

SAFESTART

THE GOOD, THE BAD & THE PLAID

The Scot Forge Journey





Who is Scot Forge?

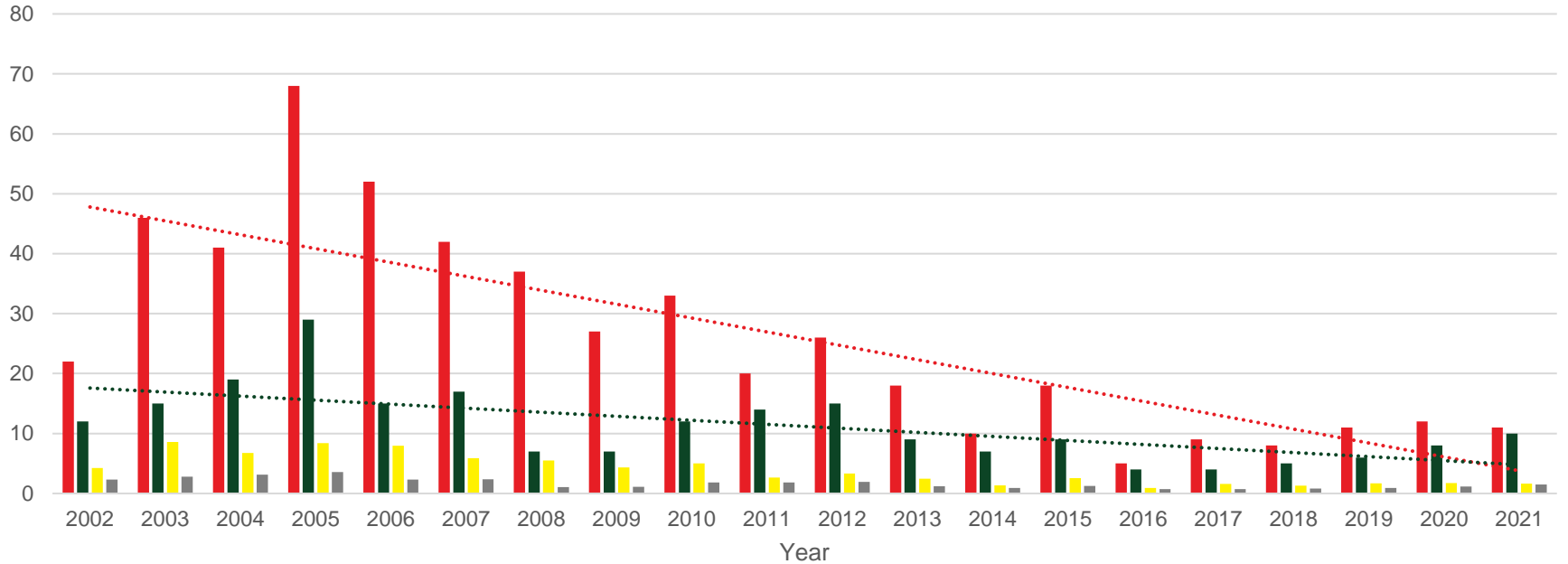
- Industry leader in open die and rolled ring forging
- Our environment consists of
 - Forgings at 2300°F
 - Material handling objects weighing up to 400,000 lbs.



Before the Journey Started.

