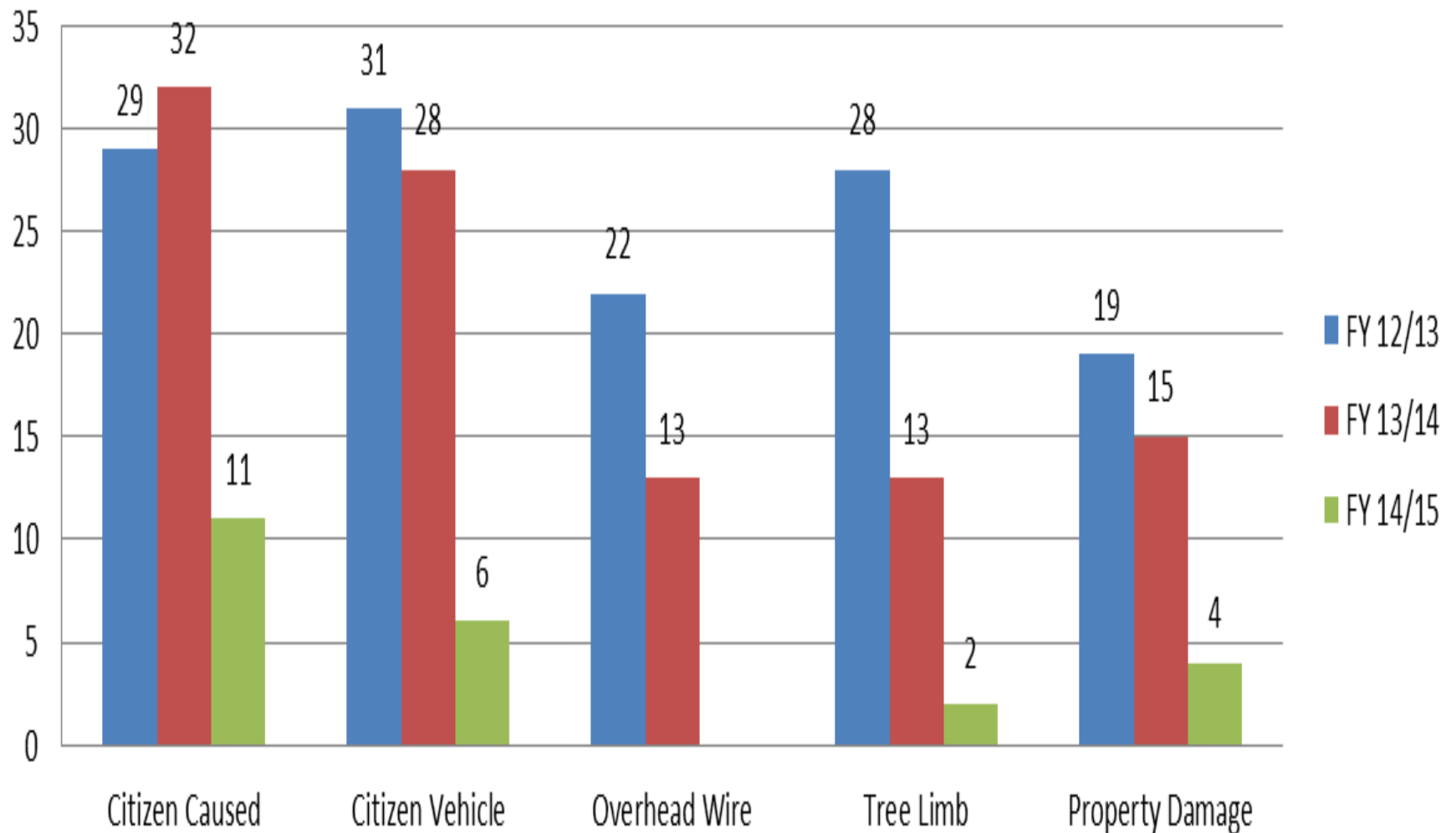
Management-Specific Responsibilities

- Provide timely response to safety issues and concerns
- Provide continuous monitoring of performance
- Provide timely and relevant feedback on safety issues to employees
- Praise people who are doing things safely

