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Weekly Safety Tip

Life Is All About Choices!®

July 18, 2016

SCI Safety Tip: Safety Culture Checklist 6 Keys to Success

By Emily Scace

Source: <http://www.blr.com>

Date: July 15, 2016



Many organizations want to improve their safety culture in order to reduce injury rates, save money, and increase productivity. But how does a company begin to foster a culture of safety? The following are a just few key areas that go a long way toward establishing a positive safety culture in an organization:

- **Management commitment.** Safety culture must have the full commitment of company leadership. Executives and managers must lead by example by following safety policies themselves and must adopt safety as a core organizational value. Safety efforts must be viewed as complementary to productivity and profitability goals rather than in conflict with them.
- **Employee engagement.** In an organization with strong safety culture, employees are highly engaged with safety. They don't resent safety efforts, view safety rules as a nuisance that interferes with their work, or believe that safety is "someone else's job"; rather, they are fully committed to making their workplace as safe as possible. Engaged employees

SCI Safety Slogan



James Lehrke-SCI

do not hesitate to speak up if they witness unsafe conditions or actions because they know that they can raise concerns without fear of retaliation.

- Job hazard analysis and incident investigation. In order to protect employees from workplace hazards, you need to know what these hazards are. Job hazard analysis allows you to identify the hazards associated with the tasks your workers perform in order to identify appropriate protective measures. Similarly, following an incident, you need to be able to drill down to the root cause to determine what went wrong and how to prevent reoccurrences. An effective incident investigation program will allow you to do this.
- Policies and procedures. Policies and procedures are the backbone that supports a safety culture. Safety-related policies—for example, regarding the use of PPE or prohibiting horseplay—should be clear, in writing, and specify consequences for noncompliance. Procedures (such as those for lockout/tagout or emergency shutdown) should be written in easily understandable language that describes the subject in a step-by-step manner. Employees must be familiar with safety policies and procedures they are expected to follow and must be able to review them at any time.
- Training. In order to have a strong safety culture, employees need to receive high-quality training on the company's safety policies and procedures, hazards they may be exposed to on the job, and safe work practices for protecting themselves against these hazards. Training must be in a language and vocabulary that workers can understand, and it must be provided to all workers, including temporary workers. Make sure to document training and keep track of when refresher training is necessary.
- Measurable goals and accountability. Safety culture cannot take hold in an organization without clearly defined goals and reliable metrics for assessing success in achieving these goals. A combination of leading and lagging indicators provides the most complete picture of an organization's safety culture. Set challenging yet achievable safety goals and evaluate your progress towards those goals frequently, making adjustments as necessary.



SCI's Final Comments: Remember also to recognize those employees for their efforts by celebrating safety! Every time a goal is met, encourage, empower and continue to improve every day!

SCI OSHA News: OSHA delays effective date for anti-retaliation rules

Source: <http://www.blr.com>

Date: July 15, 2016

OSHA is delaying enforcement of the anti-retaliation provisions of its new [injury and illness](#) tracking rule. Keep reading to find out why the agency is holding things up—and for how long.

OSHA says the delay will permit the agency to conduct additional outreach and provide educational materials and guidance for employers. Originally scheduled to begin August 10, enforcement will now begin November 1, 2016.

Under the rule, employers are required to:

- Inform workers of their right to report job-related injuries and illnesses without fear of retaliation;
- Implement procedures for reporting injuries and illnesses that are reasonable and do not deter workers from reporting; *and*
- Incorporate the existing statutory prohibition on retaliation against workers for reporting injuries and illnesses.

No change in date for electronic reporting provisions

The anti-retaliation requirements are part of a final rule on Recording and Reporting Occupational Injuries and Illnesses (29 CFR 1904), published in May. It requires certain employers to submit data from injury and illness records that they are already required



Quick Tips for Healthy Living

How to Choose Sunscreen

With so many sunscreen options available on the market today, choosing the one best for you and your family can seem like a daunting task.

The American Academy of Dermatology recommends looking for three key pieces of information on labels to get the best protection.

- Broad Spectrum. This ensures the sunscreen is made to protect against both UVA and UVB rays. UVA rays can pass through glass and cause premature aging while UVB rays are the primary cause of sunburn.
- SPF 30 or higher. An SPF of 30 blocks 97% of the sun's rays.
- Water Resistant. No sunscreen is sweat or waterproof, but it should be water resistant for 40-80 minutes.

The only difference in lotions, sprays, gels, ointments, creams, or wax sticks is personal preference. All types of sunscreen provide protection, but some are easier to apply to specific parts of the body.

- Creams are best for dry skin and for the face.
- Gels are good for hairy areas.
- Sticks are nice to use around the eyes.
- Sprays are sometimes preferred by parents when fighting with their children to apply sunscreen or by those who don't want to take time to rub in lotion.

Whatever sunscreen you choose, remember to reapply every one to two hours and after swimming or sweating. Enjoy the outdoors!

to keep to OSHA electronically. The agency maintains that the data it receives from employers will enable it to target enforcement and compliance assistance resources more efficiently.

OSHA plans to post the data, stripped of personally identifying information, to a public website. OSHA believes that public disclosure of the data will "nudge" employers to improve workplace safety in order to demonstrate to investors, customers, job candidates, and others that they provide safe and healthy workplaces.

The data submission portion of the rule will be phased in over the next two years, with establishments with 250 or more employees and smaller establishments (20 to 249 employees) in [certain high-risk industries](#) required to begin submitting information from OSHA Form 300A by July 1, 2017. Beginning in 2018, the larger establishments will also be required to submit data from OSHA 300 logs and 301 incident reports, while smaller establishments continue to submit data from Form 300A only. In 2019 and every year thereafter, the required information must be submitted by March 2.

Choosing Success
Chapter 2
Lead By Example

"You can't lead anyone else further than you have gone yourself"
~ Gene Mauch~
(1925- 2005)

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In Loving Memory

In Loving Memory...
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