

A background image showing a group of emergency responders, including firefighters and medical personnel, wearing high-visibility orange and yellow safety vests. The vests have labels such as 'FIRE', 'MEDICAL', and 'RUR'. The scene is dimly lit, suggesting an indoor or nighttime setting.

SAFETY PLANNING: A BLUEPRINT TO PROTECT PEOPLE AND PROFITS

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TODAYS AGENDA

1. Introduction
 2. Current Safety Landscape
 3. Goals of the Safety Program
 4. Key Components of the Safety Program
 5. Roles and Responsibilities
 6. Monitoring and Continuous Improvement
 7. Incentive Programs
 8. Budget and Resources
 9. Implementation Timeline
 10. Conclusion
- 



WHY SAFETY PROGRAMS MATTER – INTRODUCTION



WHAT IS A **SAFETY PLAN**?

Better yet, what is a Safety **PROGRAM**?

- Establishes criteria to:
 - Reduce the risk of workplace injuries, illnesses, and fatalities
 - Improve health and safety performance
 - Increase productivity, financial performance, and quality
 - Developing employer-controlled processes

And much more!

SAFE PLANNING



ONBOARDING EMPLOYEES

Safety orientations establish a great first impression.

SITE SPECIFIC SAFETY PLANS

SSSP's establish controls for unique locations.

CORPORATE SAFETY PROGRAMS

Safety programs help businesses comply with laws and regulations.

BUSINESS RESILIENCY PLANNING

Planning for the unlikely.

SAFE PRODUCTION



PROTECTING EMPLOYEES

Safety programs protect employees from injury and illness, which can help ensure their well-being.

REDUCE COSTS

Safety programs can help reduce costs associated with injuries and illnesses.

IMPROVING COMPLIANCE

Safety programs help businesses comply with laws and regulations.

INCREASING PRODUCTIVITY

Safety programs can help increase employee engagement and productivity.

SAFE CULTURE



IMPROVING SOCIAL RESPONSIBILITY

Safety programs can help businesses enhance their social responsibility goals.

DEMONSTRATING COMMITMENT

Safety programs can demonstrate a commitment to safety and create a positive corporate image.

IMPROVING HAZARD AWARENESS

Safety programs can help improve hazard awareness.

ALIGNMENT

Aligning safety programs with company goals and values can help create a culture of safety and pride and can strengthen safety measures.

To align safety programs with company goals and values, consider:

- Integrating safety into core business processes
- Establishing clear safety policies
- Promoting safety through communication and actions



SAFETY FIRST

INJURY

WORK SAFETY

PROTECTION

HEALTHY

EXECUTION

- Consider safety metrics for performance evaluations
- Recognize safety achievements
- Provide regular training programs
- Customize safety initiatives to team needs
- Quantify impact



LEGAL AND REGULATORY COMPLIANCE

The Occupational Safety and Health Act (OSH Act) regulates workplace safety and health in the United States. The OSH Act requires employers to provide a safe workplace and comply with Occupational Safety and Health Administration (OSHA) standards, rules, and regulations.

- Providing a workplace free of serious hazards
- Ensuring employees have safe tools/equipment
- Using signs to warn employees of potential hazards
- Keeping written safety programs **current and accurate**

LEGAL AND REGULATORY COMPLIANCE

- Developing a program for reporting employee safety concerns.
- Auditing the workplace.
- Reviewing incidents and near misses.
- Preparing for and responding to OSHA/ Agency – Complaints, violations, and inspections.
- States can develop their own standards under a federally approved state plan.
- PA is covered under the federal regulations.





CURRENT SAFETY LANDSCAPE

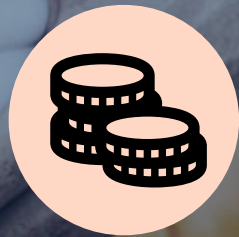
EXISTING SAFETY MEASURES



**Prevent workplace
injuries and illnesses**



**Compliance
with regulations**



Reduce costs



Engage workers



**Enhance their social
responsibility goals**



**Productivity
business operations**



AREAS OF CONCERN OR IMPROVEMENT

- Scheduled training
- Emergency training – just in time
- Incentive/feedback program
- Audits and inspections
- Emphasis on new workers
- Personal Protective Equipment
- Incident reporting/review

