

# Our Safety Culture

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# 2005

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- Our EMR was near a 0.8

- Our TRIR was 3.8

- We were averaging one recordable every 6 weeks





# 2015

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○ EMR is 0.49

○ Rank #8 in the State (among 7,500)

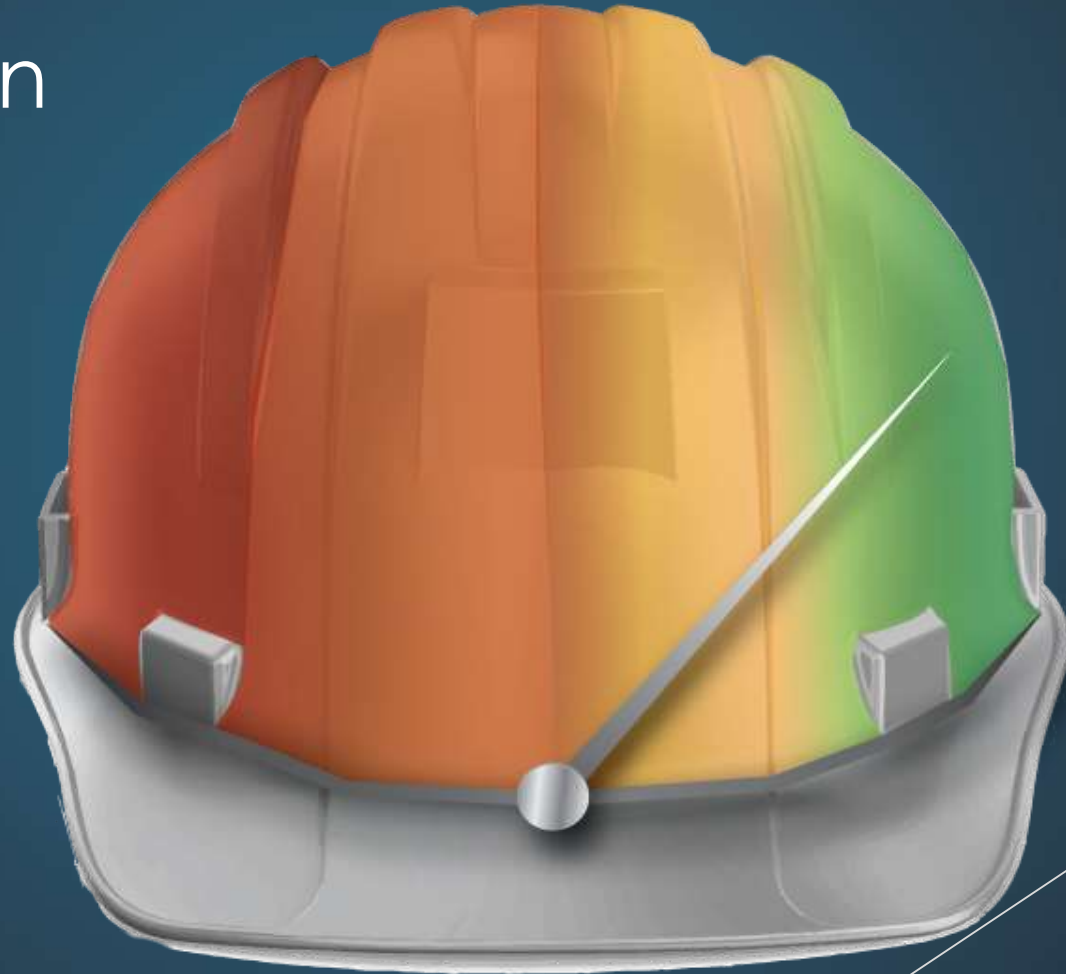
○ 2015 TRIR is 0.0 (>500k hours)



# Management

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Levels of Buy In



# DENIAL

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- Management isn't interested in allocating resources for safety
- Expects everyone to be perfect & safe without providing time or money to do so

# RELUCTANCE

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- Management adds safety resources reluctantly
- Sees it as a necessary evil in the industry
- Still sees safety as a burden, does not participate in the program

