

# Safety Rebranding/Culture Change

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## CURRENT STATE

- The Safety Team is viewed as the enforcer of Health & Safety rules
- Weak accountability process for supervisors who do not discipline employees that violate safety rules
- Weak accountability process for supervisors who do not discipline employees involved in vehicle accidents
- No central location for training: records, compliance status, tracking, monitoring accountability and budget
- More collaboration required on safety violation abatement

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## FUTURE STATE

- Organizational sponsorship of DWSD Health & Safety policies and procedures
- “Safety is Everyone’s Business” rebranding campaign
- A Health & Safety performance objective on everyone’s Performance Evaluation
- Assessment of Health & Safety Training requirements and a plan for compliance, if necessary
- Documented safety training plans for all classifications along with a verification process/Education Management System/UltiPro
- Annual Health & Safety Training requirement budget reviews
- Reward & Recognition for “Caught Acting Safely” and no “Lost Time Cases”
- Health & Safety Violation Accountability