INCIDENT AND ACCIDENT STATISTICS

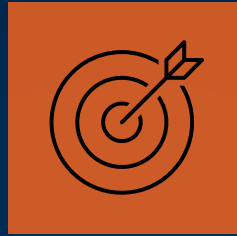
- Tracking and trending
- Improving processes
- Classification of accidents
- Root causes
- Unseen costs of accidents



BENCHMARKING AGAINST INDUSTRY STANDARDS

- Identifies strengths and weaknesses
- Learning from best practices
- Improves compliance
- Saving costs
- EMR/WC
- DART/TRIR





GOALS OF THE SAFETY PROGRAM

REDUCTION IN ACCIDENTS AND INCIDENTS

Invest in your safety culture!

- Provide comprehensive safety training.
- Perform risk assessments.
- Ergonomic/location specific considerations.
- Equipment maintenance.
- Perform incident investigations.
- Consider an employee wellness program - 988

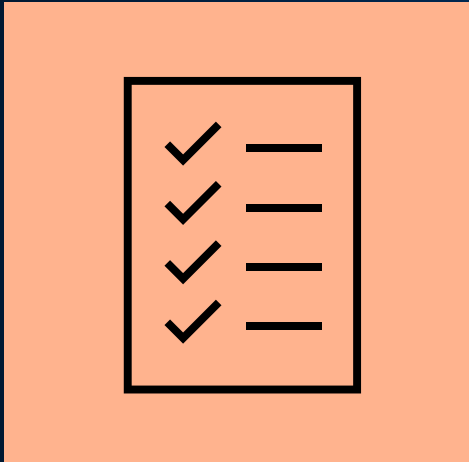




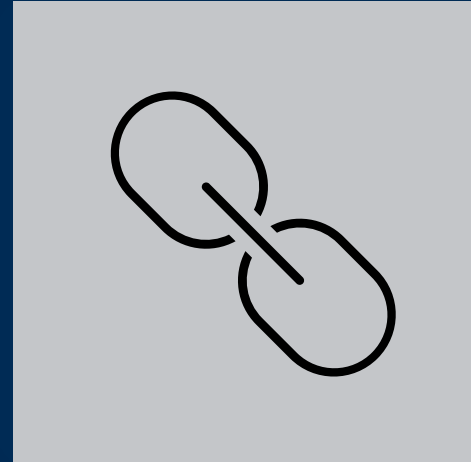
ENHANCED SAFETY CULTURE

- Prepare for the unexpected
 - Employee Readiness
- Lead by example
 - Safety Moments
- Open communication
 - Reporting Channels
- Recognize and reward safe behavior
 - Incentive program
- Measure and monitor safety performance
 - Involve employees

COMPLIANCE WITH REGULATIONS OR STANDARDS



Regulations
(OSHA, EPA)



Incorporation by
reference (IBR)



Voluntary Standards
(ANSI, NFPA)

FINANCIAL BENEFITS

Safety programs can have many financial benefits for employers, such as:

- Reduced costs:
 - Workers Comp/Insurance
 - Accident investigations
- Avoidance of penalties
- Improved productivity
- Reduced absenteeism