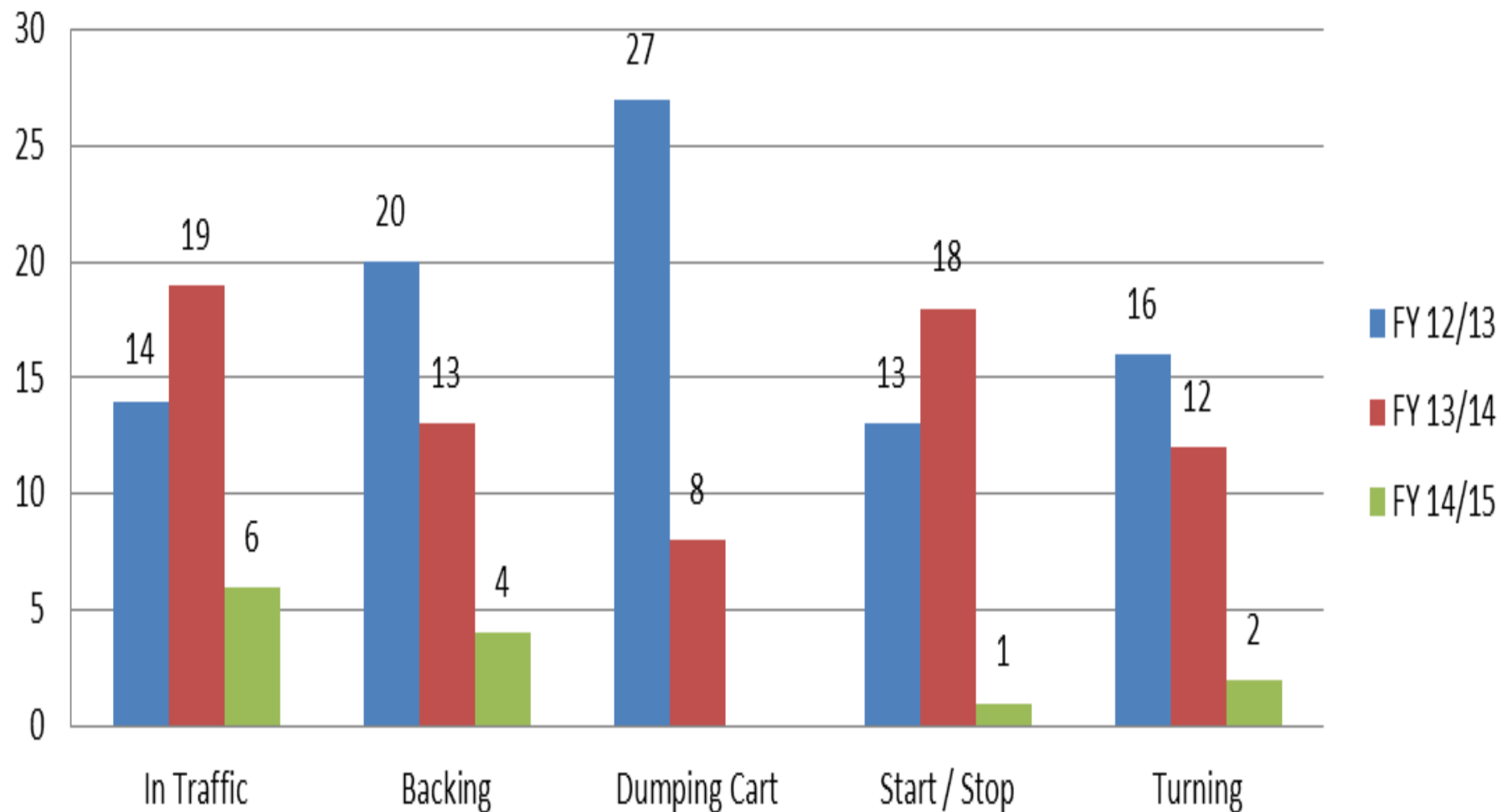
Reported Collisions by Fiscal Year (Through 4/30/2015)



