

Creating a World Class Safety Program

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By Jim Stanley



Make safety part of your culture

Time, effort, comfort and peer pressure are the foremost reasons employees commit unsafe acts when they know better but don't do better.



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There are three key pillars of an effective safety program:

1. Commitment from senior management



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2. Active implementation of a formal safety program led by mid-management (i.e. foreman, superintendent)



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3. Employee involvement and practice through example and demonstration, not directives



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There are three types of accountability:

- 1. Personal accountability**
- 2. Peer accountability**
- 3. Management accountability**



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How a company demonstrates its commitment



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Zero tolerance



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Employers must create a system of accountability that includes:

- **Thorough training**
- **Strong policy**
- **Documentation**
- **Accountability to follow through with safety rules**



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Emphasizing what's really important



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“What are the top three most important things in life?”

Common answers:

- 1. Family**
- 2. Faith**
- 3. Health**



Preparing an Effective Safety Program

Safety begins first with top management: focus on visual concepts, not just words.



Preparing an Effective Safety Program

Create a program that makes sense to management and workers.



Preparing an Effective Safety Program

Identify where issues exist and implement a program that serves best.

One way to identify issues – a mock OSHA audit



Preparing an Effective Safety Program

Fully understand the responsibility and requirement to wear personal protective equipment.



Preparing an Effective Safety Program

**Encourage employee
involvement and feedback.**



Preparing an Effective Safety Program

Develop a safety committee with the authority to create and implement changes.



Preparing an Effective Safety Program

Select an employee from the workforce as a fulltime safety coordinator with the responsibility of making safety changes without disciplinary authority.



Summary



Questions





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