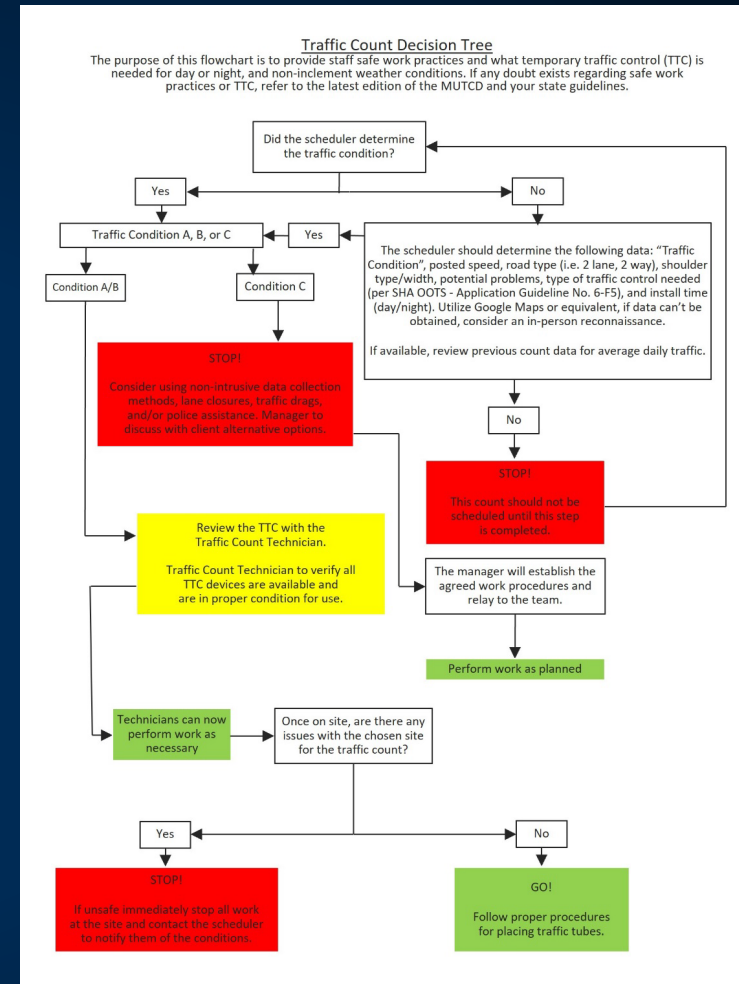
KEY COMPONENTS OF THE SAFETY PROGRAM

RISK ASSESSMENT

As a corporation

- Identify exposures
 - Cyber Attack, Employee Fatality
- Predict likelihood
 - Rare/Certain
- Define Impact
 - Minor/Catastrophic

Risk assessment could focus on financial, operational, reputational impacts



Risk Assessment Level Matrix			Potential Consequences				
			Not Significant	Minor	Moderate	Major	Severe
Likelihood	Almost Certain	Expected to occur regularly under normal circumstances	Minor injuries or discomfort. No medical treatment or measurable physical effects.	Injuries or illness requiring medical treatment. Temporary impairment.	Injuries or illness requiring hospital observation.	Injuries or illness resulting in permanent impairment.	Fatal injuries or illness
	Likely	Expected to occur at some time	Medium	High	Very High	Very High	Very High
	Possible	May occur at some time	Low	Medium	High	High	Very High
	Unlikely	Not likely to occur in normal circumstances	Low	Low	Medium	Medium	High
	Rare	Could happen, but probably never will	Low	Low	Low	Low	Medium

HAZARD IDENTIFICATION

Identifying potential hazards throughout the organization.

- **Inspections:** Observe workers, assess equipment, and analyze the layout of work areas.
- **Involve workers:** Involve workers in both initial and routine inspections.
- **Investigate incidents:** Investigate any incident.
- **Review records:** Review historical trends.
- **Consider emergency situations:** Plan for emergencies or nonroutine situations.

SAFETY POLICIES AND PROCEDURES

Developing clear and actionable safety policies

- Provides a “paper trail.”
- Reflects the organization’s principles, objectives, and obligations
- Specify how tasks must be undertaken – step-by-step instructions for carrying out a job or task.

Communication of policies and procedures

- Make available to all employees.
- Creates a clear framework for the responsibility and accountability within the organization.
 - Important to have employees acknowledge the policies.

TRAINING AND EDUCATION



Regular safety training programs for employees can have many benefits such as:

- Reduced accidents and injuries
- Improved productivity
- Better employee retention
- Increased awareness
- Boosted morale
- Reduced costs

TRAINING AND EDUCATION

Tabletop exercises are important for several reasons, including:

- Raising awareness
- Building confidence
- Stress testing
- Team building
- Evaluating response skills
- Improving preparedness
- Practicing in dangerous circumstances
- Building muscle memory
- Remote participation



EQUIPMENT AND TECHNOLOGY

To encourage use of equipment and protective gear companies can:

- Provide comprehensive training on proper PPE use
- Ensure the equipment is comfortable and fits well and is readily available
- Involve employees in the selection process
- Lead by example with supervisors wearing PPE, and implement positive reinforcement mechanisms like recognition programs or incentives
- Implementation of safety technologies (e.g., GPS monitoring systems)



EMERGENCY RESPONSE **PLANNING**

Location specific planning

Benefits:



- Safety
- Reduced response time
- Reduced property damage
- Reduced financial loss
- Regulatory compliance
- Standardized response methods
- Risk assessment
- Safety awareness
- Preparedness

