

# Human Resources Safety Presentation

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# 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

# Safety Rebranding/Culture Change

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## WHAT WE HAVE ACCOMPLISHED TO DATE:

- The Safety Team's participation in the Daily Huddles
- Monthly Safety Stand Downs
- Safety Training Standards
- Driver's License Check Procedure

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## WHAT IS ON OUR “TO DO” LIST:

- Launch a “Safety is Everyone’s Business” campaign
- Implement the Weekly Safety Walk process
- Launch an Anonymous Ethics/Safety & Near Miss Hotline
- Launch a “Right To Stop Work” campaign
- Establish regular Key Performance Indicator (KPI) reporting
  - Lost Time Cases, Monthly Safety Training: Completed, Upcoming, Overdue, Safety Hotline Metrics, Vehicle Accidents
- Implement an Accountability process: Violation of Safety Rules, Vehicle Accidents

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## WHAT IS ON OUR “TO DO” LIST *(continued)*:

- Establish a Reward & Recognition Program “Caught Acting Safely”
  - Reward Yards for “Zero Safety Incidents” with a Pizza lunch event with the Director and Deputy Director  
*(Currently, the West Yard, West Payment Center and MOB all had zero recordable injuries for 2018).*
- Revitalize/establish an Emergency Response Plan for each facility
- Work with IT to ensure that all Managers have radios to improve communications related to Health & Safety and reporting incidents, drills and evacuations
- Implement a Random Drug Screen procedure
- Establish a company-wide Health & Safety Committee
- Develop a sustainable Safety Data Sheet (SDS) Process
- Develop a Security Incident Reporting Process