



PASMA

PUBLIC AGENCY SAFETY MANAGEMENT ASSOCIATION

Introduction to Leadership in Safety

Leaders Guiding IIPP Training to Employees

Injury & Illness Prevention Program (IIPP)

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- Importance of Safety:
 - **Statement of Importance:** The safety of all employees is *primarily* important at any workplace irrespective of the fact of whether it is an office, factory, and/or a construction site.

Safety is also the safety at work that *can not* be over exemplified.

Leadership in Safety

- **Objectives:**

Upon completion of this safety training section, participants should be able to:

- **Identify:** The safe working environments.
- **Recognize:** The importance of Safety for all Employees.
- **Support:** To support and encourage Employees to be safe while working.
- **Understand:** To understand the Employer's and the Employee's responsibilities for safety.

Leadership in Safety

- Safety Leadership: Is defined as:

"The process of defining the desired state, setting up the **TEAM** to succeed, and engaging in the discretionary efforts that drive the **safety** value," which broadly boils down to "engaging in and maintaining behaviors that help others achieve its **safety** goals".

- Workplace Safety:

*Workplace safety is the Management's responsibility.

The key to employee productivity is to ensure the workplace is safe and "**HAPPY**" thus keeping Employees motivated.

Leader's Responsibilities

Items Include:

- Managers' and Supervisors' role in a Safety & Health Program;
- Elements of a successful Safety & Health Program;
- Conducting Workplace Safety Inspections;
- Performing Incident and Accident Investigations:
 - Injury/Illness & Root Cause Analysis (RCAs);
- Effective Employees Safety & Health Training Programs;

Leader's Responsibilities

Items Also Include:

- Clarify the Vision;
- Invest in Employees' Safety & Health;
- Get Personally Involved;
- Engage Your Employees;
- Recognize Your Employees' Contributions;
- Manage the Risk;
- Monitor the Right Outcomes;
- Let Your Employees Get On With What Works.

Injury & Illness Prevention Program (IIPP)

CAL-OSHA (8) Mandated (IIPP) Requirements

1. Responsibility
2. Compliance / Accountability
3. Communication
4. Hazard Assessment
5. Accident Investigations
6. Hazard Correction
7. Training
8. Recordkeeping

**Workplace Violence Prevention Program *Plan

****Note:** Programs may require additional CAL-OSHA mandated special programs for their employees.

1. Responsibility

1. Who is responsible for workplace safety?

- a. Leaders: Manager / Supervisor / Lead Person
- b. Employee

2. Compliance/ Accountability

**Recognize solutions to hazards and successful
enforcement of policy**

3. Communication

Report any and all hazards to your supervisor immediately to protect yourself and others.

4. Hazard Assessment

Determine *potential* hazards and probability of harm.

5. Accident Investigations

Determine *the Root Cause Analysis (RCA)*

6. Hazard Correction

Address, in a timely manner, any cause of possible injury/illness or perceived dangers.

7. Training

Provide employees training on how to safely perform job duties.

8. Recordkeeping / Documentation

**Document and maintain records of all safety/
health training and site inspections.**

Preventive Measures to Ensure Safety

1. Encourage employee's to attend Safety Training classes.
2. Communication is key.
3. Acknowledgement of employee's good safety habits.
4. Acknowledge employee's habits that may become a safety concern.

Safety Training Programs

FOUR MAIN TRAININGS FOR EMPLOYEES

1. Injury and Illness Prevention Program (IIPP).
2. Hazard Communication Program (Haz.Com).
3. Emergency Evacuations.
4. Fire Prevention.

Leaders Should Consider

1. Understand the key elements of an **EFFECTIVE** Safety & Health Program.
2. Be **CONFIDENT** in the Role that you have in **PROTECTING** Employees.
3. Be able to **INCORPORATE** Safety on a daily basis.
4. Perform inspections, interpret findings & develop **APPROPRIATE** recommendations for **CORRECTING** Hazardous conditions.

Leaders Should Consider

5. Perform **INVESTIGATIONS**, **ANALYZE** facts and **IMPLEMENT CORRECTIVE ACTIONS** for incident causes.

6. IMPLEMENT EFFECTIVE Employee Safety

Training Classes/Programs: **Interactive & **Hands-ON**

Trainings are most **EFFECTIVE**.

Questions??

- SAFETY STARS

THANK YOU