MEDICAL MANAGEMENT

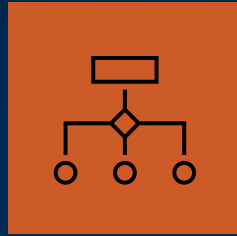
Workers' compensation

OSHA Recordable injuries

Employer control techniques

- Medical management partners
- Clinic screenings
- Have the manager accompany the employee
- Employee emergency contact information





ROLES AND RESPONSIBILITIES

EXECUTIVE LEADERSHIP AND SUPPORT



Executive leadership

- Vision, and resources

Business owners, managers, and supervisors:

- Establish safety as a core organizational value.
- Commit to eliminating hazards, protecting workers, and continuously improving safety.
- Provide resources to implement and maintain the safety program.
- Visibly demonstrate and communicate their commitment to safety.
- Lead by example.



SAFETY DEPARTMENT OR TEAM ROLES

A successful health and safety team:

- Enhances productivity
- Lowers costs
- Safeguards interests

Full time, part time, committee, consultation, dual role, designated safety contact.

EMPLOYEE INVOLVEMENT AND ACCOUNTABILITY

Employee involvement and accountability are important for the success of a workplace's safety program.



- Participate in training
- Communicate hazards
- Participate in audits
- Work with designated safety team
- Safety sensitive roles
 - Compliance driven



MONITORING AND CONTINUOUS IMPROVEMENT



MEASURABLE DATA

Workers Compensation Costs

- Experience Modification Rating

OSHA Recordability

- Total Recordable Incident Rating
- Days Away, Restrictions, Transfers
- Fatalities

Cultural Feedback

- Employee engagement survey
- Incidents
- Stop Work Authority

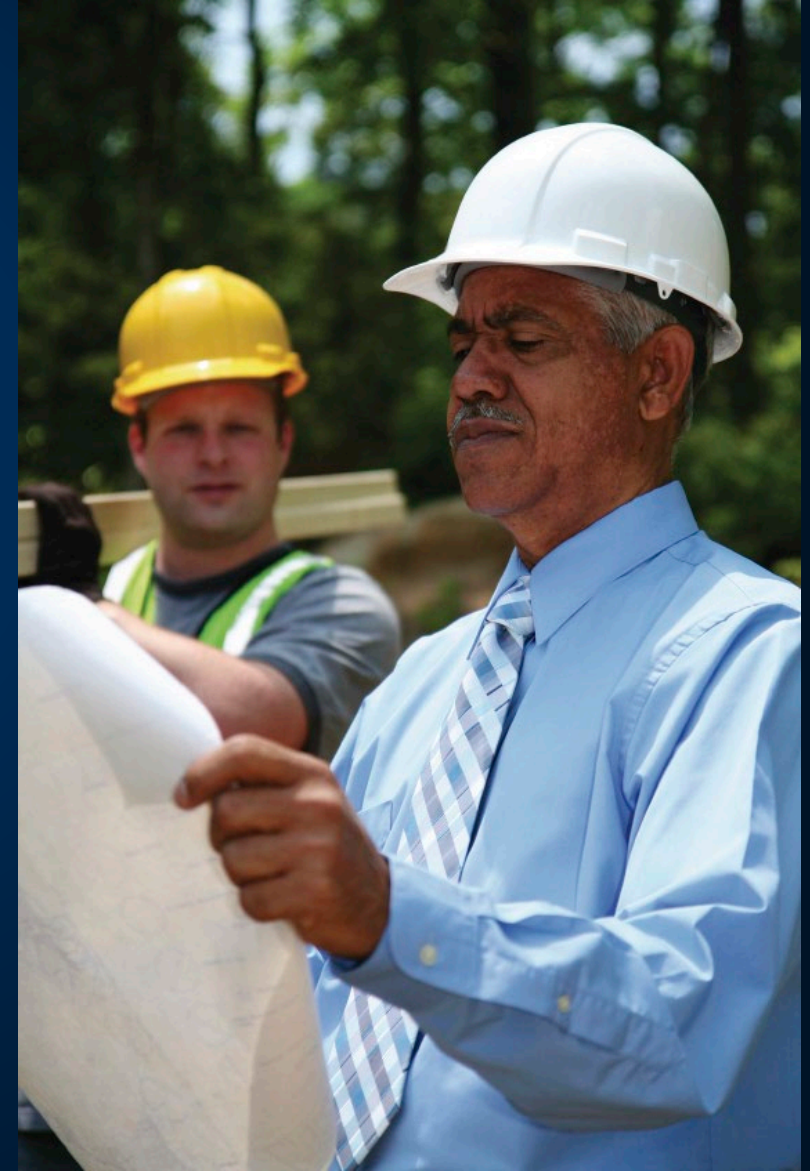
FEEDBACK LOOPS AND ADJUSTMENTS TO PLANNING

