

SAFESTART HUMAN FACTORS



CONFERENCE

2022

Orlando, FL

November 8 & 9



CHANGING SAFETY CULTURE ONE FRUSTRATION AT A TIME

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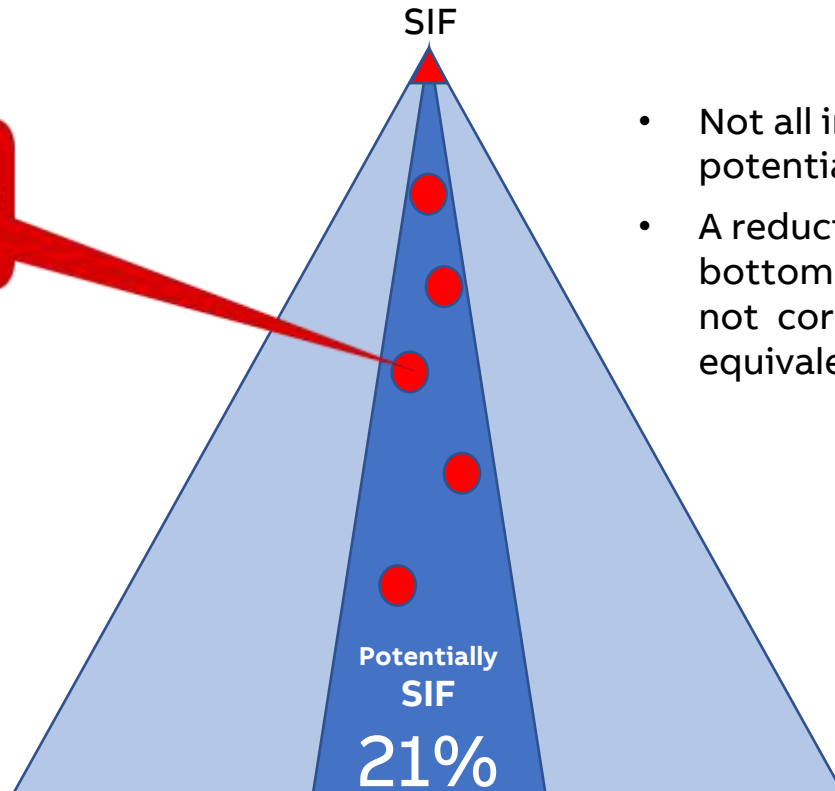


Robotics & Discrete Automation

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RISK ASSESSMENT AND JSA'S FOR HIGH-RISK ACTIVITIES

SIF (SERIOUS INCIDENT AND FATALITIES)