# DELEGATION

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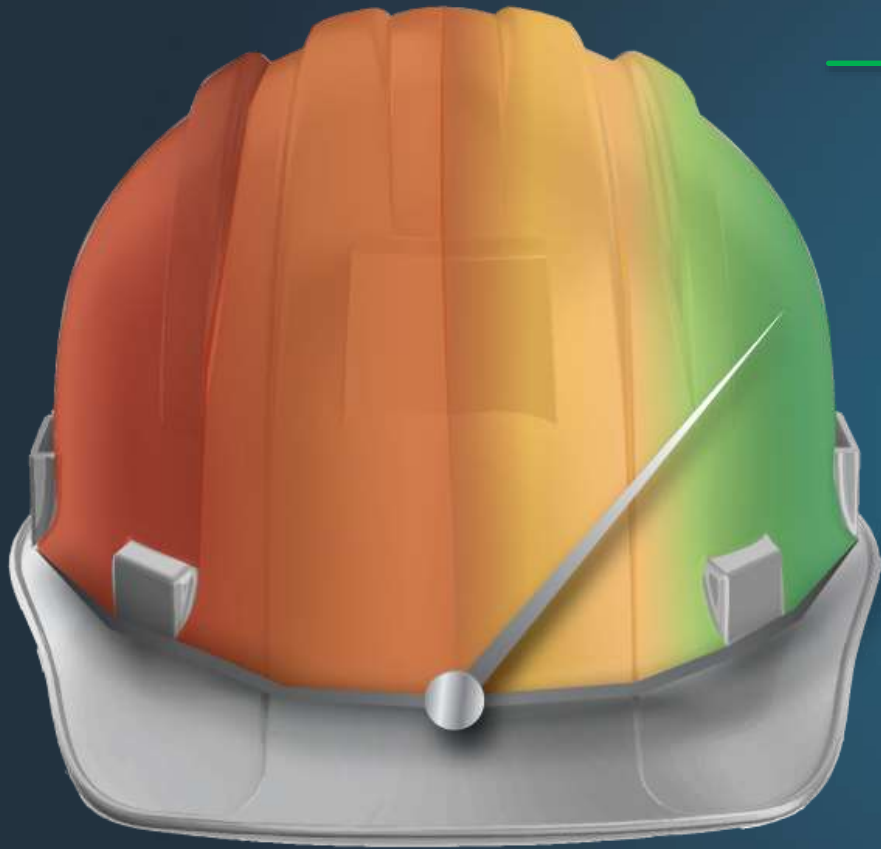


- Management wants to be safe and hires safety professionals
- Has minimal participation in the program



# TOTAL COMMITMENT

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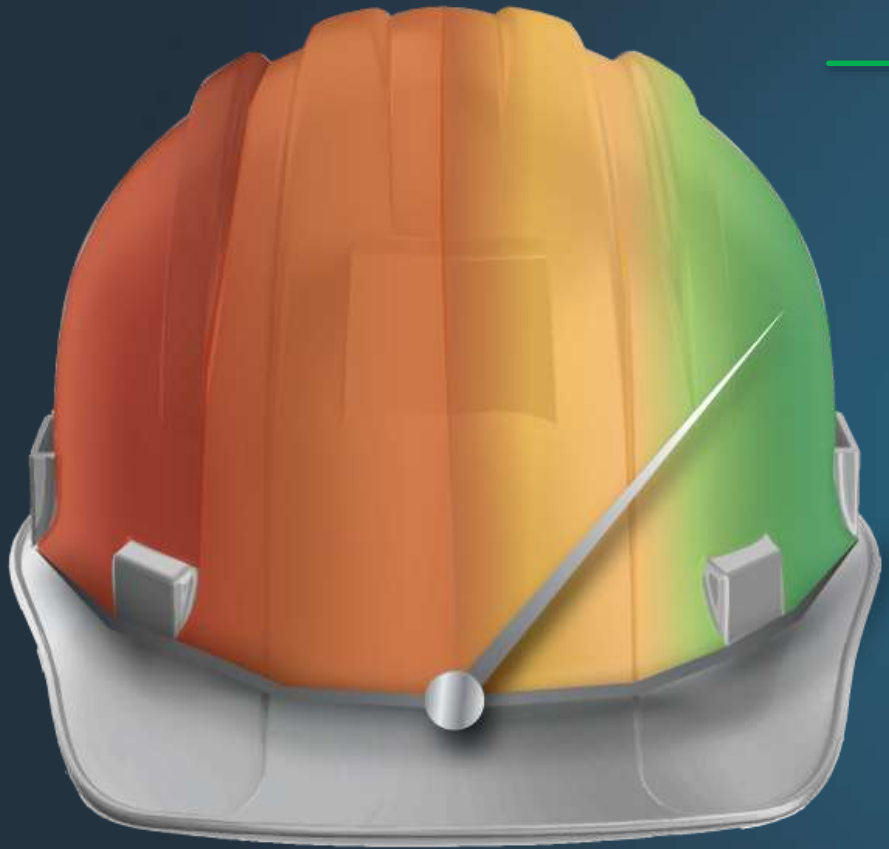


