


**Why MANAGE  
Safety and Health**  
 Mark E. Hurliman, CSHM  
 VPP/SHARP Program Coordinator  
 Oregon OSHA



**Redwood  
Safety  
Association**

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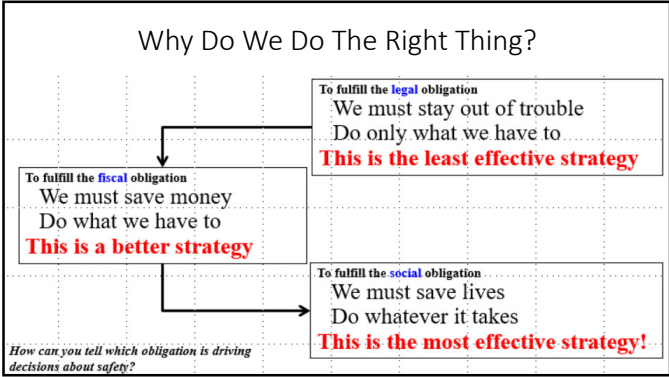
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**Why Manage Safety & Health?**

<p><b><u>SOME INJURY COSTS</u></b></p> <ul style="list-style-type: none"> <li>• Equipment downtime</li> <li>• Investigation</li> <li>• Implementation</li> <li>• Worker re-training</li> <li>• Rehabilitation</li> <li>• Increased workers' compensation premiums</li> </ul>	<p><b><u>SAFE \$\$ SAVINGS</u></b></p> <ul style="list-style-type: none"> <li>• Safer workplace</li> <li>• Fewer injuries</li> <li>• Reduced workers' compensation premiums</li> <li>• Increased employee morale</li> <li>• Increased employee productivity</li> </ul>
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### Typical Safety Systems

	Values/Beliefs	Attitude	Culture/Impact
Legal	Accidents happen People are careless Employees de-valued	<b>Safety happens, it is not managed. "Beyond my control"</b>	Mistrust / Blame No accountability Safety not planned
Fiscal	Strict policies Discipline Mandated safety	<b>Safety is required "OSHA Proof ME"</b>	Reactive Company policies Written rules
Social	Safety is a shared responsibility. Personal responsibility Employee ownership	<b>Safe is how we do it. "Voluntary Safety Culture"</b>	Safety is Integrated, Proactive Collaborative Self-correcting

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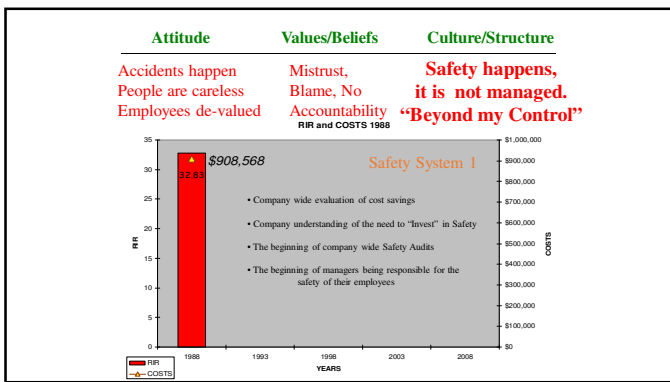
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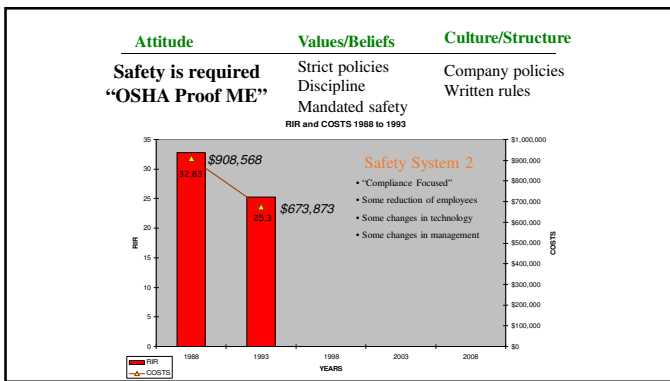
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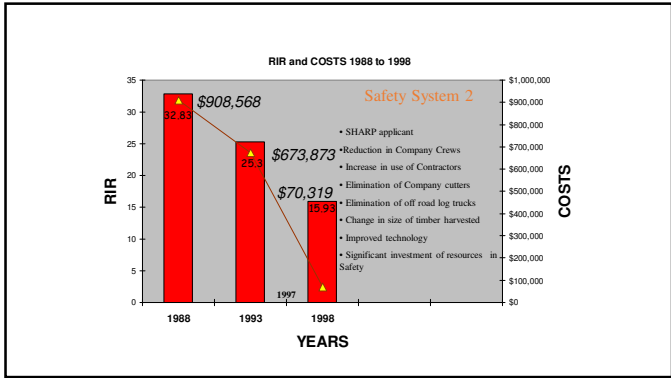
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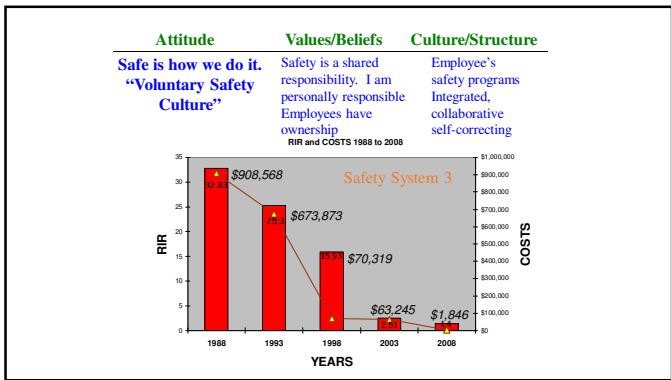
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**Attitude**  
Safe is how we do it. "Voluntary Safety Culture"