Regularly scheduled review periods

What was planned vs. what happened

Incident tracking and trending

- Incident types
- Worker types
- Manager involvement
- Procedural effectiveness
- Date and time



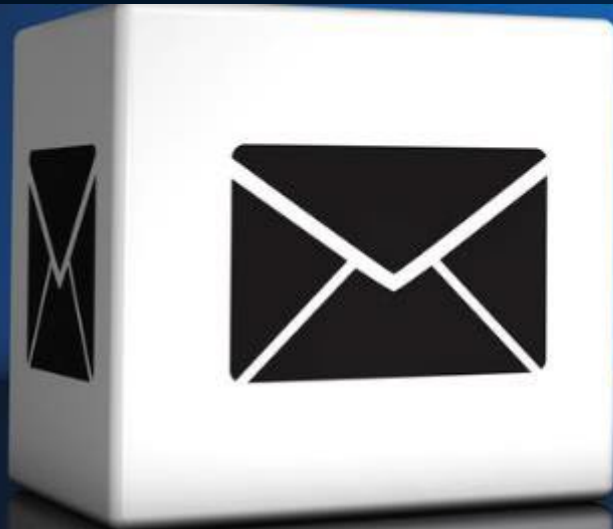
REPORTING MECHANISMS FOR SAFETY

Incoming

- Phone number (hotline)
- Email
- App
- 24/7 injury hotline

Outgoing

- Email
- Newsletter
- Employee awards
- Safety meetings





INCENTIVE PROGRAMS

INCENTIVE PROGRAMS

- Rewarding safe behavior
- Successful examples
 - Safety Champion
 - Good Catch/Near Miss
 - Fleet Program

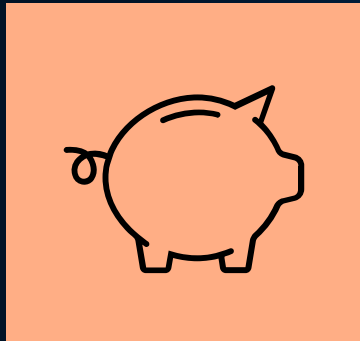




BUDGET AND RESOURCES

COST OF A SAFETY PROGRAM

The cost of a safety program is typically significantly lower than the cost of not having one, on average companies see a return of **\$4-\$6** for every dollar invested in safety measures.



Direct Savings

- Reduced workers' compensation premiums
- Lower legal costs
- Improved employee morale and retention



Direct/Indirect Costs

- Lost wages
- Medical expenses
- Administrative costs
- Penalties/fines
- Reputational

RESOURCES

GOVERNMENT

Occupational Safety and Health
Administration

Centers for Disease Control and Prevention

National Institute for Occupational
Safety and Health

Department of Transportation

INDUSTRY ORGANIZATION

American National Standards Institute

National Fire Protection Association

American Society of Safety Professionals

National Safety Council

PRIVATE SECTOR

Insurance company

Insurance broker

Safety consultant





IMPLEMENTATION **TIMELINE**

PLANNING, IMPLEMENTATION, MONITORING



Phase I

Risk Assessments
Hazard Identification
Policies and procedures
Communication Plan