- **Company Owner leads by example in safety**
- **Management holds PM accountable for safety**
- **Management empowers the field**
- **Safety professionals become consultants & SME's**
- **100% buy in, Safety becomes part of the culture**



# UBER TOTAL COMMITMENT

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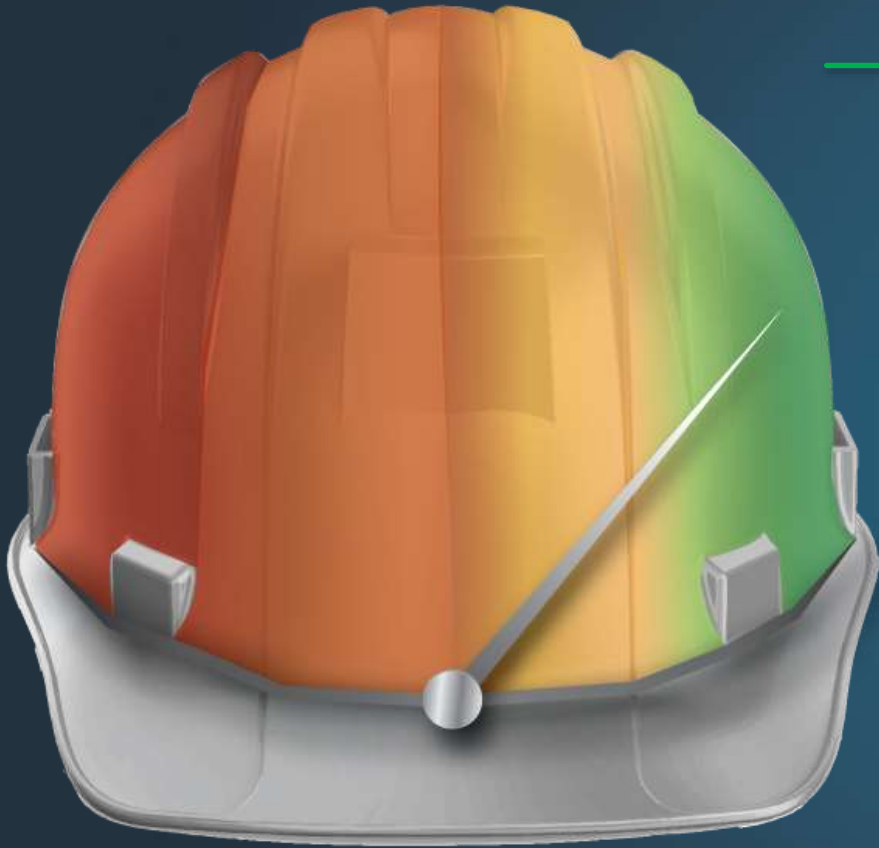
- Company Owner leads by example in safety

**Management  
gives safety  
professionals  
massive raises!**

- 100% buy in, Safety becomes part of the culture

# TOTAL COMMITMENT

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- **Company Owner leads by example in safety**
- **Management holds PM accountable for safety**
- **Management empowers the field**
- **Safety professionals become consultants & SME's**
- **100% buy in, Safety becomes part of the culture**

# Power of the Field

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# Supervisors

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Owning Safety



## High Value Targets:

- New Hire Orientation
- Site Specific Orientation
- Job Hazard Analysis
- Safety Huddles
- Incident Response
- Safety Audits

**Senior management and safety professionals can focus on upstream opportunities and challenges**

# High Value Decisions

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“It’s not hard to make decisions once you know what your values are.”

# High Value Decisions

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“It’s not hard to make decisions once you know what your values are.”

“Make a good decision once, early on, then you never have to make it again.”





# Make the Decision Once

- I will always do the right thing
- I won't take shortcuts
- I will get the right sized ladder for the job
- I will get the right tool for the job
- I will use proper lighting every time
- I will never work faster than I can safely
- I will wear proper PPE in all situations
- I will always work safely





# Crossroads

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of Decisions





# Crossroads

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of Decisions





# Crossroads

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of Decisions

- **6' vs 8' Ladder**
- **GFCI Pigtail**
- **Box Cutters**



# When One

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Becomes Many



“When the field buys into the reason “why”, and sees the benefits for themselves they will embrace the change. This is a slow process to start but gains speed. One becomes two, two becomes four and off you go.”

# Where

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Are We Going?





# Where

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Are We Going?

## In-House Safety App

- Job Hazard Analysis
- Energized Work Plan
- Site Specific Orientations
- Safety Huddle Library



