

Loss Control



FARMERS

Information Bulletin

Supervisor Safety Training

One of the best methods of reducing workplace accidents and injuries is through a comprehensive safety-training program for employees. The supervisory level is the point at which safety training begins and is enforced throughout the workplace. All supervisors must be properly trained to ensure that a uniform methodology of training delivery is delivered to all employees.

Regular training helps employees learn how to avoid hazards, keeps lines of communications open between the supervisor and the employee about hazards you may not be aware of, lets employees know that you are serious about promoting sound safety policies and work practices in your operations, and helps you comply with Federal, State or Local health and safety requirements.

Supervisor safety training begins with the supervisor being fully trained in the areas in which employees will need to be trained. The supervisor's training will need to include:

- *The ability to effectively communicate to all employees under their supervision.*
- *An understanding of the safety policies and procedures that have been established by the company.*
- *A knowledge of the hazards associated with the jobs performed by employees under their supervision.*
- *The ability to identify workplace hazards or uncontrolled exposures.*
- *Knowledge of what types of personal protective equipment is required for the various types of hazards and exposures in the workplace.*

- *How to use safety inspection checklists to identify sources of hazards in need of being controlled.*
- *How to identify unsafe or at risk behavior of employees in the workplace.*
- *How to motivate employees to work safely.*
- *What jobs are restricted because of employee age or need for certification training prior to performing the job.*
- *How to conduct safety training for new employees and refresher safety training for all employees.*
- *The ability to conduct other required training such as Hazardous Materials Training or Lock-out/Tag-out where needed.*
- *How to complete accident and incident reports.*
- *How to conduct a formal accident investigation to determine root causes of accidents.*

The role of the supervisor is key to maintaining a safe work environment and reducing the potential of accidents and injuries in the workplace. They need to be trained prior to assuming their role as a safety mentor to their employees just as their employees are expected to have completed safety training prior to their introduction into the workplace.

Management's backing of this level of training will tend to reinforce the safety attitude and culture of the entire workforce and lead the way to a safer place to work that diligently works toward compliance with required safety and health regulations.