Aligning and Integrating Safety as a Value

Idea #1 - Integrate safety expectations into policies, procedures, and guidelines to ensure they are aligned with other company priorities

While safety may not be relevant to all policies and procedures, incorporating and integrating appropriate safety language into those that are shows employees that the company values safety and more importantly values them. Of course just writing it down does not make it happen. Adequate resources are necessary so safety policies and procedures are implemented properly to show that employee safety really is the primary value.

- Already Adopted
- Short-term
- Mid-term
- Long-term

Idea #2 - Bring together people from different groups to discuss project related safety strategies

A positive safety climate thrives when employees in different groups (within or across disciplines or functions) have the opportunity to communicate about project-specific safety issues. For example, architects, engineers, construction workers, subcontractor managers, and even human resource employees have different perspectives on project-related safety and strategies for managing them. By encouraging everyone to discuss safety during project planning and execution, relationships are built, mutual trust is established, and safety becomes integrated and valued by all.

- Already Adopted
- Short-term
- Mid-term
- Long-term

Idea #3 - Reinforce safety through on-going training

Provide resources to ensure that supervisors and workers receive the training needed to work safely and understand that they are also responsible for a safe jobsite. Supervisor training should focus on the hazard identification, leadership, and communication skills needed to create and sustain a positive jobsite safety climate and emphasize that safety cannot be compromised. Employee training should equip them to proactively identify and report safety hazards. Companies should give employees stop work authority for serious or imminent dangers.

- Already Adopted
- Short-term
- Mid-term
- Long-term

Idea #4 - Ensure safety is discussed at all regularly scheduled meetings

Safety should be the focal point at all jobsites' weekly and daily planning meetings. Consider starting the meetings with a "safety minute." Train supervisors to carry out safety-focused discussions with employees throughout the day about potential hazards and any close calls/good catches they may have observed. When hazards are identified they should be promptly addressed and employees should be notified of how the hazard has been or is being mitigated.

- Already Adopted
- Short-term
- Mid-term
- Long-term

Idea #5 - Periodically assess if the company's expressed safety-related values are aligned with other values such as productivity and reducing cost

Gathering quantitative (surveys, audits) or qualitative (informal interviews, focus groups) data from workers and supervisors can help detect gaps between what a company says about safety and what employees perceive. The information can reveal where changes may be needed. Data should also be collected after changes are made to determine if the gap has narrowed. Questions used to collect this data can assess the degree to which:

- Already Adopted
- Short-term
- Mid-term
- Long-term

- employees share a proactive vision of safety;
- safety goals are understood;
- accountability is equal and applied evenly at all levels;
- management demonstrates commitment to employee safety and health;
- roles and responsibilities for implementing safety are defined and understood;
- employees are part of the safety process;
- safety is valued equal to or greater than production;
- employees feel empowered to stop work if they identify a hazardous situation;
- principles of Prevention through Design (PtD) are embraced; and
- safety is integrated into planning and part of everything the company does.