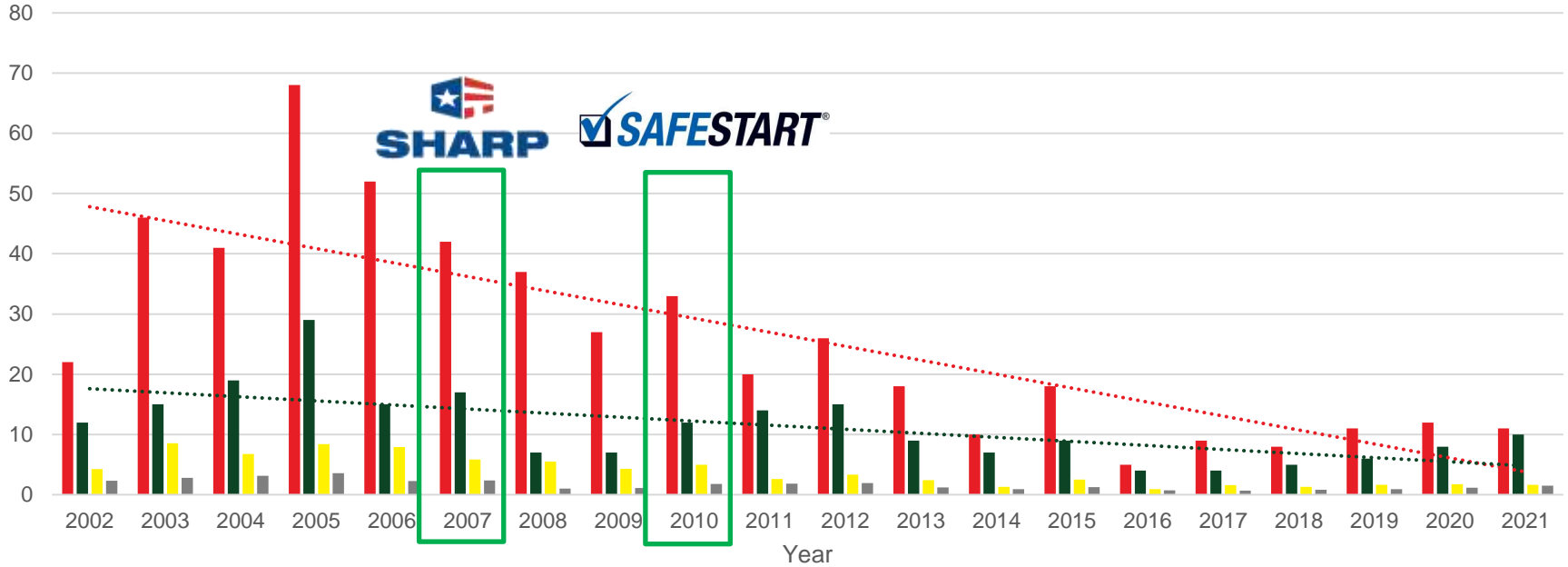
- Started our safety journey in 1997-1998
 - 110 of 330 needed some form of medical treatment
- Partnership with OSHA to establish compliance and procedures

Our 20-Year + Journey



Recordable DART Total Incident Rate DART Rate Linear (Recordable) Linear (DART)