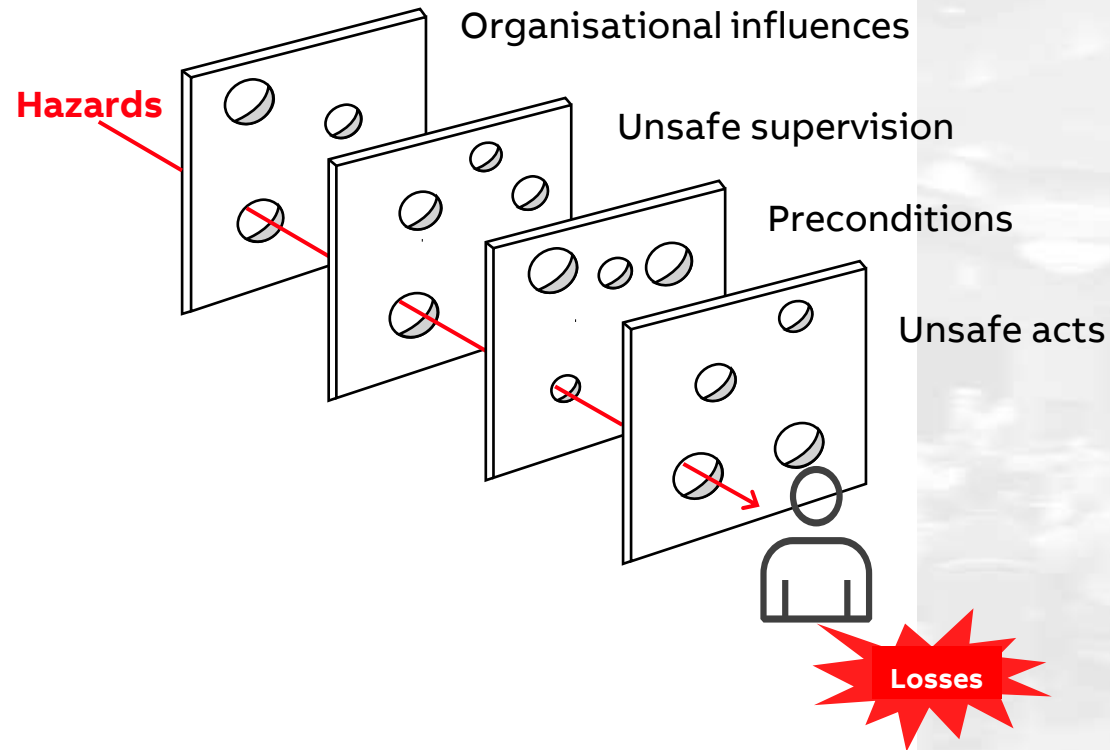
- Not all injuries have a SIF potential
- A reduction of injuries at the bottom of the triangle does not correspond to an equivalent reduction on SIF's



ORGANIZATIONAL FRUSTRATIONS

HIGH RISK ACTIVITIES

Workers do not cause accidents or incidents; worker trigger these latent conditions that lay dormant within the organizations.. Todd Conklin



ORGANIZATION FRUSTRATIONS

Behavior theorists define frustrations as an obstacle blocking satisfaction of a need or goal.

Typically, the emotion associated with frustration involves anxiety.

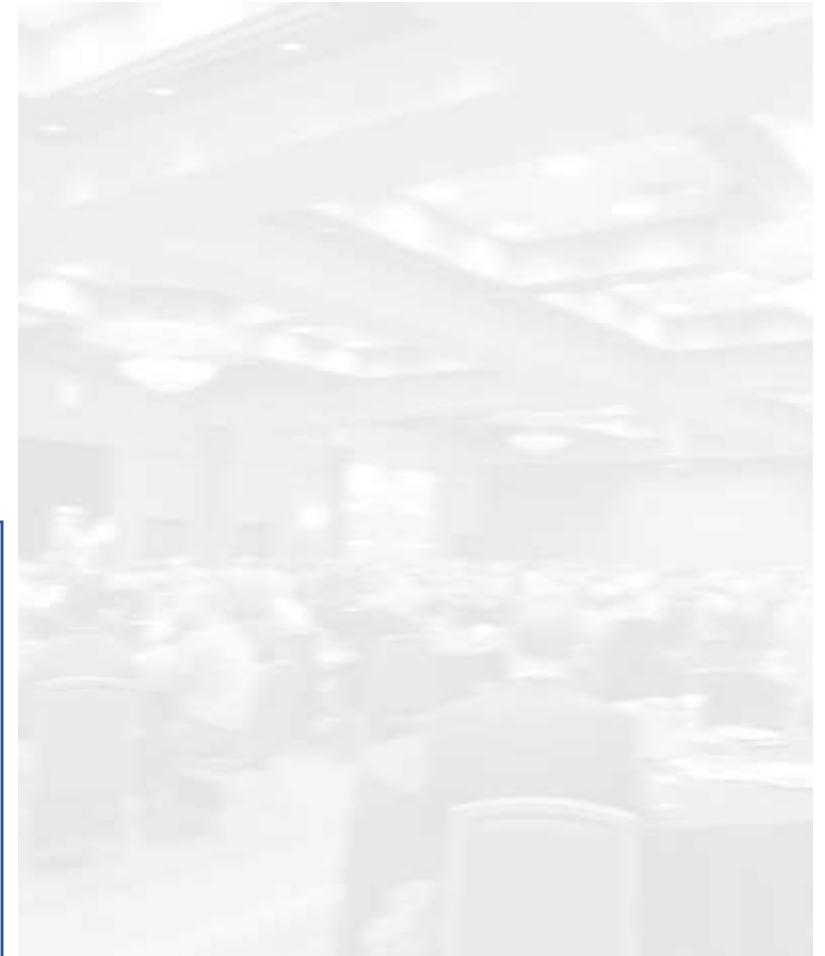
Frustrations are one of the many factors that contributes to physical problems

