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The Fundamentals of an Effective Safety Culture

Debbie Spencer / Karen Cummings
April 1, 2005
Overview:

- Who we are
- Where we were
- Where we wanted to be
- Tools & Process to get there
- Current Status (y/e 2004)
- Questions
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Who we are:

- PC & Extruded manufacturer in Annapolis Valley
- 150 hourly / staff
- 20-50 Casual base throughout year
- 1 of 6 Canadian mfg. facilities
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Where we were:

- LTA’s exceeding 10 weeks duration
- Reactive to situations
- Safety Committee
- WCB Claim payments = 4% of total OH
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Where we wanted to be:

- Safest Workplace in North America
- 0 LTA’s
- Minimal WCB costs
- Proactive rather than reactive
- A site for others to benchmark against
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- Change from the Top!!
- Leader commitment statement
- Investment of $’s
- Accountability on Performance Appraisals
- Implemented Safety Audit
- No Debates
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Benchmark!!

*Merriam-Webster’s Dictionary defines Benchmark as “(a) a point of reference from which measurements may be made or b: something that serves as a standard by which others may be measured or judged”*

- Benchmark external companies (ie DuPont)
- Behaviour Based Audits
- Safety Light
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Measurements, Measurements, Measurements!!

- Injury Stats / Graphs
- BPP
- Flight Plans
- 1w1’s (Safety Questionnaire) Quarterly
## Stats Graphs

<table>
<thead>
<tr>
<th>EMPLOYEE</th>
<th>TEAM</th>
<th>CLASS. OF INJURY</th>
<th>INJURY</th>
<th>DATE OF INCIDENT</th>
<th>PD.</th>
<th>DEPT.</th>
<th>COMPL.</th>
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</thead>
<tbody>
<tr>
<td>Bruce Bezanson</td>
<td>Sco Pros</td>
<td>MA</td>
<td>Sprain/strain</td>
<td>Jan 17/04</td>
<td>1</td>
<td>S&amp;D</td>
<td></td>
</tr>
<tr>
<td>Wayne Herber</td>
<td>MidnightSnackers</td>
<td>Incident</td>
<td>Slip &amp; fall on back</td>
<td>Jan 21/04</td>
<td>1</td>
<td>Mfg</td>
<td></td>
</tr>
<tr>
<td>Millie Leopold</td>
<td>Chip &amp; Pack</td>
<td>FA</td>
<td>Pain in arm &amp; shoulder</td>
<td>Jan 6/04</td>
<td>1</td>
<td>Mfg</td>
<td></td>
</tr>
<tr>
<td>Roger Chase</td>
<td>Night Caps</td>
<td>property damage</td>
<td>receiving door</td>
<td>Jan 27/04</td>
<td>2</td>
<td>S&amp;D</td>
<td></td>
</tr>
<tr>
<td>Wally Beaton</td>
<td>Day Snacks</td>
<td>Incident</td>
<td>lump to the head</td>
<td>Feb 7/04</td>
<td>2</td>
<td>Mfg</td>
<td></td>
</tr>
<tr>
<td>Steve Mclearn</td>
<td>Sco Pros</td>
<td>Incident</td>
<td>n/a</td>
<td>Feb 10/04</td>
<td>2</td>
<td>S&amp;D</td>
<td></td>
</tr>
<tr>
<td>Mike Mine</td>
<td>Sco Pros</td>
<td>Incident</td>
<td>Thrown from (no injury)</td>
<td>Mar 3/04</td>
<td>3</td>
<td>S&amp;D</td>
<td></td>
</tr>
<tr>
<td>Frank Hiltz</td>
<td>Casual</td>
<td>Incident</td>
<td>Pain w/o incident</td>
<td>Mar. 24/04</td>
<td>4</td>
<td>Mfg</td>
<td></td>
</tr>
</tbody>
</table>
INCIDENT TREND ANALYSIS
KENTVILLE SITE

- TRIP
- SLIP/FALL
- BUMP
- CUT
- SCRAPE
- PAIN
- PINCH
- OTHER
TREND ANALYSIS - By Body Part

- ARM/HAND
- BACK
- FINGER
- LEG
- SHOULDER
- TORSO
- FOOT
- HEAD/NECK
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Stats Graphs

TREND ANALYSIS
KENTVILLE MANUFACTURING

FOOT
TORSO
SHOULDER
LEG
FINGER
BACK
ARM
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Stats Graphs

REPORTED INCIDENT FREQUENCY AT KENTVILLE SITE BY SHIFT
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Stats Graphs

REPORTING TRENDS - F/T VS CASUAL

PERIOD: P2, P4, P6, P8, P10, P12

- CASUAL
- F/T
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Stats Graphs

STATS COMPARISON

INCIDENTS  FA  MA  LTA  PROP...

P13/02 YTD
P13/01 YTD
Stats Graphs

STATS COMPARISON

INCIDENTS
FA
MA
LTA
PROP...

P13/03 YTD
P13/04 YTD
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BPP
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Flight Plans
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1 WITH 1’s
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Development

- Committee assignments / Ldrshp Mentoring
- Meeting structure
- Co-chair assignments
- Safety section owners
- Training / safety talks / orientation
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“Fix It Forever” Attitude

- Root Cause
- Modified Duty Bank
- Post Offer // Pre-Screens
- New Hire Sponsors
- Preferred Provider
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Ongoing Support

- Contests - Logo, Safety Cents
- Brother/Sister’s Keeper
- Recognition letter from President
- Progressive Discipline for repeat Safety offences
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Current Status: 2004 y/e Stats

- Ranked 2nd in FLC; Top 5 in FLNA
- 0 LTA’s
- % Engagement in safety = 38%
- WCB Claim Payments = .12% of total OH
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What Questions Do You Have???