Phase II

Training
Equipment
Reporting
Internal software

Phase III

Tracking and trending
Internal auditing
Employee surveys
Adjustments

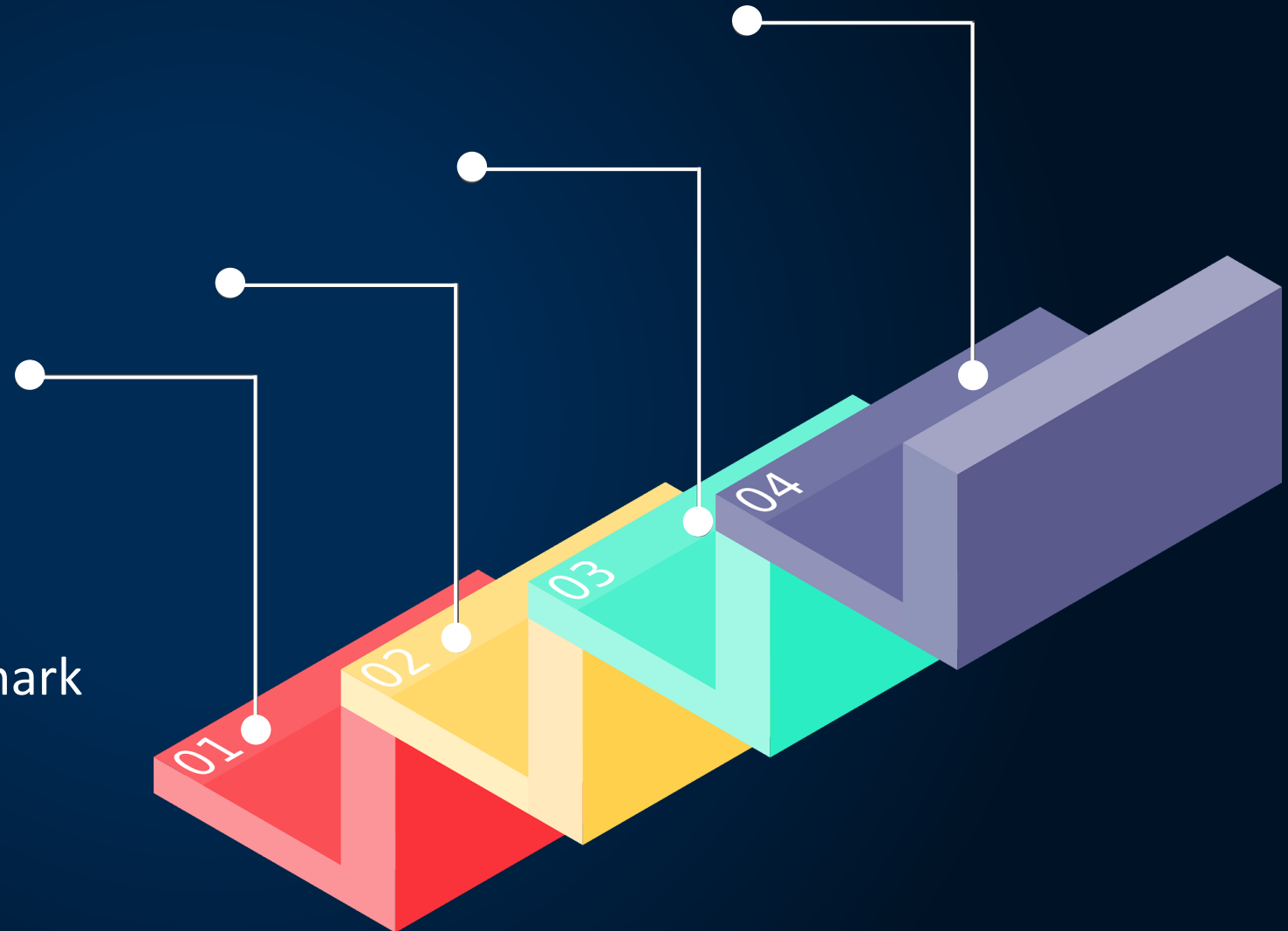
KEY MILESTONES

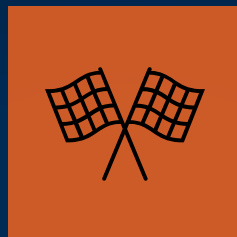
Set internal goals

Celebrate accomplishments

Suggested Milestones

- Met KPI Goals
- EMR > 1.0
- TRIR/DART Below BLS Benchmark
- Reduction of incidents
- Completion of trainings





CONCLUSION

IN CLOSING

- Goals of the Safety Program
 - Reduce accidents and increase preparedness through an enhancement of corporate culture
- Key Components of the Safety Program
 - Corporate Risk Assessment
 - Policy Development
 - Training
 - Auditing
 - Emergency Response
- Measurement of Success
 - KPI's
- Budget and Resources
 - Staff allocation
 - Equipment

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