BEST SAFETY PRACTICES FOR THE CONSTRUCTION INDUSTRY

Management Commitment
Pre-Planning for Safety
Hiring & “Building” Safe Employees
Leader Expectations
Training, Training, Training…

“If you do what you’ve always done, you’ll get what you always got!”

--W. Edwards Deming
MANAGEMENT COMMITMENT

- Management “Buy-In” vs. “All-In” on Safety
- *Safety First!* - Just a Catchy Slogan or Reality?
- Site-Specific Safety Programs
- Take “Safety” Home with You Program
- Safety Incentives – *Award* vs. *Reward*
- Safety Pays
PRE-PLANNING FOR SAFETY

➢ Set Safety Goals & Communicate Them
  • Is the goal of “ZERO Injuries” possible?
  • How many employee injuries are you willing to accept?

➢ Are Your Goals “SMART”?
  • S - Specific
  • M - Measurable
  • A - Achievable
  • R - Realistic
  • T - Trackable

"Many people fail in life, not for lack of ability or brains or even courage, but simply because they have never organized their energies around a goal."

--Elbert Hubbard
PRE-PLANNING FOR SAFETY

- Safety Goals Must Reflect Your “Safety Culture”
- Contract Safety Requirements
- Site-Specific Safety Programs
- Pre-Construction Meetings

“Whether you believe you can or believe you can’t, you are generally correct”

--Henry Ford
HIRING AND “BUILDING” SAFE EMPLOYEES

- Review Your Hiring Process & Follow It
- Building Safe Employees Doesn’t Just Happen
- Employee Engagement & Empowerment
- Safety First! Must Be A Shared Value
- Praise “Safe” Behaviors
LEADER EXPECTATIONS

- Supervisors MUST Lead By Example
- Supervisor Goal: Mention Safety 10X Each Day
- Are Your Safety Meetings Boring or Energized?
- Accountability = Excellence

Leaders are made, not born. They are made by hard effort…

--Vince Lombardi
TRAINING, TRAINING, TRAINING…

- Training Must Go Beyond Construction Safety 101
- Daily Safety Huddles
- Take Weekly TBST’s Seriously
- Monthly Superintendent Meetings
- Focus On Near Miss (Near Hit) Incidents
THANK YOU!!!

LET’S BE SAFE OUT THERE…

David W. McInroy
Rinderknecht Associates, Inc.
1000 29th Avenue SW, Cedar Rapids, Iowa 52404
319/366.7781
dmcinroy@iabuilder.com
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Best safety Practices for the Construction Industry
Best Practices

• Compare Rinderknecht and Baker Group and Your best practices

• Other Contractors
  – General Contractors
  – Specialty Contractors

• Similarity between programs/companies
Best Practices

1. Management Commitment
2. Staffing for Safety
3. Safety Planning – Pre-project / Pre-task
4. Safety Training and Education
5. Worker Commitment/Involvement
6. Recognition and Rewards
7. Subcontractor Management
8. Incident Reporting and Investigation (Near Misses)
9. Substance Abuse Testing
10. Measurement
Management Commitment

What do you think the zero injury culture is about, or

Are zero injuries actually possible?
Management Commitment

Is ZERO a goal, a target or a Commitment??
Do such words simply imply it is OK to fail.

Zero has to be a Commitment!

Is there a difference!!!
Staffing for Safety

Using your foremen, project managers, 

One person responsible for safety management

USE EVERYONE remember it is a commitment
Planning/JHA

• Project
  – "Leading" activities

• Phase
  – Major challenges

• Daily
  – Task specific
Employee Training

Are you NOTIFYING your employees or are you TRAINING your employees?

NOTIFYING – Showing a video, handing them the written program, reading a Powerpoint and then having them sign a sheet saying they’ve been trained

TRAINING – Where education meets experience – where employees get to demonstrate their COMPETENCY with the material.
Employee Training

Do you want a TRAINED brain surgeon or a COMPETENT brain surgeon?

COMPETENCY – “Possession of required skill, knowledge or qualification”
Worker involvement/Commitment

• Expectations
  – Responsibility
  – Accountability
  – Making right choices
  – Commitment

• Engagement!
  – Training
  – Tool box talks
  – Site safety audits
Recognition and Rewards

Simple things

– A THANK YOU
– Silver dollar
– Hats, shirts
– On the spot recognition
– Safety lunch
Subcontractor Management

• Need picture
Accident Investigation

• Learn from your mistake

• Learn from others’ misfortunes

• Aggressively investigate
  – Share findings
  – Avoid Blame
  – Ask the why’s
Drug and Alcohol Testing

• Screening program
  – Pre-employment
  – Post Accident
  – Post injuries
  – Random
  – Reasonable Suspicion
  – Post Treatment
  – Safety sensitive position
Measurement

• Lagging Indicators

• Leading Indicators

Do the right thing – each time, every time.
WHO HAS THE FIRST QUESTION