

## Manager/Supervisor Risk Management

#130– 2/28/13

A twice weekly e-mail training for YCPARMIA members

TOPIC: SAFETY – IIPP – SAFETY COMMITTEE – continued

This continues the last topic's address on common safety committee issues that a number of our members' committees face – still in no particular order:

- Unfortunately some member's committees do not meet very often, if at all; it is not uncommon to see safety issues put off until "there is time," and as a result scheduled meetings are continually postponed or canceled. The committee is supposed to meet "regularly," but not less than quarterly.
- The committee is supposed to implement and review the results of periodic worksite inspections; it is not responsible for fixing the discovered problems, but should follow-up to determine if the identified issues have been addressed.
- The committee is supposed to review all accident investigations and employee injuries (workers' compensation claims). The purpose of the review is not to determine if the accident was avoidable ("if it is predictable it is avoidable"), but rather to determine the causes and possible solutions, and report them to upper management.
- The committee must guard against becoming the tool of disgruntled individuals or groups. The committee is not a tool for voicing complaints, or political machinations; it is charged with identifying safety issues and solutions for management to address.
- There needs to be some turnover on the committee to get new ideas and perspectives on safety issues. As long as the structure and procedures are sound, turnover should be positive.
- The committee is supposed to communicate its activities to workers and management; it is not a secret organization with a privileged or secret membership. The visibility of its members and activities is an important indicator of its value and success.
- Conversely, management must continually communicate with the committee, and while showing appreciation for their input, reinforce the reality that not all things are possible or even advisable.
- The committee, both as individuals and as a group, must understand that there are factors, including staffing and budget constraints, that limit management's ability to adequately address certain issues; they need to accept the reality that not all of the committee's recommendations will be implemented. As a result, the committee needs to be sensitive to the practical, and avoid unlikely or impossible solutions.

Next Topic: IIPP – Documentation of Compliance