You can organize the work area, but unless you tackle these mental anxiety issues, your organization will continue to be at risk for quality defects and physical injuries



EFFECTS OF ORGANIZATIONAL FRUSTRATIONS

There are 4 reactions to frustration by employees,
Which have potential effects on your organization



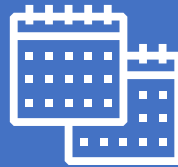
Personal Frustrations:

Over-expectations of others, equipment, & departments



Conflicting Frustrations:

Social anxiety between employer, manager & workers



Pressure Frustrations:

Manager/supervisor created by Positive Motivation and Negative Motivation



Environmental Frustrations:

Organizational moral, fair treatment and quality of work life balance

BEHAVIOR AND LEADERSHIP PRACTICES

HIGH RISK ACTIVITIES



ORGANIZATIONAL FRUSTRATIONS

SITUATIONAL AWARENESS



These four states...

- Rushing
- Frustration
- Fatigue
- Complacency

can cause or contribute to these critical errors...

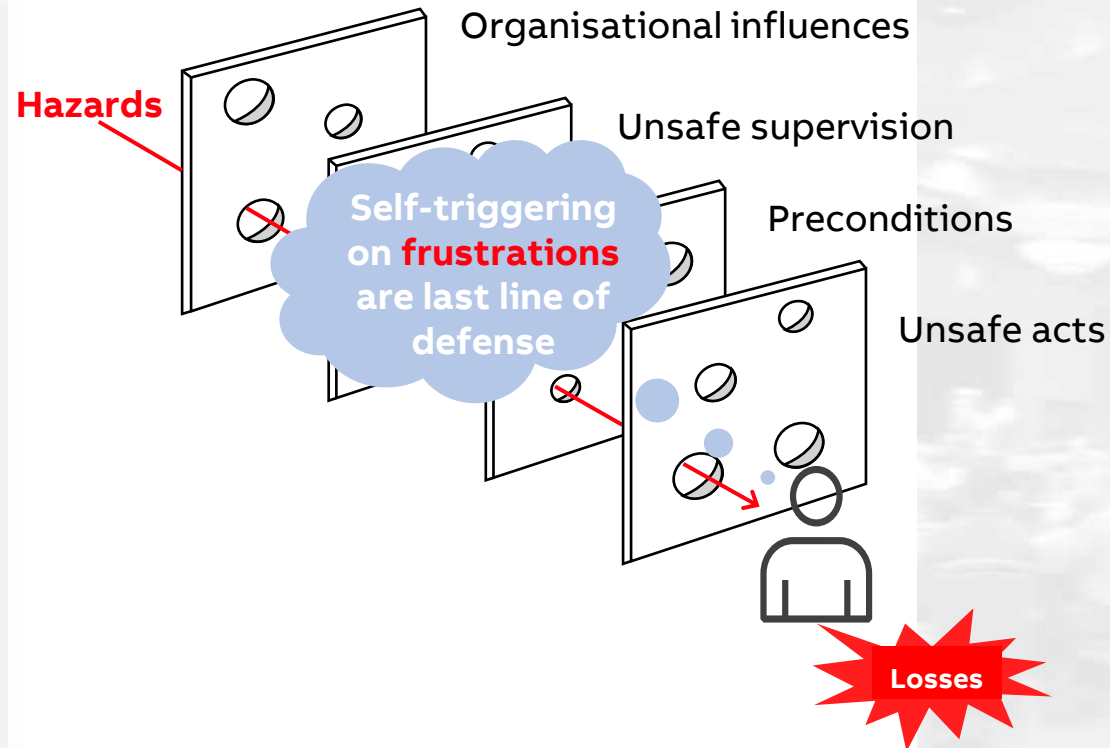
- Eyes not on Task
- Mind not on Task
- Line-of-Fire
- Balance/Traction/Grip

