

Loss Control



FARMERS

Information Bulletin

Promoting Safety Performance

Achieving a safe work environment requires employees to work with a safe work ethic. This can only be achieved by management promoting safety performance.

Safety performance is a culture in which employees understand and embrace the safety policies, procedures, and rules of the company. They understand the importance that management attributes to a safe work environment and the impact on their individual lives.

Promoting Safety Performance includes involvement at a variety of levels within the organization to be effective. These levels include:

- *Top Management,*
- *First Line Supervisor in the shop or on the job site,*
- *The Safety Committee, and*
- *The Employees*

Let's take a look at the role of each of these levels and how they impact safety performance.

- *Top Management – Safety performance motivation and promotion begins at the top. Everyone else down the organizational chain embraces what management supports and enforces. Top management sets policies, procedures, and rules for the workplace. These are communicated to every level in the organization. They also support the supervisor's and safety*

committee's efforts to promote a safe working environment.

- *First Line Supervisors – The responsibility of supervisors is to enforce the policies, procedures, and rules established by management and direct disciplinary actions for safety performance violations. The discipline can be in the form of verbal or written warning, and could include probation or termination based on the nature of the safety violation. The culture must acknowledge that the best employee is subject to termination for a major safety violation.*
- *The Safety Committee – The safety committee will review loss and incident reports to determine safety needs in the workplace. They will conduct periodic inspections to identify unsafe conditions, practices, or employee behavior. Authority needs to be given to safety committee members to shut down unsafe operations, practices, or behaviors until a supervisor is able to evaluate and correct the situation. The committee will review and recommend new or revised safety rules for management's approval and implementation. They also will periodically run safety promotion programs and incentives.*
- *The Employee – Everyone has the responsibility to embrace the safety culture of the company and to work in a safe manner. In addition, they are responsible to monitor and enforce safe working conditions by fellow workers.*

Following the guidelines will increase the level of safety performance within your operations and will build on an improving safety performance record by reducing frequency and severity of accidents in the workplace.

This bulletin is intended only as a reminder and is offered solely as a guide to assist management in its responsibility of providing a safer working environment. This bulletin is not intended to cover all possible hazardous conditions or unsafe acts that may exist. Other unsafe acts or hazardous conditions should also be noted and corrective action taken.