Safety Round Table

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Objectives

• Analyze Safety Management Systems
  • People
  • Policies
  • Procedures
• Discuss the importance of a Management Commitment to Safety
• Provide a look at Electrical Contractor Safety Perspectives

Policies and Responsibilities

• Safety Programs and Safe Workers
  • NECA Standing Policy 19
  • Contractor electrical safety policies
  • Contractor general safety policies

• Shared Responsibilities in achieving Safety
  • Leadership and Management
  • Communication upward and downward
  • Implementation, Supervision and Workers
Safety Management System

- Electrical contractor should establish and maintain a safety management system (SMS).
- The safety management system should be understood by the employer and the employee.
- The SMS should be implemented by the employer and workers.
- Employee safety orientation is an effective method of helping workers understand company safety programs and policies.

Safety Management System

- The three fundamental aspects of a safety management system can be compared to a three-legged stool.
  - Management Policy Aspects
  - Management People Aspects
  - Management Procedure Aspects
- If any one of these aspects fails or is deficient, the safety management system is compromised.
- The risks are higher, so are the consequences.
Safety Management System

Company Safety Policies and Procedures require the following to be effective:

- Accountability
- Dependability
- Adjustability

Cooperation is required from owners, management, supervisors, workers.
## Imperative Forces

There are three imperative reasons for adopting a safety management system for business:

- Ethical
- Legal
- Financial

## Imperative Elements

To address these important elements, an effective SMS should:

- Define how the organization is set up to manage risk.
- Identify workplace risk and implement suitable controls.
- Implement effective communications across all levels of the organization.
- Implement a process to identify and correct non-conformities.
- Implement a continual improvement process.
Safety System ii  Fit for Business

A safety management system (SMS) can be created to fit any business type and/or industry sector.

SMS models use different terminology but the process and workflow for safety management systems are basically similar.

Safety System ii  Fit for Business

Policies
- What are the established company policy statements?
- What are the requirements in terms of resources, defining management commitment and defining OSH targets?

Organization
- How is the organization structured?
- Where are responsibilities and accountabilities defined?
- Who reports to who and who is responsible for what?
Safety System ñ Fit for Business

Â Planning and Implementation
- What legislation and standards apply to our organization
- What OSH objectives are defined and how are these reviews, hazard prevention and the assessment and management of risk.

Â Evaluation
- How is OSH performance measured and assessed?
- What are the processes for the reporting of accidents and incidents and for the investigation of accidents?
- What internal and external audit processes are in place to review the system?

Management Commitment

Â Management are those who have the authority to make decisions and oversee the organization and its operations.

Â Their role is to coordinate and oversee activities to achieve organizational objectives in accordance with policies and procedures.

Â Demonstrating a safety commitment must be through actions and words.
Management Commitment

- Effective managers lead by example and encourage open communication.
- Effective managers empower supervision to implement safety policies and safe work practices.
- Effective managers encourage workers to report safety concerns, including near misses.
Integrate Safety as a Value

- Safety should not be treated as a secondary function of business practices.
- Management should strive to develop and maintain a stable safety culture and integrate safe work practices throughout its operations.
- Safety must be integrated into project planning, company policies, performance evaluations, and communications.
- Businesses must never compromise safety for productivity.
Accountability

A positive and effective safety company safety culture can be achieved by establishing accountability throughout the organization.

Safety on projects is an accountable responsibility shared by owners, management, personnel, supervisors and workers, the whole organization.

Specific responsibilities need to be defined at all levels.

Safety must always be an integral part of daily operations.

Leadership

Supervisors have the authority and ability to implement changes and correct hazards on a jobsite.

How a supervisor leads and communicates are two of the most important factors in achieving a positive project safety climate.

The company expectations are the key to shaping a supervisor's safety-related attitudes and behaviors.
Empowering the Employees

• Involving workers in safety-related planning and decision making and allowing them to speak up and identify hazards helps bridge gaps in communication between management and workers.