...which increase the risk of injury.

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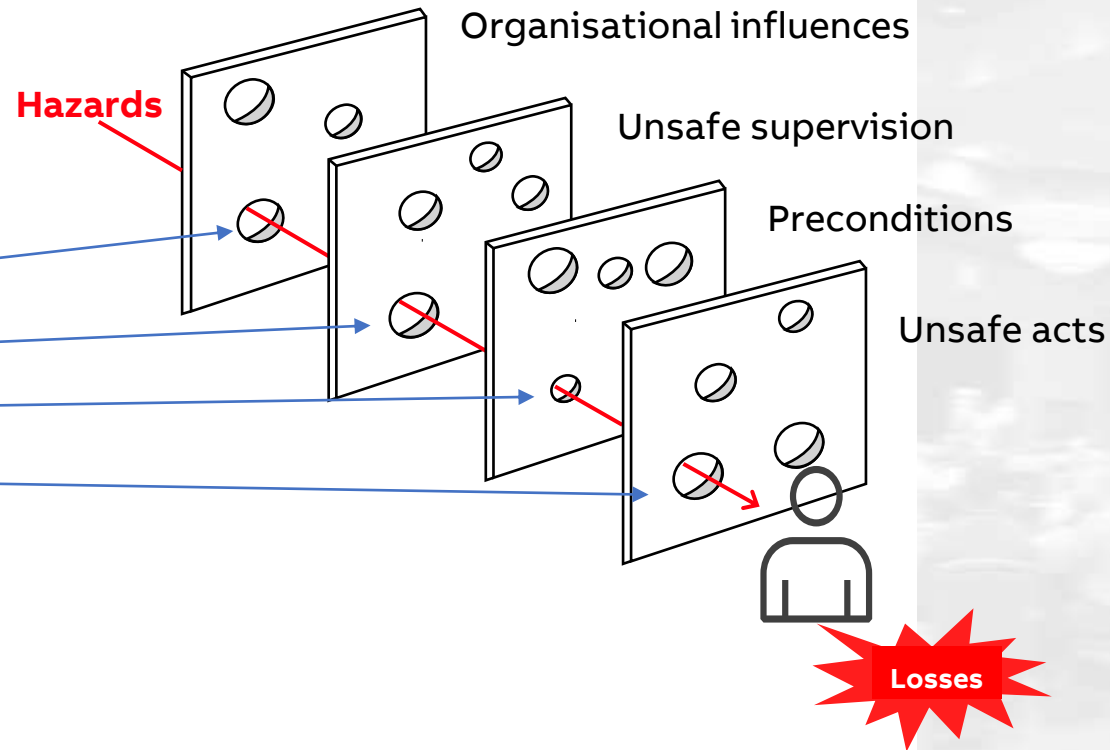
ORGANIZATIONAL FRUSTRATIONS

HIGH RISK ACTIVITIES

Manager & worker having safety engagement conversations as it relates to these new signals - SafeStart states:

