



SAFESTART HUMAN FACTORS CONFERENCE



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SafeStart

Sour Milk: How To Revive a Safety Culture

Objectives

- Identify the symptoms
- Prescribe a treatment
- Manage the situation

Correction Tool



Identify the problem



Make a corrective
action plan

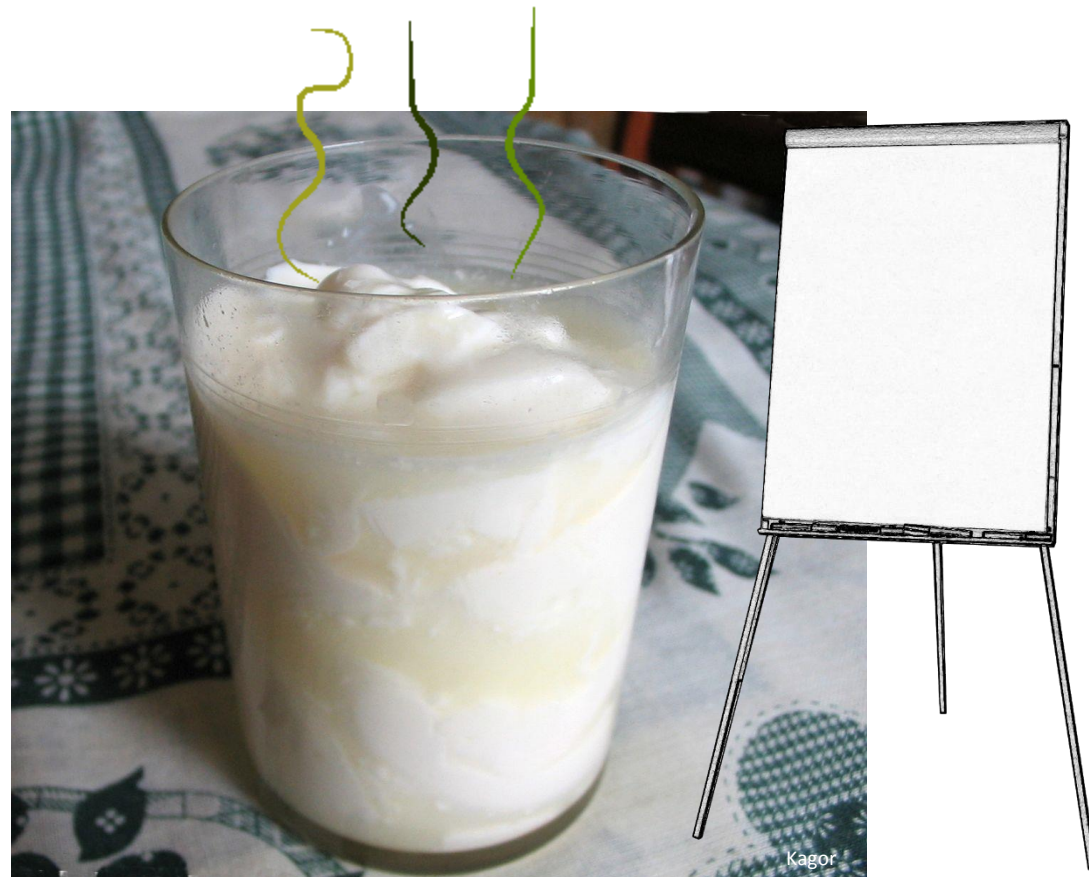


Execute the plan



**Identify
the
problem**







“We know a thing
or two because
we’ve seen a thing
or two!”



Make a corrective action plan



Corrective action planning

- Include members of the leadership team.
- Get employees involved as needed.
- Document what is to be completed and when.
- Hold each other responsible for completing task.



Corrective Action Plan

CONSULTING - SAFETY TRAINING - INDUSTRIAL HYGIENE MONITORING - CUSTOM SAFETY VIDEOS

Question 1	Answer 1
In what ways is our safety culture sour?	
Question 2	Answer 2
Who do I need to buy into the plan or help develop it?	
Question 3	Answer 3
What can we do to solve the problem? (This should be completed with individuals listed in Section 2.)	
Question 4	Answer 4
Actions to be taken/ Responsible Person/Date Due if Applicable	

Question 4	Answer 4
Actions to be taken/ Responsible Person/Date Due if Applicable	Site Manger to meet with all employees who do not attend safety training - 01-01-2019 Members of leadership to attend and be on time to all safety training - 01-01-2020 Members of leadership to ensure employees are allowed to attend and be on time to all safety training - 01-01-2020 Trainers to start meetings on time - 01-01-2020

Question 4	Answer 4
Actions to be taken/ Responsible Person/Date Due if Applicable	Safety Manager to draft participation incentive plans - 12-01-2019 Safety Manager to draft meeting calendar with the topic of the week - 12-01-2019 Members of leadership; to cover weekly meeting topic in pre-shift meetings - 01-01-2020 Members of leadership to preassign one employee per week to tell a safety story - 01-01-2020



Corrective Action Plan

CONSULTING - SAFETY TRAINING - INDUSTRIAL HYGIENE MONITORING - CUSTOM SAFETY VIDEOS

Question 1	Answer 1
In what ways is our safety culture sour?	Employees not participating
Question 2	Answer 2
Who do I need to buy into the plan or help develop it?	Plant, HR, Maintenance and Operation, Safety Mangerss
Question 3	Answer 3
What can we do to solve the problem? (This should be completed with individuals listed in Section 2.)	1. Participation incentive plan 2. Make meeting requirements visible
Question 4	Answer 4
Actions to be taken/ Responsible Person/Date Due if Applicable	Safety Manager to draft participation incentive plans - 12-01-2019 Safety Manager to draft meeting calendar with the topic of the week - 12-01-2019 Members of leadership; to cover weekly meeting topic in pre-shift meetings - 01-01-2020 Members of leadership to preassign one employee per week to tell a safety

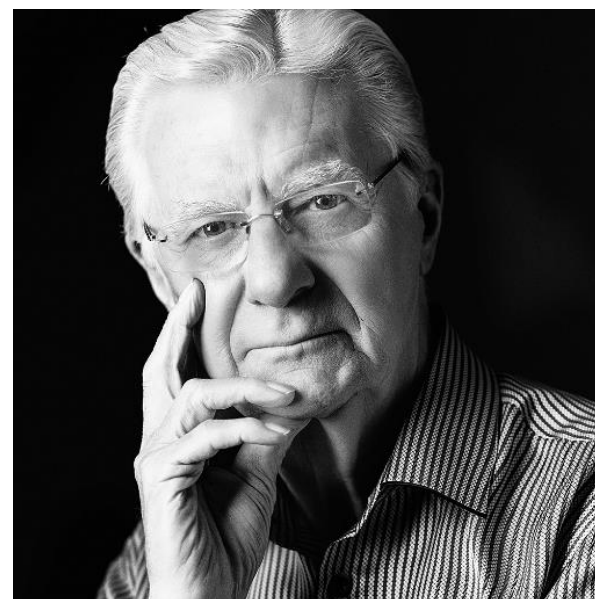
**It's not only what
we do, but what
we do not do, for
which we are
accountable.**

–Molière



**Accountability is
the glue that ties
commitment to
the results.**

–Bob Porter



Review

- Include members of the leadership team.
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- Hold each other responsible for completing their task.

Correction Tool



Identify the problem



Make a corrective
action plan



Execute the plan



Corrective Action Plan

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Questions?

THANKS FOR
Your Participation!