Get Management Really Involved

Speaker:

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Course Objectives

• At the completion of this session the attendees will be able to:
  – describe how management can actively participate in safety and health.
  – explain how other companies have incorporated their management team into safety and health activities.
Management Commitment

• It’s not just:
  – Policies & Procedures
  – Hiring Staff
  – Spending Money

• It is:
  – Active involvement and participation
  – “Walking the walk and talking the talk”
Active vs Passive

• Active
  – characterized by action rather than by contemplation or speculation
  – Example: Participation in self inspections

• Passive
  – not active or operating
  – Example: Hiring staff to perform the self inspections
Management Commitment

• Clearly established policies that have been communicated to & understood by all employees
• Established goals and objectives
• Planning for safety & health must be a part of the overall management planning process
Management Commitment

• Clear demonstration of commitment to meet and maintain VPP requirements
Visible Leadership

- Establish clear lines of communication
- Set an example of safe & healthful behavior
- Reasonable access to top site management
- Provide all workers equal protection
Visible Leadership

- Clearly define responsibilities in writing
- Assign authority to those who have safety and health responsibilities
- Provide adequate resources to those who have responsibility & authority
- Must hold managers, supervisors and employees accountable through documented system(s).
Policies & Procedures

- Mission/Vision Statement
- Disciplinary Policy
- Budgets or Spending
- Annual Self Evaluation
Remember to take credit

• Rather than coming up with new ideas be sure to take credit for what management is already doing, but…
• Be sure you can document it!
Questions?

Thank you!
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