- ✓ Rushing
- ✓ Frustration
- ✓ Fatigue
- ✓ Complacency

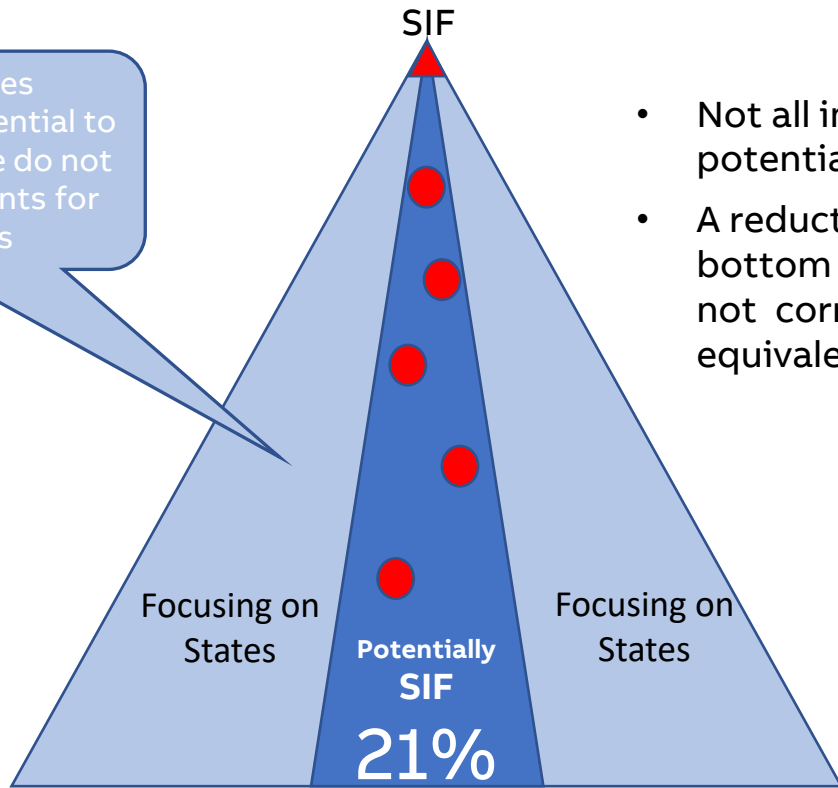
The “root causes” creating these 4 hazards (States) can be linked to the holes in these barriers ...



RISK ASSESSMENT AND JSA'S FOR HIGH-RISK ACTIVITIES

SIF (SERIOUS INCIDENT AND FATALITIES)

All other activities (Do not have the potential to be a SIF) therefore, we do not have Risk Assessments for these activities



- Not all injuries have a SIF potential
- A reduction of injuries at the bottom of the triangle does not correspond to an equivalent reduction on SIF's