Our Journey in EHS



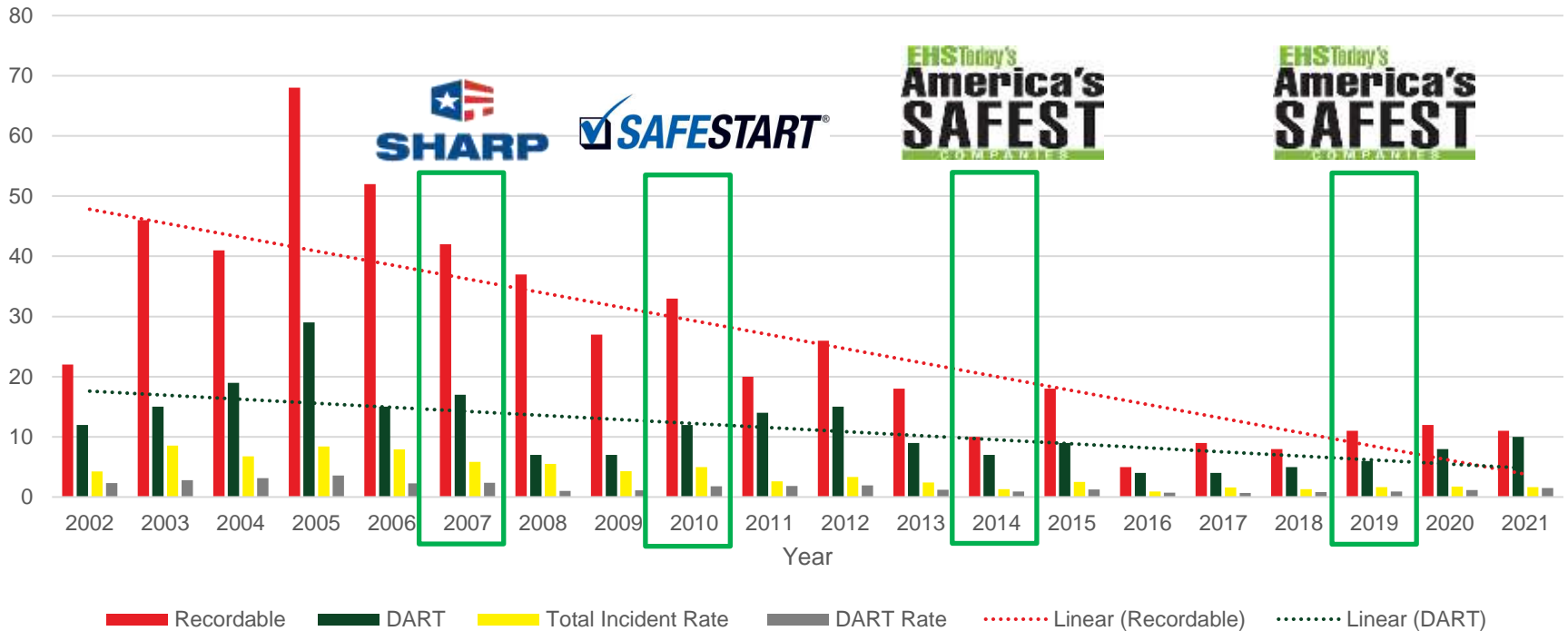
■ Recordable
 ■ DART
 ■ Total Incident Rate
 ■ DART Rate
 ⋯ Linear (Recordable)
 ⋯ Linear (DART)



The Beginning of **SAFESTART**[®]

- 500+ employee-owners trained in < 6 months
- Encouraged common terminology throughout the business
- Incorporated SafeStart stories/concepts throughout multiple areas of our business

Our Journey in EHS





How would classify our journey so far?





Let's be honest...



Maintaining, No Longer Enhancing

- Only taught the tradition modules of SafeStart
- New leadership and new employee-owners
- Lost sight of measuring the impact of SafeStart



Maintaining, No Longer Enhancing

SG CL FP _____ Date: _____
 Observer: _____ Dept: _____

Hazard: Blocks used to support parts left on the floor creates trip hazard.

SafeStart State: Complacency SafeStart Error: Bal/Traction/Grip

Take Action: Walk down a bay where parts are stored on blocks.
 Bay/Area: _____

Confirm that all unused blocks are picked up. Thank area personnel for creating a safe work zone.

- or -

If unused blocks are on the floor, assist area personnel in storing them in a safe location and discuss the hazard with them.

Observed EE: _____ Dept: _____

Supervisor Initials: _____

SAFESTART
Analyze Close Calls
 Critical Error Reduction Technique

Analyze close calls and small errors (to prevent agonizing over big ones)

What Happened?
*Went to Recharge Part Hopper
 To Move a Small Piece to the Adjacent
 Aisle, and Realized a very long
 Piece was across it on an
 edge and could have slid down
 and I put my arm or hand*

What could have been the result of the close call / at risk action?
 Minor Injury Serious Injury Equipment Damage
 Damage To A Customer's Part

SAFESTART
 Analyzing a Close Call or Small Error

What were the States and Errors?
 Rushing Eyes not on Task
 Frustration Mind not on Task
 Fatigue Line-of-Sight
 Complacency Balance/Traction/ Grip

What Critical Error Reduction Technique(s) may have prevented the incident?
 Self-Trigger...
 Analyze Close Calls...
 Look at Others...
 Work on Habits.

