

Setting Supervisors Up for Safety Success: 5 Tips

As a supervisor, you want your team, crew, unit, or department, to have confidence in you and respect your decisions. You also want to encourage them to share their insights and concerns about safety without fear of retribution. You simply don't have the time for anything less. Here are five tips to help you build your dream team.

- 1. Build Relationships.** It's no coincidence that supervisors who have strong relationships with their crews tend to have safer crews. Time spent working on getting to know direct reports, showing care and concern and building trust pays off in spades. Employees who feel like a valued part of a team rather than just a pair of hands to get the job done are much more likely to be engaged.
- 2. Respond to Hazards.** Frontline employees gauge how truly important safety is in an organization by management's willingness to take care of hazardous conditions. When management does a good job of taking care of hazards, employees are willing to participate more fully in safety. Since frontline supervisors are the "face" of management, it is important they do all they can to remediate safety hazards.
- 3. Encourage Near Miss Reporting.** Near misses uncover weaknesses in safety systems and processes that, in turn, enable changes to be made to prevent future incidents. Unfortunately, most frontline employees avoid reporting near misses out of fear of negative consequences. Supervisors need to be deliberate in their use of positive reinforcement when near misses are reported in order to tap into this valuable source of information.
- 4. Eliminate Blame.** Blame is the enemy of engagement, but is too often the outcome of incident investigations. In truth, most safety incidents are the coming together of a number of factors (conditions, behaviors, systemic weaknesses). To pin the blame on one person or one act is almost always overly simplistic. Even in cases where an employee clearly did something that contributed to the incident, blame (and the negative consequences that usually follow) rarely solves the problem. By working to understand and eliminate the behavioral root causes, supervisors will strengthen prevention and build engagement.
- 5. Use More Positive Reinforcement.** Being truly engaged in safety is voluntary. An employee who works hard but doesn't speak up at safety meetings, report hazards, or provide feedback to a peer is not likely to get fired. Engagement is discretionary and the only way to get discretionary effort is through positive reinforcement. By more frequently acknowledging what employees do well, supervisors can not only strengthen safe behaviors, they can also foster engagement.

Source: aubreydaniels.com

Upcoming Deadlines, Regulatory Changes and Enforcement Events You Need to Prepare For

Extension of the GHS compliance deadline for manufacturers, fall protection training in Ontario and proposed OEL review changes in BC:

OHS COMPLIANCE CALENDAR

Date	Jurisdiction	Deadline/Regulatory Change/Event
June 1	Federal	WHMIS/GHS SDS and labels compliance for manufacturers and importers pushed back one year to June 1, 2018
July 1	Ontario	MOL Occupational Diseases in Mines Blitz begins
July 7	Ontario	Deadline to comment on WSIB proposed coverage rules for work-related chronic stress
July 31	Alberta	Deadline to comment on Alberta cannabis legalization plan
Sept. 1	Ontario	MOL Residential Construction Blitz begins
Sept. 1	BC	Deadline to comment on WorkSafeBC proposal to extend OEL review period from 1 to 3 years
Oct. 1	Ontario	Deadline to provide fall protection training to workers exposed to vertical fall hazards at "construction" sites
Oct. 1	Ontario	MOL Fall Protection Blitz begins
Oct. 1	Ontario	MOL Ladder Safety Blitz begins
Dec. 31	Manitoba	Deadline for government to complete 5-year OHS laws review