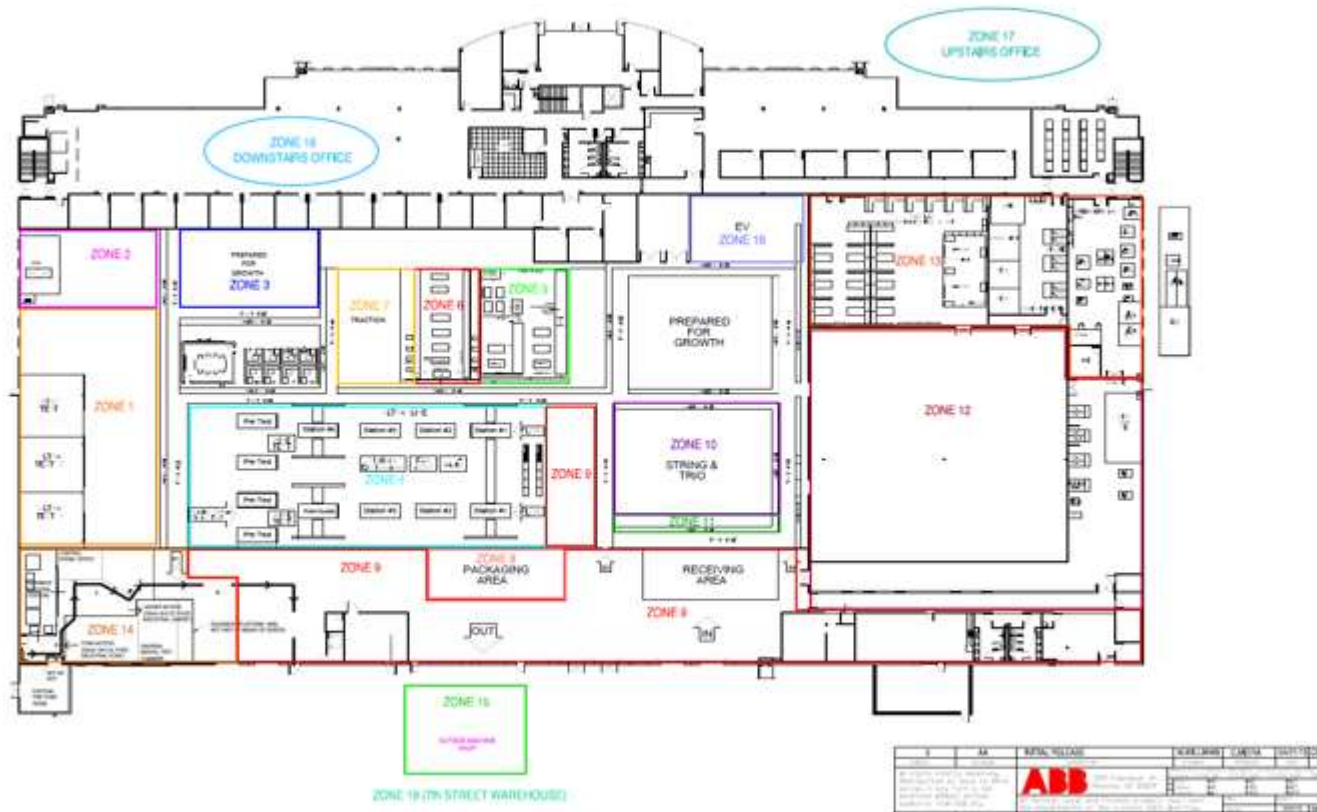
ORGANIZATIONAL FRUSTRATIONS

AREA SAFETY CHAMPIONS



ORGANIZATIONAL FRUSTRATIONS

SAFETY CHAMPION ZONES



ORGANIZATIONAL FRUSTRATIONS

COLLECTING FRUSTRATIONS (STATES)

Date Raised	Zone	Frustraton	Action Taken	Supervisor	By When	Comments	Manager	Status	# of Date Changes	Sort Order
20-Oct-21	1	Yellow barriers have no home when not is use		Keith H	10/22/2021		Hany I			1
16-Oct-21	2	Inverters parked outside of the taped area		Jimmy D	10/22/2021		David T			3
16-Oct-21	2	Powers supplies and DPS stacked to high	Rick P is to move and	Jimmy D	10/22/2021		David T			4
16-Oct-21	2	Area for module repair needs 5s. Cable cords hanging down, no zip ties, area not cleaned		Jimmy D	10/22/2021		David T			5
16-Oct-21	2	Pack out - tools need to be clearly marked		Jimmy D	10/22/2021		David T			6
16-Oct-21	3	Test bay has a NEMA and test equipment waiting for installation	Moved - Completed - Jim J. is working on move the rest of test cage equipment	Jimmy D	11/15/2021		David T	Complete		7
16-Oct-21	3	Wire sleeving exposed and can be a trip hazard, and over time can get damaged and exposed wires		Jimmy D	10/18/2021		David T			8
16-Oct-21	3	Air hoses coiled up on the floor	Chales G. is to remove air hose today 11/13/2019	Jimmy D	11/15/2021		David T	Complete		9
19-Oct-21	4	Obsticals in the warehouse aisls.	The warehouse is in process of moving most of the materials to 7th Street which should allow clear marked aisls to be put in the warehouse as well as Ultra Pack out.	Pete Parsons	12-Dec-21	Getting a quote on opening the doorway by string lines to bring enclosures and materials to the Ultra lines.	David T			10
28-Oct-21	5	Could use more shelf space for the Acciona materials and regular hardware.	Will review with what will be stocked online for Action and needed hardware with Carmen.	Pete P	10-Nov		David T			11
20-Oct-21	6	Stations need to be taped (6S)	As soon as we complete the layout, we will have the operators tape the floors.	Pete P	14-Nov-21		David T			12
20-Oct-21	6	Need overhead bench lights	The bench lights should have been part of the transition.	Pete P	22-Nov-21	Will discuss with David about costs.	David T			13
16-Oct-21	6	Chokes installed on the tops of the module cabinets are heavy. Need to investigate a better installation method.	Looking into more Alum-A-Lift usage. May need more lifts.	Mara K	11/22/2021		David T			14



