



## Encouraging A Culture of Safety

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[www.EncouragingSafety.com](http://www.EncouragingSafety.com)

[www.Encouraging101.org](http://www.Encouraging101.org)

### Greetings to all!

I have heard from many of you asking what happened to me. Where did I disappear to?

Here is the story. Late in April I came down with the shingles. That put me out of commission for several weeks. As I was beginning to recover from that, I had a slight stroke which has sidelined for several months. I have completed a rehab program to re-learn some of my basic motor skills like walking, balance, and use of my left arm. Unfortunately, I had to cancel several conferences I had been scheduled to speak at. I am still not released to do much traveling. It will probably not be till September that I will begin scheduling again.

In the mean time I have added a few new features to this newsletter and will begin a series of teleseminars/webinars in the near future.

As always, be safe out there. **And remember...Encouragement is a thumbs up to the soul!**

**Jay D. Rohman**

**Ambassador of Encouragement**

### Encouraging A Strong Safety Culture

**By Jay D. Rohman**

A safety culture has several benefits. One benefit is that the safety manager does not have to do the job all by themselves. In a strong culture, everyone feels that they have the responsibility for the safety of the workplace and they live it out. When they are working they feel empowered to identify and correct unsafe conditions and behaviors. Management does not feel threatened and employees do not feel intimidated by approaching management about concerns, In such a culture co-workers look out for one another. The question is how can a safety program

achieve these results.

Most safety managers make the mistake of trying to increase safety awareness by bumping up the safety program. They will put up more posters and warning signs. They will create more policies and procedures to follow. They may even create committees and institute an incentive program to motivate the troops. But this really does not create involvement which is vital to the success of a healthy and vibrant culture.

Here are 3 steps to help you succeed:

**Define Roles and Responsibilities** - Communicate to employees what the goals of the organization is. They need to understand the need for profitability and safety not profitability VERSUS safety. Ask them what they feel their role should be, how they will be responsible for achieving their goals of their responsibility and ask them to commit to it.

**Hold Everyone Accountable** - You don't hold people accountable by telling them what they aren't doing . You hold them accountable by asking them what they are doing and how that is helping them reach their commitment. Ask them if they feel they could do more or something differently. Ask them. We need to get out of the mode of telling and do more asking of questions.

**Communicate** - Let people know how the organization is doing as a TEAM. How is safety impacting productivity on a positive or negative basis. Ask for input to determine what can be done better or differently. Keep people in the loop so they feel like they are part of the process.

## Q & A Corner

Submitted by: Steve

**Q: Hi Jay! In one of your seminars we talked about recordkeeping. Why is it so important?**

**A: Hi Steve,**

**There are several reasons why record keeping is important even if your organization members are the only ones who look at them..**

- Detailed records can provide employers with a clear picture of the work environment. When reviewed during safety meetings they can help prevent work-related injuries and illnesses in the future.
- Injury and illness data can help identify problem areas. The more you know, will help you identify and correct hazardous workplace conditions.
- Management can better administer company safety and health programs with accurate records.
- It is an excellent way to increase employee awareness about injuries, illnesses, and hazards in the workplace. With this information, workers are more likely to follow safe work practices and report workplace hazards.

**Note: Have a question? Submit it to [jay@EncouragingSafety.com](mailto:jay@EncouragingSafety.com). Your company identity will be kept confidential unless otherwise permitted.**

## Free Resource

This month's free resource is an annual report that is published by Liberty Mutual Research Institute for Safety. It is their most recent report published for 2008.

For this and other downloadable resources, go to:

<http://www.encouragingsafety.com/resources.htm>

## Case Study

**It was reported last week that the U.S. Occupational Safety and Health Administration is seeking \$1.14 million in penalties from a Wisconsin wheat processing plant cited for violating federal workplace safety regulations.**

**Some points of interest:**

- **The proposed penalties are the second highest OSHA has sought this year**
  - **The company was accused of allowing untrained workers without protection from various hazards to do maintenance**
  - **Most of the proposed penalties involved 17 willful violations that were committed with "plain indifference or intentional disregard" for employee safety and health**
  - **Cited for 17 serious violations, which included uninspected fire extinguishers and a lack of lighting and signs for exits**
  - **4 repeat violations, which included making sure floor and wall openings were properly guarded**
  - **The company has been inspected by OSHA 15 times since 1974**
  - **It received previous citations resulting from many of the same violations cited in recent inspections in 2006 and 2008**
1. **What is the company missing in regards to culture?**
  2. **If you were in charge, what steps would you take to turn this around?**
  3. **How should you approach your employees?**

**E-mail me at [jay@EncouragingSafety.com](mailto:jay@EncouragingSafety.com) and share with me how you would answer these questions**

## Where Is Jay

2009

**Oct 25th -30th  
National Safety Council Congress & Expo  
Orlando, FL**

## Encouraging A Culture of Safety Vol 1 "Developing An Encouraging And Empowering Leadership"

This is a hands-on Self Assessment workbook that will walk you through the steps of developing the leadership that is needed to create the culture of safety that you desire.

Included chapters are:

Ingredient #1 Leadership  
Ingredient #2 Strategic Plans and objectives  
Ingredient #3 Policies and Procedures  
Ingredient #4 Communication  
Ingredient #5 Attitude  
Ingredient #6 Training  
Ingredient #7 Continual Improvement

Cost:

Hard copy: \$75.00

PDF file: \$65.00

Contact 1-800-293-5926 or e-mail for ordering information:  
[jay@EncouragingSafety.com](mailto:jay@EncouragingSafety.com)

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