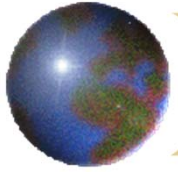


Supervisor Safety Awareness

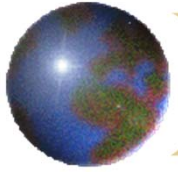
Chuck Martinek, CSP

LMC Insurance & Risk Management



Objectives

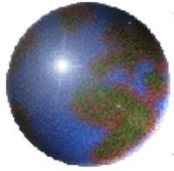
- Identify the importance of supervisors and their impact on safety in the workplace.
- Discuss 5 supervisor roles and responsibilities.
- Identify the contributing factors that create employee accidents and injuries.
- Discuss safety motivational techniques supervisor can use.



Safety

THE **CONTROL** OF RECOGNIZED
HAZARDS TO ATTAIN AN
ACCEPTABLE LEVEL OF RISK.

*How much risk will your supervisors
accept to get the job done !!!*



Controlling Hazards

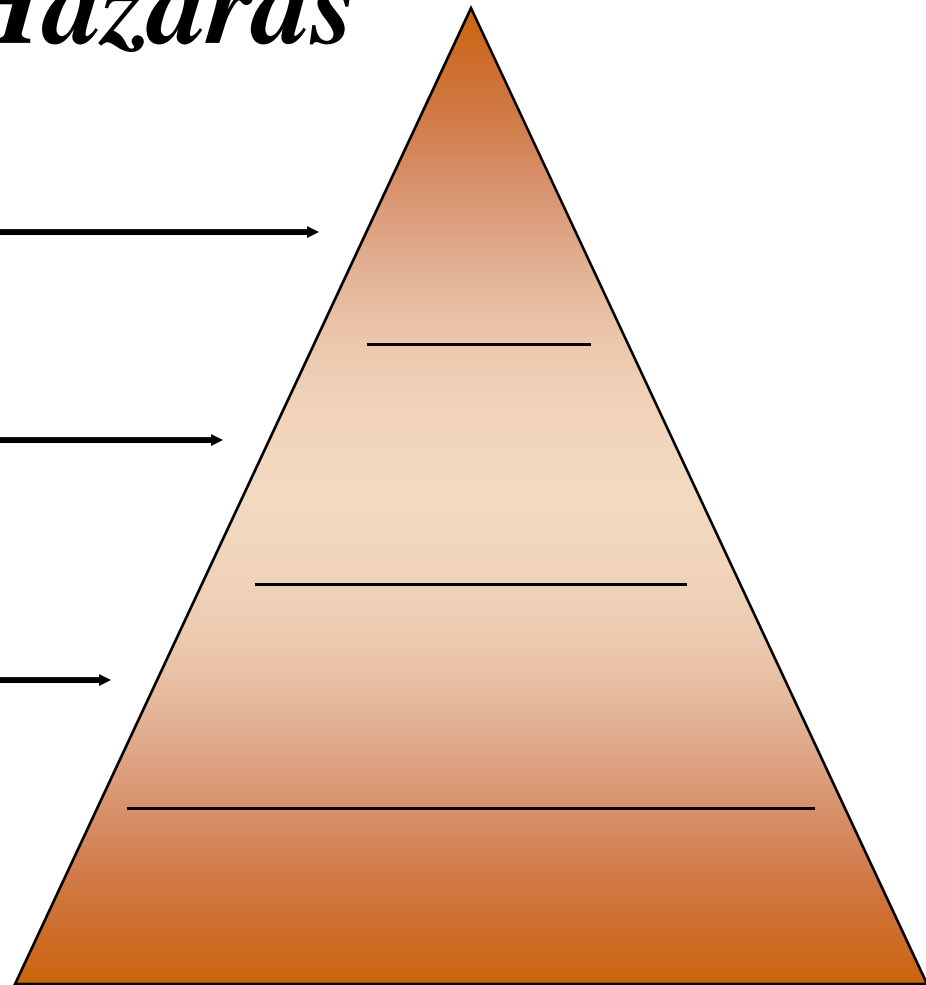
1 Fatality

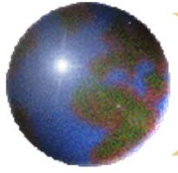
29 Serious Injuries

300 Near Misses

3000 Hazards

National Safety Council Facts

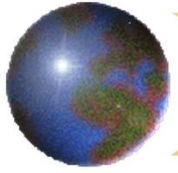




Safety Awareness

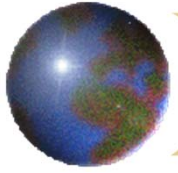
Front line supervisors set the tone for a departments safety culture by:

- Positive Attitude
- Managing their safety zone
- Being responsible for their department's actions
- Assuming responsibility of others
- Anticipating problems or hazards
- Not being complacent
- Correcting problems immediately
- Being trainable



Supervisors' Safety Responsibilities

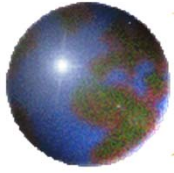
- ✦ Survey of the work area
- ✦ Establishing work methods
- ✦ Giving job instruction
- ✦ Assigning people to jobs
- ✦ Supervising people at work



Survey of the Work Area

SURVEY OF THE WORK AREA must be completed on a routine basis. Hazards need to be recognized prior to work activities being performed so proper controls can be implemented to attain an acceptable level of risk. Many hazards are recognized only after an accident has occurred.