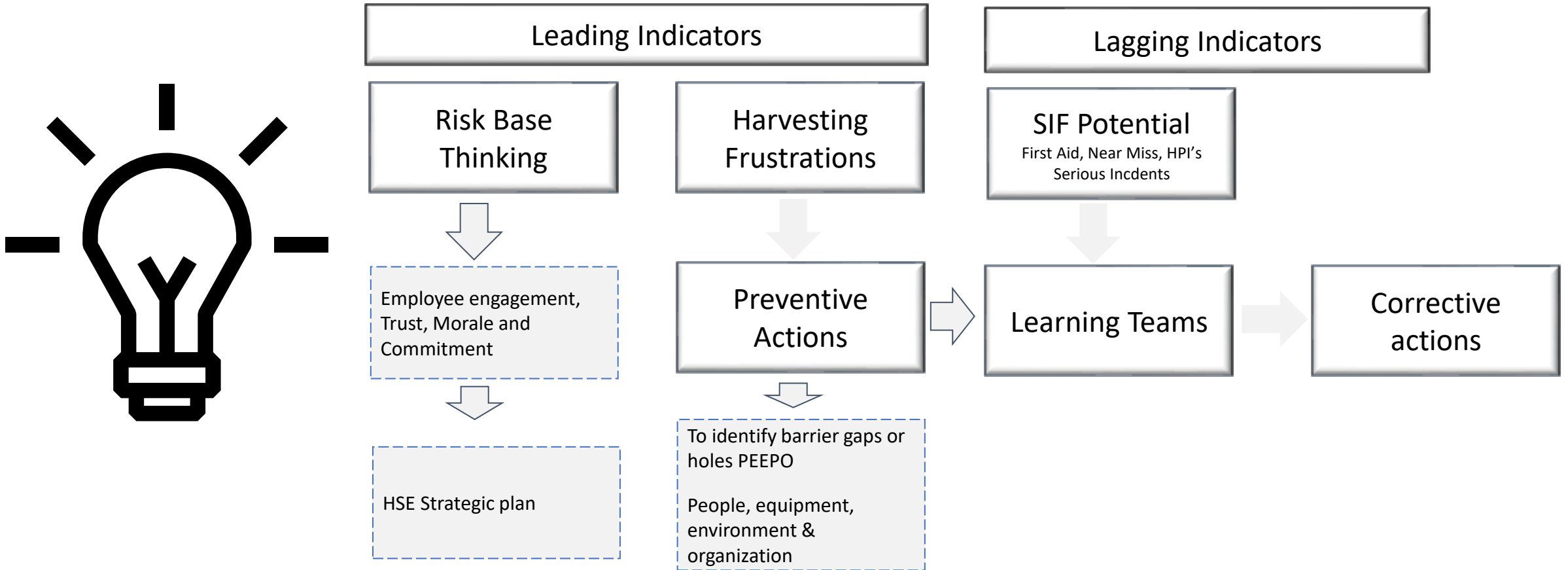
ORGANIZATIONAL FRUSTRATIONS

AREA SAFETY CHAMPIONS



HARVESTING FRUSTRATIONS

PUTTING THE PIECES TOGETHER



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THANK YOU FOR ATTENDING!