• This also builds mutual trust and promotes a shared belief that a positive safety climate is integral to completion of a project.
Hierarchy of Safety Controls

- Contractors must ensure that supervisors and workers understand the hierarchy of safety controls.

- Elimination of the hazards is always the first choice in reducing risk.

- Using personal protective equipment is the last choice.
Cultural Shifts

Improving Communication

- Clear and consistent communication about the priority of safety and its alignment with organizational objectives is the core of all factors in achieving a positive safety culture.
- Organizations must communicate informally and formally about safety issues; what is working and what is not.
- Effective communication promotes a strong safety climate, while ineffective or poor communication can stifle it.
Training at all Levels

- Employees must know and understand where and how they fit into the organization’s safety culture and climate.
- The best approach is to ensure that training is ongoing, on point, and tailored to the specific roles at each level in the organizations.
- Management must know what training is being provided, and seek qualified trainers (Internal and external).
- Supervisors and workers must equally understand the safety training.

Owner or Client Involvement

- More owners and clients are seeking safe contractors on their projects and properties.
- Many have developed their own specific safety programs and initiatives.
- Contractors must align their safety programs and policies to meet and exceed those of owners and clients.
- Often electrical contractors must identify and communicate hazards to owners and clients.
An Electrical Contractor Safety Program is a vital component of the electrical contracting business. Safety programs are living documents that are constantly growing and being modified to address company safety-related work practices. These programs must align with latest Federal, National, and local safety regulations. Must include effective methods of documentation.
Company Safety Programs

A safety program is only effective if there are established policies that align directly with the requirements contained in the program.

Electrical safety on projects requires the company to ensure that all workers know and understand the policy on "working live."

Contractor’s policies must evolve based on current trends, and leading indicators.
Maintaining Electrical Safety

- Employers must know and understand their specific responsibilities in NFPA 70E Standard for Electrical Safety in the Workplace.

- NFPA 70E addresses electrical hazards including shock, arc flash, and arc blast

- Achieving an electrically safe work condition is always the first objective.
Company Policy on Energized Work

It is important to have a company policy on performing "Energized Work."

Employers must know and understand when working energized is justified and de-energizing is infeasible.

Inconvenience is not infeasibility.
Employee/Supervisor Safety Training

Training workers and supervisors is important in achieving safety in the workplace.

Supervisors must understand the regulations that apply to their projects and their workers.

Supervisors and workers share the responsibility of implementing safe work practices and achieving a safe workplace.
Audits and Documentation

- Company safety audits can reveal deficiencies in a contractor safety program.
- Contractors and supervisors must be diligent to evaluate their safety programs and policies regularly.
- Safety meetings and encouraging worker input can be very beneficial.
- Record keeping and documentation are critical.

Improvement Action

- Action for Improvement
  - How are preventative and corrective actions managed?
  - What processes are in place to ensure the continual improvement process?
Contractor Safety Performance

- Contractors that achieve safety excellence are rewarded by low EMR ratings.
- Many owners and clients are demanding excellent safety records as a condition of securing a project contract.
- Many contracts are becoming more "safety specific."

Developing Best Practices

- Contractors often enhance their safety programs by establishing and implementing best practices.
- Using modern technologies to leverage quality safety programs and safety excellence.
NECA Safety Meeting APP

NECA Safety Meeting App

NECASafetyApp.com

Meetings
- New Meetings
- Past Meetings
- Topics

Incidents
- Document Incidents, Accidents, Near Misses

NECA Resources
- Points to Custom Page Created by Partner

Settings
- Select Trades
- Add Employees
- Support
Summary

A safety management system is essential and integral to electrical contracting operations. Four key factors are essential for improving jobsite safety.

- Demonstrating management commitment
- Aligning and integrating safety as a value
- Ensuring accountability at all levels
- Improving project safety leadership

Leadership in SAFETY

As leaders, we have no greater responsibility than the safety of our people; they are our greatest asset.
Questions?

Don’t forget:
At 10:15 - 11:30 am Opening General Session
At 11:30 - 5:00 pm NECA Show Hours