



## Best Practices for Employee Safety Shares

### Scope

While OSHA compliance and removing safety hazards are critical to reducing workplace injuries, these activities will not produce world class safety results. To further improve safety, changing the safety culture of all levels of the organization is what's needed. At least one member company has successfully used employee "safety shares" to drive improvements in the safety culture.

Safety shares are meetings, typically four to eight hours long that allow employees to get to know each other better and to hear messages and participate in activities that enhance trust and safety awareness. Companies have successfully employed safety shares at both production facilities and corporate headquarter groups.

### Planning Process

- Site leadership establishes objectives for the Safety Share based on the challenges of the location.
- A planning team is formed, consisting of a cross section of employees.
- The planning team establishes an agenda based on the objectives.

The agenda is designed to keep people moving and participating. Avoid turning the Safety Share into a day of regulatory training. Focus on commitment and behaviors.

- Each agenda item is assigned to a responsible party to develop and present the content for their agenda item. The responsible parties are not limited to the safety department. Hearing from committed employees and production supervisors is very impactful. Also, many hands make light work.
- Seating assignments are planned that prevent natural work groups and friends from sitting together.

### How the Safety Share is Conducted

Kickoff of the Safety Share by Site Lead, Plant Manager, or Above

Recurring Delivery of Content by:

- Present something fun or funny to grab everyone's attention. (Safety related funny pictures, skits, self-produced funny videos, ice breakers, etc.)
- Present content. (Employee testimonials, committee progress and plans, hazard tolerance, hazard recognition, safety behaviors, communication skills, personality typing, etc.)
- Employees engage in a related activity related to the content. (Breakout session, activity, discussion, brainstorming, etc.)
- Repeat

Concluding remarks by Site Lead, Plant Manager, or other member of top management.



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