

Session title and Presenters' Contact Information

Safety Planning Training: Empowering Workers and Building Management Support

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Workshop Summary

Empowering workers in workplace safety involves engaging them and supervisors in assessing the hazards in their workplaces and planning ways to control those hazards to prevent injury and exposure to harmful substances. Gaining management backing is a vital component of the worker empowerment process, as supervisors and managers are at the interface between upper management and workers in hazardous situations. Trainings on the safety planning process are a way of building worker participation and management commitment. In this workshop, participants, working in small groups, will: 1) examine the components of building an effective safety program (including worker participation, management commitment, worksite hazard mapping, Job Hazard Analysis, incident investigation, etc.); 2) share experiences and insights from training supervisors and managers, and reflect on the importance of these experiences for empowering workers; and 3) present findings to the larger group. This workshop draws from experience we have gained delivering specialized safety planning trainings for supervisors and managers, as well as routine trainings on HAZWOPER, OSHA-10, confined space entry, and disaster preparedness.

Methods

After brief introductions by session participants, participants engaged in a “vested interest” activity, writing on post-its their reasons for having safety programs at work. This was followed by a brief review of the post-its and discussion. The next activity was a sharing of experiences of training when supervisors, foremen, or managers were in the training class. This was followed by a brief overview of the OSHA guidelines for effective safety programs, and the components of effective incident investigations, including root cause analysis and the use of the “Five Whys.” In the next activity, working in pairs, the participants read a FACE (Fatality, Assessment, Control and Evaluation) report, and were tasked with asking the 5-Whys and finding the root causes of the given fatality. Each small group was asked to share what their 5-Why questions were and whether they were satisfied with their root causes of the fatality. In the final activity, participants were asked to brainstorm what training activities they use where they could use the OSHA guidelines for safety programs and incident investigations to help their students/trainees delve more deeply.

Main Points/Key Points Raised by Participants

- 1) Most workplaces and/worksites generally lack coherent safety programs.
- 2) Full support by upper management in safety and safety training is most often the most serious deficiency in workplace safety.
- 3) Asking training participants about their vested interest in safety was a very effective introduction to discussions about safety.
- 4) The use of FACE reports in discussions of hazards, controls and prevention is very useful.
- 5) The overview of OSHA guidelines for effective safety programs and OSHA guidelines for incident investigations was very useful.

Workshop Handouts/Resources

Recommended Practices for Safety and Health Programs

https://www.osha.gov/shpguidelines/docs/OSHA_SHP_Recommended_Practices.pdf

The Important of Root Cause Analysis During Incident Investigations

<https://www.osha.gov/Publications/OSHA3895.pdf>