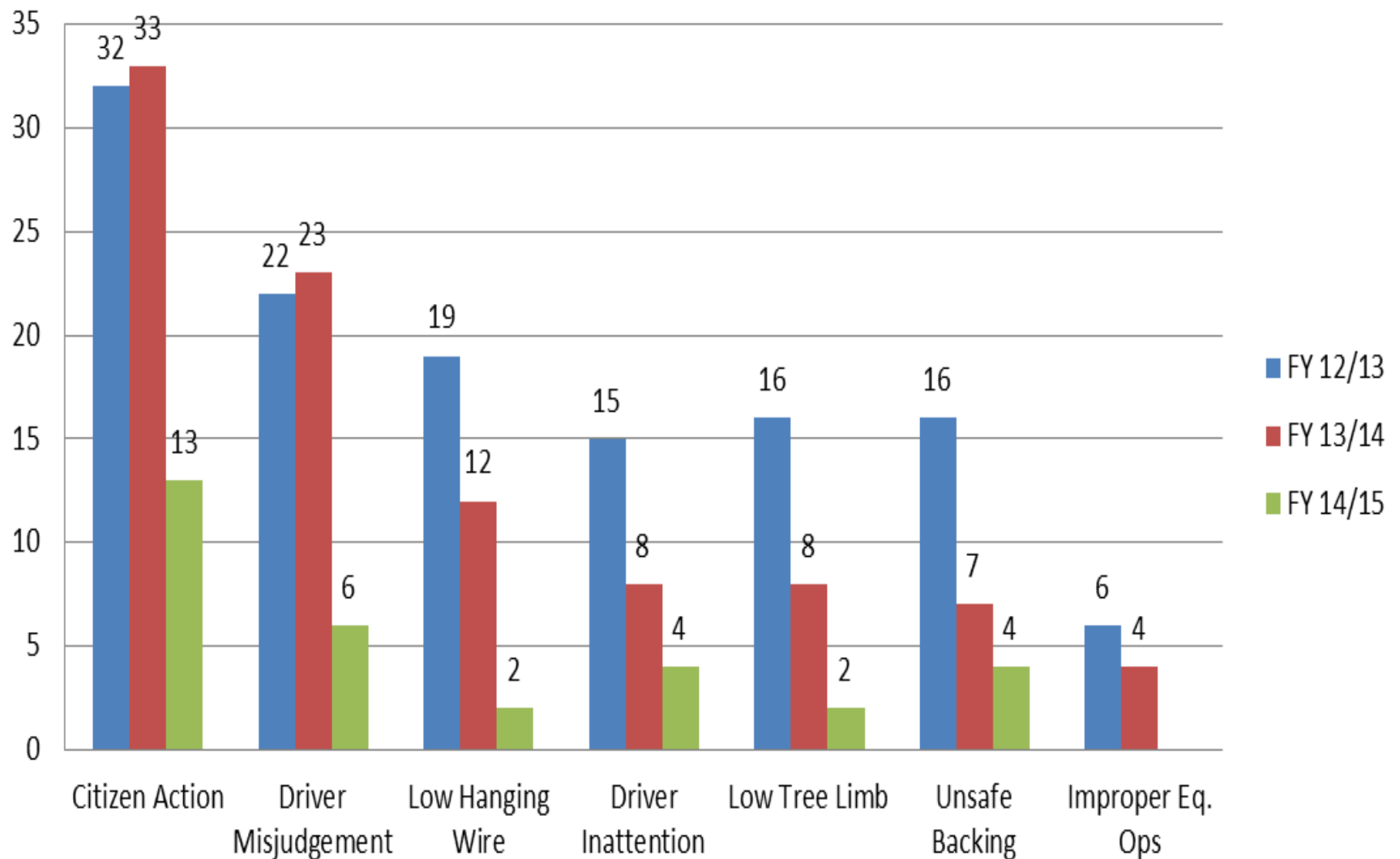
Top 5 Collision Type By Fiscal Year (Through 4/30/2015)



