

Manager/Supervisor Risk Management

#167–8/15/13

A twice weekly e-mail training for YCPARMIA members

TOPIC: SAFETY –REALITY CHECK

For these last many months topics have been offered that lay out safety issues; best practices, state requirements, and insurance standards have all been combined for an overview of a perfect safety world. Obviously it doesn't, and can't, exist. None of our members are in the "business" of safety, but it is generally agreed that safety needs to be part of their business.

None of us have the resources or staffing necessary to give safety issues 100% of the attention that it might require in that perfect world; that kind of commitment would keep other work – the reasons for which our members exist – from being done. So it is time to take a step back and recognize the reality of the safety situation, and decide how much effort safety deserves.

One of the many variations of the Pareto Principle in economics states that 80% of results come from 20% of the efforts. After a 20% investment returns diminish, so it makes sense to concentrate on that narrower front. The trick is to decide what should be included in the 20%, and leave the less profitable 80% for the future.

So with limited staff and resources, where should the members' priorities – the 20% effort -- be? It is our recommendation that, regardless of the entity's size:

1. The entity's IIPP needs to be current, and kept current.
2. Required safety policies need to be in place with a schedule of review and training.
3. The entity's Safety Committee needs to be active on a scheduled basis, and
 - a. Investigate all accidents and injuries,
 - b. Conduct premises inspections on a scheduled monthly basis, and
 - c. Issue monthly reports to upper management.

The glue that holds it together, and keeps it focused is upper management being responsive to the Safety Committee, and making safety an element in management's performance expectations. It also needs to hold the Safety Committee accountable by requiring regular meetings and a standard of performance.

That is basically it. There is not a lot of investment required in any of this. Once it gets going, and the initial program is in place, it should require diminishing effort as issues are resolved. The problem is maintaining a consistent commitment, and not letting this very basic program lose momentum by diminishing its priority/importance. If a big safety issue arises that falls out of this "20%" it can be dealt with, and probably more effectively since the basic safety structure will be in place and functioning.

As always, YCPARMIA is available, and anxious to assist our members in any of these elements.

Next Topic: Safety – YCPARMIA training