Close call / at risk action was discussed with:
 Co-worker / Crew
 Lead Person / Backstop
 Supervisor (prior to the event)

Discussed @ team meeting! 4-22-11

How can this situation be avoided in the future? *Do not load pieces in hopper the could slide down, start at bottom and go up; Don't just put hand and arms in hopper with out looking first*

Corrective Action Implemented? Yes No Supervisor's Initials: _____ Date: _____

SAFETY				INSPE	
RECORDABLE INJURES	WORK INJURES	EQUIP DAMAGE	NEAR MISSES	DAYS W-OUT A RECORDABLE INJURY	
LAST 30	LAST 30	LAST 30	LAST 30	535	
0	0	0	1	3254	
COMMENTS Call # 2431-10 R.L.D. D.L. D.L. D.L. D.L. D.L. D.L. D.L.	T2 CARDS PER MONTH	15	9	TODAY'S HIGH RISK Balance/Traction/Grip - Make sure parts are stable on the table!	
	T2 CARDS PER MONTH	36	36		
COST					
		April	MAY	June Goal	
		137,890	\$46,726	1,945,000	



INTRODUCING

 **SAFESTART[®] NOW**



RUSHING



FRUSTRATION



FATIGUE



COMPLACENCY



The Journey to SafeStart NOW





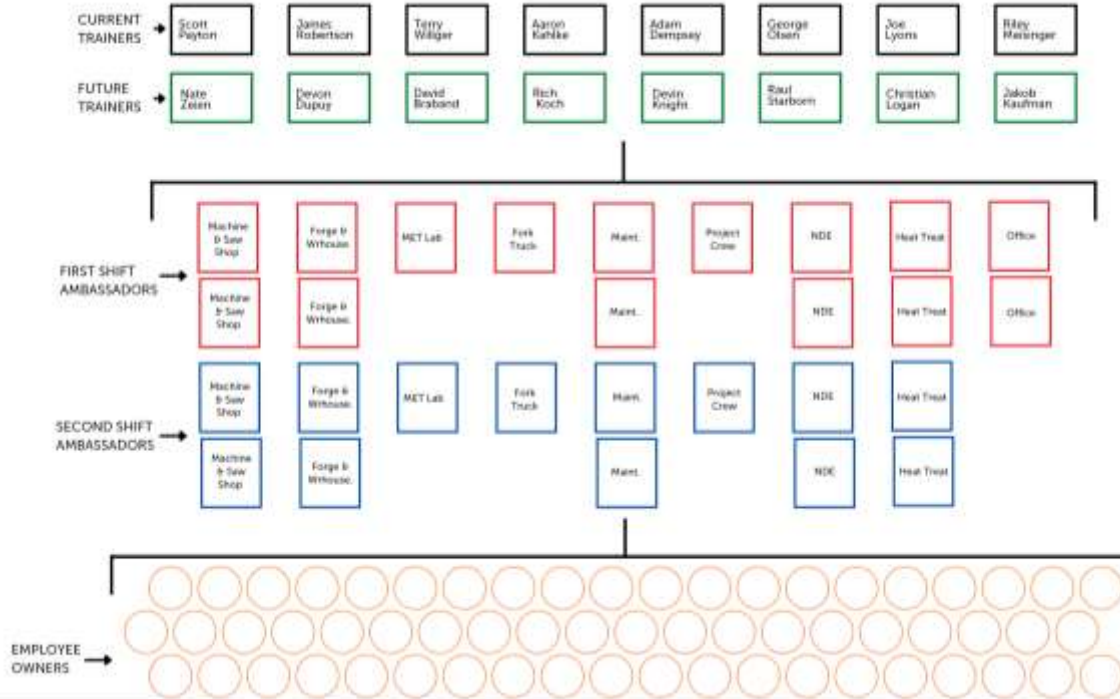
- Participated in a pilot program in 2020
- Internal discussions with leadership to prioritize the revitalized program
- Implemented SafeStart NOW company-wide in July 2022



The Plaid



Accountability at ALL Levels



Path Of Our Work

EHS DCM Board - Floor			
SafeStart Share:	States	Errors	CERT's
High Risk of the Day	Incident Report Accountability		
TPM Daily Checks	IR Discussed		
Comp: %	Open AI		
Days/Nights	Past Due AI		
Missed			