It is the supervisor's responsibility to routinely survey the work area to identify unsafe conditions, follow up on any deficiencies, and identify the appropriate corrective action.

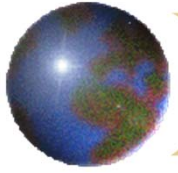


Establishing Work Methods

ESTABLISHING WORK METHODS that are well understood and consistently followed is a must for efficient and safe operations.

Many injuries that are originally reported to have resulted from an “unsafe method or procedure” are later found to have no standard method or procedure. The method is declared to be hazardous after the accident.

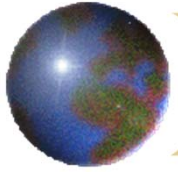
Making sure that safe procedures are established is a supervisor’s responsibility.



Giving Job Instruction

GIVING JOB INSTRUCTION, with the necessary emphasis on safety, will help eliminate one of the most frequent causes of accidents, **LACK OF KNOWLEDGE OR SKILL**.

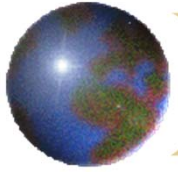
If the employee is expected to perform their job safely, the supervisor must show them exactly how to perform the job and must make sure that each employee has the knowledge and skill to do the job safely.



Assigning People To Jobs

ASSIGNING PEOPLE TO JOBS is very closely related to job instruction. Whenever a supervisor makes a work assignment, safety, as well as good job performance, requires that they be sure the employee is qualified to do the job and thoroughly understands the work method.

Even the most experienced employee needs some direction.

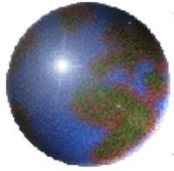


Supervising People at Work

SUPERVISING PEOPLE AT WORK is necessary even after a safe work method has been established and the worker has been instructed in the safe method.

When people deviate from the established safe practices, accidents and injuries occur. Usually, it is found that the injured employee has been neglecting safe practice for some time.

In order to prevent injuries from this cause, the supervisor must watch for unsafe work methods and correct them as soon as they are observed.

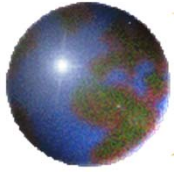


4 States of Mind

- ✦ Rushing
- ✦ Frustration
- ✦ Fatigue
- ✦ Complacency

Cause or Contribute to the Four Critical Errors that Cause All Accidents



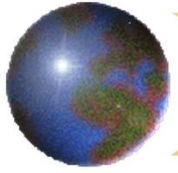


Four Critical Errors

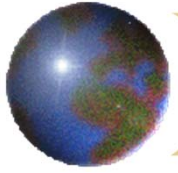
- ✦ Eyes not on the task
- ✦ Mind not on the task
- ✦ Being in the line of fire
- ✦ Poor balance/Traction/Grip



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Safety Motivation Techniques



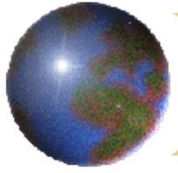
Employee Motivators

Ask your employees why they work.

Why do they REALLY work?

Money, Family, Children, Home, Food, Recreation,
Travel, Bills, Beer, Magazines, Cars, Cameras, TV's,
Pools, Baseball (not the Cubs), Football, Hockey,
Soccer, Dates With Your Spouse, Parties,
Lawnmowers, Tools, CD's, Computers, PDA's, ...

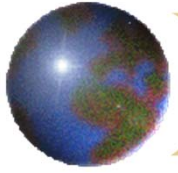
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Employee Motivations

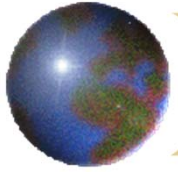
The D word (Discipline)

- ✦ A good disciplinary program is a management tool. It must be used when necessary or it becomes the weak link of your safety program.

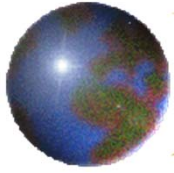


Supervisors Self-Evaluation Questions

- ✦ Do I practice what I preach?
 - ▣ Do my safety actions support the expectations I have for my employees?
- ✦ How often am I discussing safety with my employees?
- ✦ Is the training I am providing effective?
- ✦ Does my department display a positive safety culture?
- ✦ Do my employees believe safety is important to me?
- ✦ Who or what will be involved in the next accident?
- ✦ What have I done about it?



Questions?



Thank You

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