**Values/Beliefs**  
Safety is a shared responsibility. I am personally responsible. Employees have ownership.

**Culture/Structure**  
Employee's safety programs Integrated, collaborative self-correcting.

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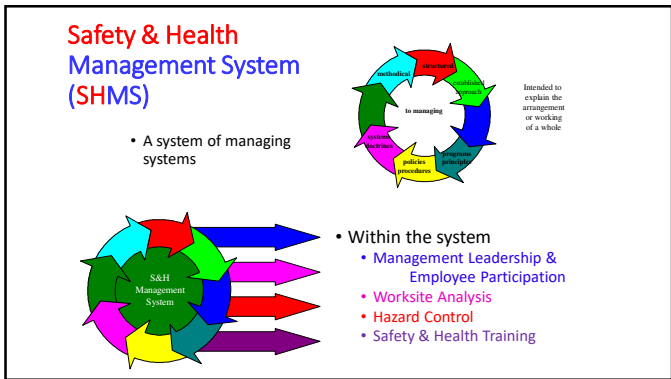
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- There is **widespread agreement** that the use of **management systems can improve organizational performance, including performance in the occupational safety and health arena. ...**
- **...The process of developing and issuing a national consensus standard is expected to encourage the use of management system principles and guidelines** for occupational health and safety among American organizations
  - Forward, ANSI Z10, Approved 7/25/05

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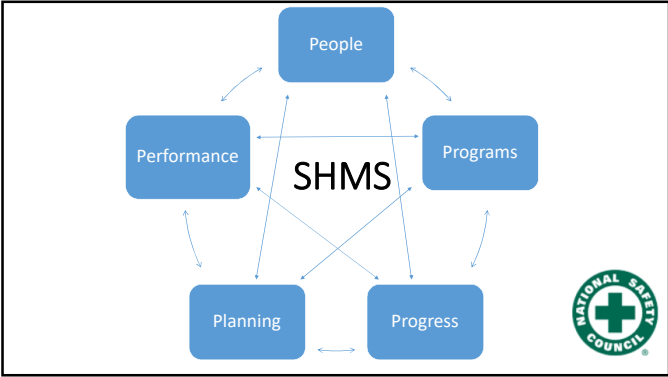
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**“The 85/15 Rule”**

- **85% of the problems** in any organization are **within the system** (processes, structure, or practices of the organization) and **are the responsibility of management**, while only **15% lie with the worker.**
- **“If you put a good person into a bad system, the system will win most of the time.”**
  - This obvious observation has been proven so many times that it has become a truism...

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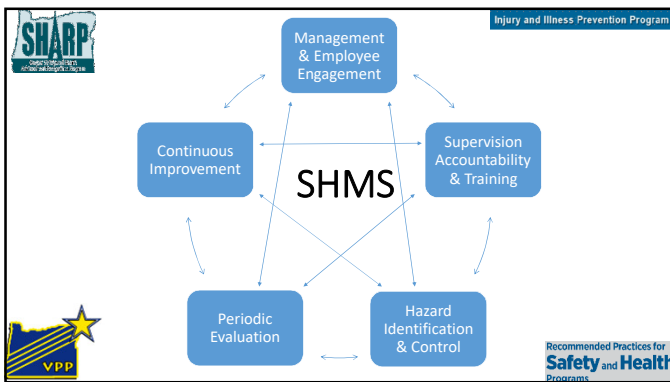
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**Networking**

- net-work-ing
- -noun
  - 1. a supportive system of sharing information and services among individuals and groups having a common interest: *Safety and health practitioners use networking within their community to help themselves become more successful.*
  - 2. the design, establishment, or utilization of a computer network.
- -adjective
  - 3. of or pertaining to a network or networking: networking software, a networking system.

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There are NO secrets in safety!

- **Don't re-create the wheel!**
- **R & D**
  - Rip-off (Modify) and Duplicate
- **Share With and Learn from Each Other**


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**Mentor**

- 1>Trusted counselor or guide
- 2> TUTOR / COACH
- Provide assistance (often by way of example) to help others improve.
- Mentors can help by sharing their experiences.


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Thank you for sitting in on today's presentation of:

**Why MANAGE Safety and Health**

Questions?  
Comments?  
Concerns?




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