Path Of Our Work

EHS DCM Board - Room

SafeStart Share:	States	Errors
High Risk of the Day	Highest Risk: DOTW/Time	Incident Report
		IR Discussed
Leadership Safety Conversations		
Comp: %		Open AI
Topics		
		Past Due AI

EHS			
SafeStart Share	States	Errors	CERT's
Legislation and MUI in SC	Ruling Frustration Fatigue Complacency <input checked="" type="checkbox"/>	Epi Not on Task <input checked="" type="checkbox"/> Plant Not on Task Live on Fire <input checked="" type="checkbox"/> Balance, Motion, Grip, etc.	Look at trend Analyze Close Calls <input checked="" type="checkbox"/> Review body find notes <input checked="" type="checkbox"/> Self Trigger on your own
High Risk of the Day	Highest Risk: DOTW/Time	Incident Report	Accountability
Be Aware of Location That we have Mobile Equipment in our facility		Leaders Review Commanded	[Sticky notes]
		Open AI	[Sticky notes]
Leadership Safety Conversations		Past Due AI	[Sticky notes]
Com %	74%		
Topics			
AI - Risk - Making it all about - All safety, safety, performance - All working, don't want to leave things	Culture Management - Safety, performance, quality - Safety, performance, quality - Safety, performance, quality - Safety, performance, quality		

Ownership of Behaviors

SAFESTART Principles / Rate your State(s) during the event, below on the scale from 1-10

Rustling
6
From 1 to 10
Notes
EO was attempting to complete the task and get back to his other machine that he was running. Which caused his to-going faster than he normally would. This is a self imposed state of rustling.

Frustration
6
From 1 to 10
Notes
This part was given the EO his all day, it required the EO to clear stringers multiple times during the cut. This wasn't normal for this type of material.

Fatigue
7
From 1 to 10
Notes
EO was near the end of his shift and has a new baby at home that isn't sleeping well. This lack of sleep exposes the EO to an unusual case of fatigue during his shift.

Complacency
4
From 1 to 10
Notes
EO has done this job many times in the past and next hand stringer contact his hand. The task is a normal task but the EO forgot to put on his gloves and roll down his sleeves prior to moving the stringer ball.

SAFESTART Principles / Identify the Critical Error that occurred due to the SAFESTART states

What was the critical error(s)?
Missed on Task Line Off Pin

SAFESTART Principles / Identify the Critical Error Reduction Techniques can be applied to prevent the event from reoccurring

What Critical errors reduction techniques could have been used to prevent the incident?
Self Trigger Work On Machine

Notes
Self trigger on the state of fatigue, frustration and rushing could have easily prevented the event. Work on habits - complacency - EO has agreed to work on refocusing on work task when fatigue creeps in. His Lead will check on him through the shift to see if he is having issues and that he isn't getting into a fatigue trap. Change task, timely breaks and conversation on identifying the risk associated with the routine and non-routine task.

SAFESTART Principles / How could it have been worse

Describe how the event could have been worse?
Cut requiring stitches, tendon damage or an amputation to the hand.

Leadership Review Team

Are you part of the Review Team?
Yes

What is the root cause(s) of the event?
EO didn't have his mind on his task, which lead him to take a short cut and not put on his PPE.

Notes
This.

What physical change can be implemented to prevent this event from reoccurring?
No physical change would be applicable to this event, we will really focus on the behavioral aspect of change.

What can the employee work on from a behavioral aspect to prevent it from happening again?
Challenging the EO to really focus on his task especially at the end of the shift, this can be done by having the EO complete a rope your order survey every day for two-week prior to the last two hours of his shift. This will be verified daily by his lead person.

Has our engineering group looked at additional physical controls for prevention in the future?
They have reviewed and agree with the behavioral approach because it was habit that he EO needs to work on.

Notes
Jason Jelfo, Joe Lyons and Tim Sirmmerman reviewed this event.



Our question for you:

How do you
measure the impact
CERTS have on
your company
performance?