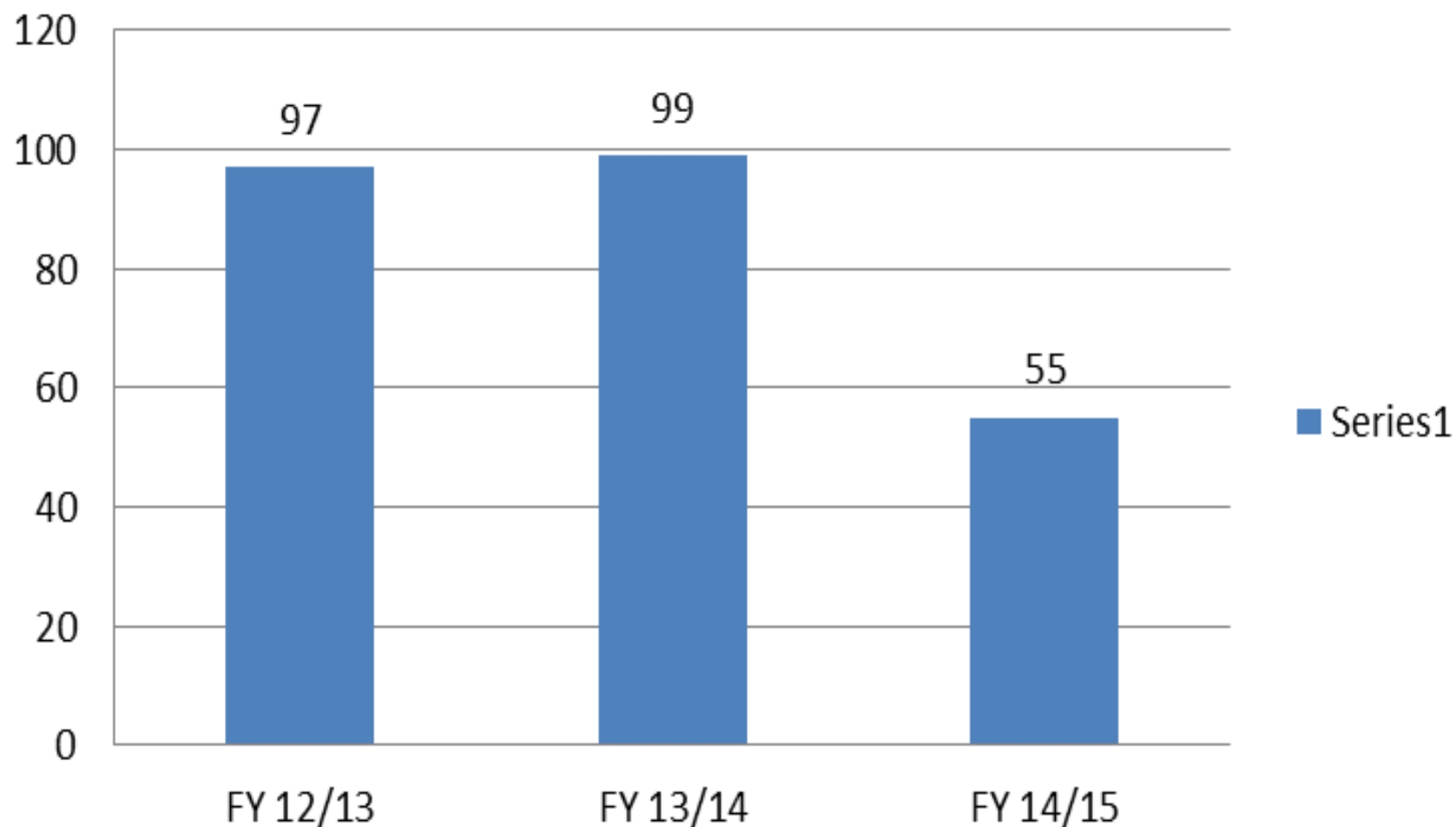
Top 5 Driver Action



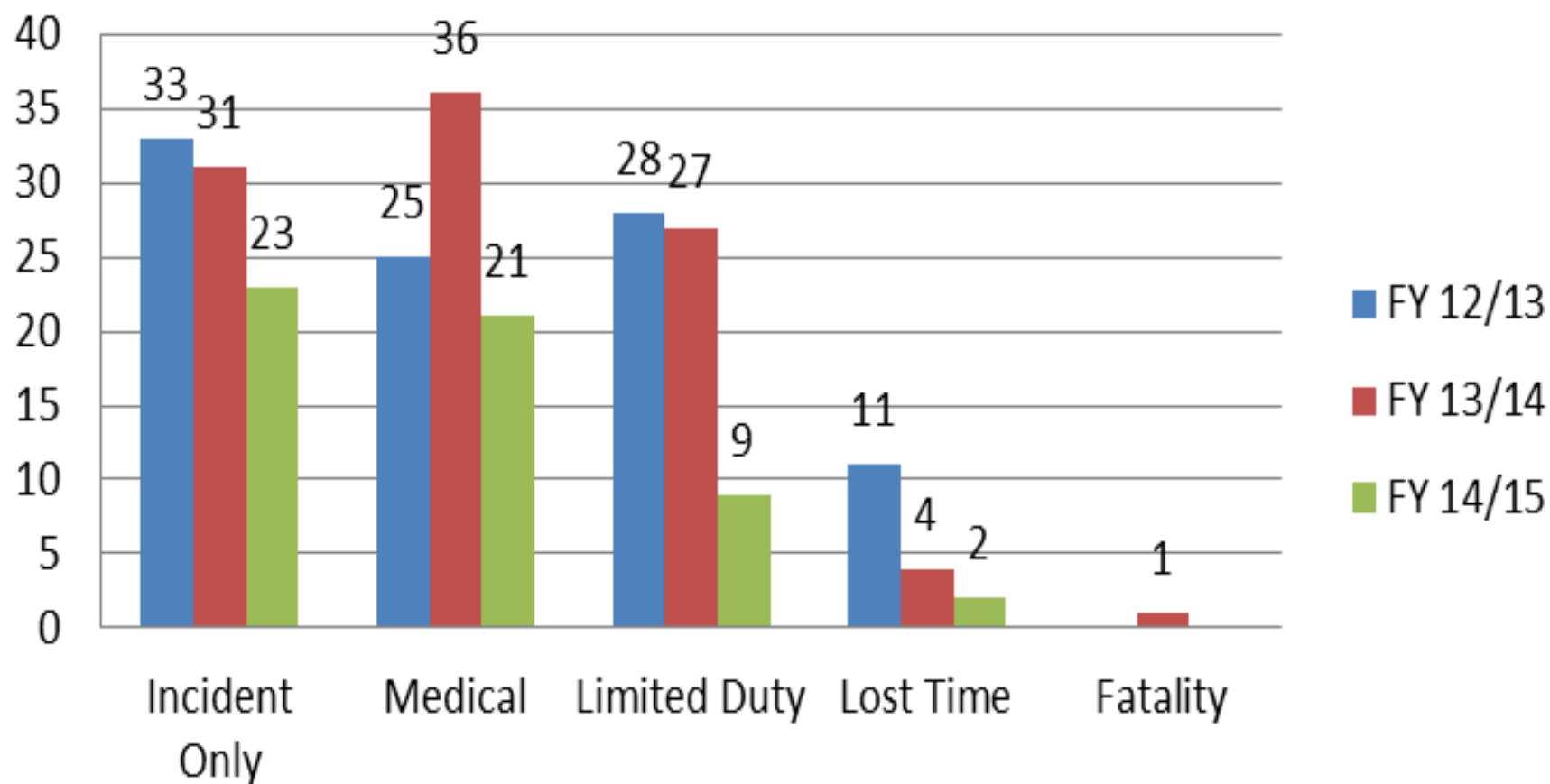
Top Root Cause Type



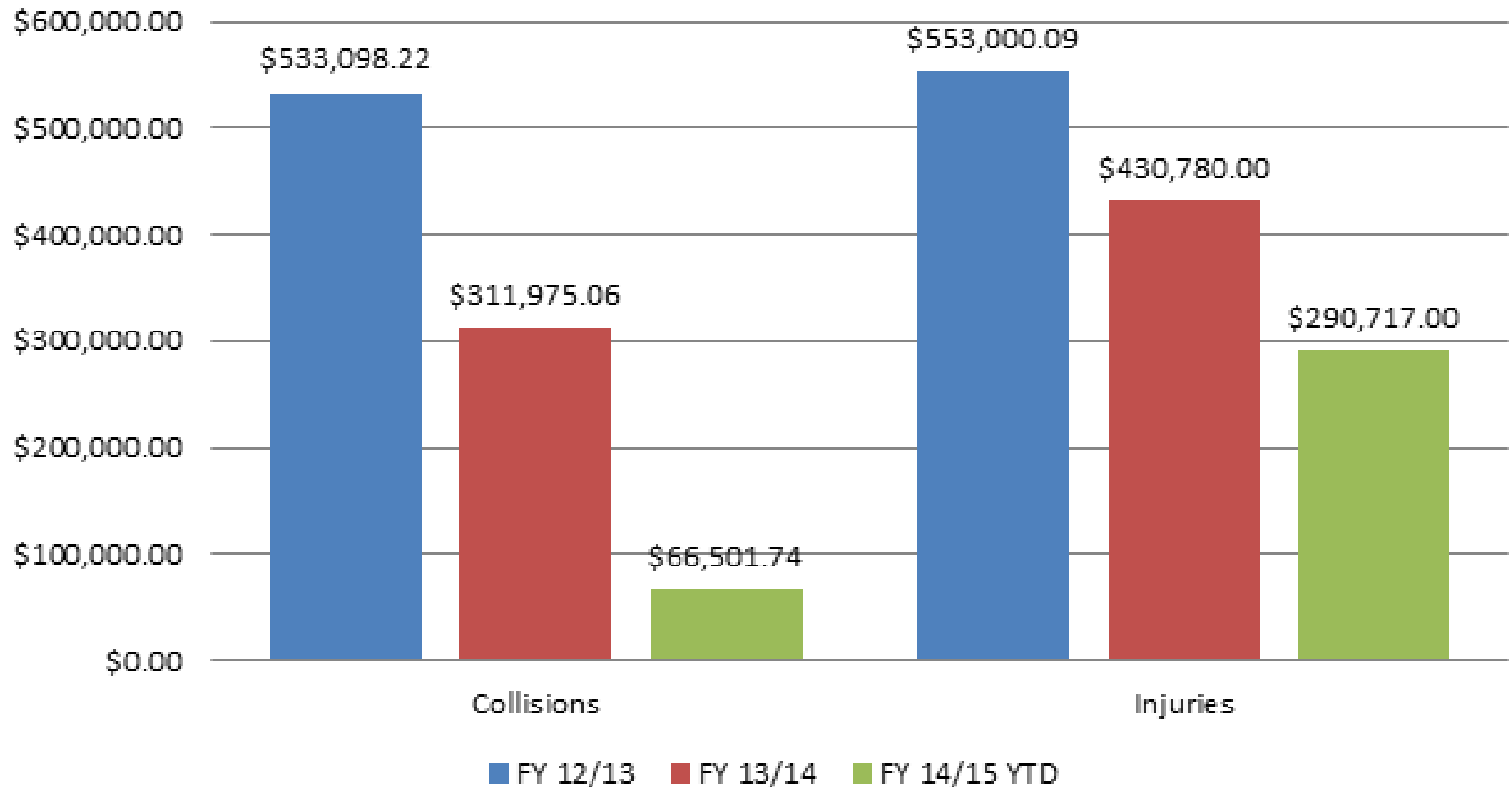
Total Reported Injuries by Fiscal Year



Injury Class by Fiscal Year (Thru 4/30/2015)



Comparison of Total Claims Paid



42% decrease in overall collision claims paid

22% decrease in overall Workers' Comp claims paid

The background is a solid orange gradient, transitioning from a lighter shade at the top to a darker shade at the bottom. Scattered across the background are numerous thin, white, semi-transparent circles of varying sizes, creating a bokeh effect.

QUESTIONS

COMMENTS