

Safety Strategies

WHY IT MAY BE TIME FOR A WORKPLACE SAFETY COMMITTEE CHECKUP

Many employers in the construction industry have workplace safety committees, in which representatives from various departments meet monthly to discuss safety issues, hazards, and best practices. The purpose of these monthly meetings is to promote a culture of safety and, ultimately, reduce the frequency and severity of jobsite injuries.

In addition to supporting your company's safety and health, workplace safety committees can also support your company's

law, for example, provides a 5% policy discount for employers

However, here is the confusing part — a recent study of policyholders between 1994 and 2016 suggests having a safety committee does not necessarily correlate with a healthy workers' compensation program:

Although the number of participating risks increases each year, only 2.6% of eligible risks participated in the 2016 program.

nonparticipating risks, every year.

risks in only 10 of the past 22 years and in only two of the past committees had better loss ratios.



What are we to make of this contradictory information? While this data does seem to be counterintuitive, it supports the

safety committees as much as they invest in them. Like a tool left sitting on a workbench, a workplace safety committee

leadership support and customized, relevant content is critical.

Although responsibility for managing the workplace safety plan should be assigned to the safety committee, experience tells us that without consistent senior executive attention and prioritization, safety processes fail almost 100% of the time.

Conversely, the chance of improving your organization's safety process and outcomes increases exponentially.

visible, enthusiastically articulated senior management support. There is no substitute for demonstrating there is

Training & Implementation

Training employees to become aware of and adhere to loss control guidelines is a critical element of your workplace

and encouragement you can ensure your employees will keep

situation or the stress of operations.

A workplace safety plan will fail without consistent, effective employee training. Training should clearly identify the full set of workplace hazards for employees at all levels through both words and visuals. Training should also be refreshed at regular intervals. Those employees who are most vulnerable to accidents can typically be found at your organization's fringes:

while the second group thinks they already know it all.

Consider enlisting assistance from individuals and/or organizations specializing in employee training. Commanding attention, building interest, conveying a comprehensive narrative, and affecting meaningful, lasting change among your employees will require expertise. This expertise may

About the Author
