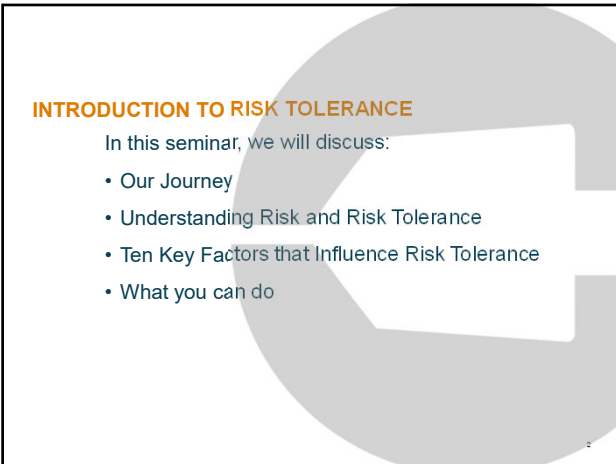
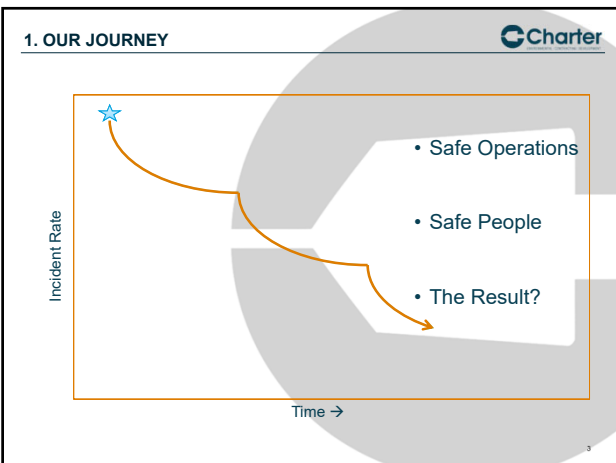




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3

1. OUR JOURNEY

TRIR > 0


LTIR > 0

EMR < 1

- Who was getting hurt?
- New Staff
- Experienced Staff
- Leadership
- Why are people still getting hurt?
- Sequence of decisions...

4

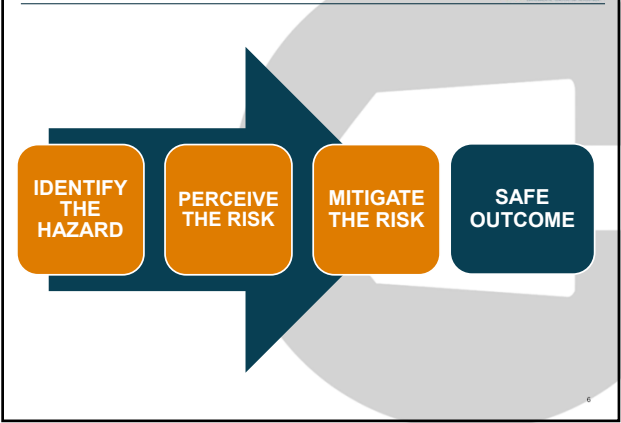
2. RISK TOLERANCE



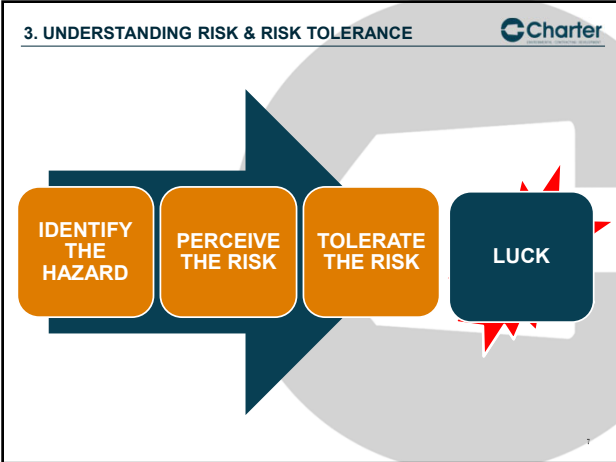
Risk tolerance involves a number of factors that influence a personal decision to either accept or reduce risk

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3. UNDERSTANDING RISK & RISK TOLERANCE



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4. 10 KEY FACTORS THAT INFLUENCE RISK TOLERANCE Charter
- OVERESTIMATING CAPABILITY OR EXPERIENCE
 - FAMILIARITY WITH THE TASK
 - UNDER-ESTIMATING SERIOUSNESS OF OUTCOME
 - VOLUNTARY ACTIONS AND BEING IN CONTROL
 - LACK OF PERSONAL EXPERIENCE WITH AN OUTCOME
 - LOW COST OF NON-COMPLIANCE
 - OVER-CONFIDENCE IN THE EQUIPMENT
 - OVER-CONFIDENCE IN PROTECTION AND RESCUE
 - POTENTIAL PROFIT OR GAIN FROM ACTIONS
 - ROLE MODELS ACCEPTING RISK

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OVERESTIMATING CAPABILITY OR EXPERIENCE Charter

Belief that fitness or ability will prevent accident or injury


Famous last words:
"I can handle it. I am strong and fit..."

How to mitigate:

- Strength and agility does not reduce the risk in the workplace
- Consider less risky alternatives to accomplish the same task

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FAMILIARITY WITH THE TASK **Charter**



Risk awareness decreases with repetitive tasks

“What procedure manual? I know what I’m doing, I’ve been doing this forever...”


How to mitigate:

- Each time like the first time
- Perform the task in the way you would teach someone else to do it

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UNDERESTIMATING SERIOUSNESS OF OUTCOME **Charter**



Belief that outcome will not be that bad

“Even if something were to happen, no one will get seriously hurt...”

How to mitigate:

- Consider the absolute worst-case outcome based on the current task
- Think of the seriousness of the outcome, not probability

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VOLUNTARY ACTIONS & BEING IN CONTROL **Charter**



Considering risk to be low when you are in control

“I can figure out how to do this; I don’t need to call the right person to do this task...”


How to mitigate:

- Never assume that because you take control of a risky situation that the risk has changed any!

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LACK OF PERSONAL EXPERIENCE WITH OUTCOME **Charter**



Accepting the risk based on your own experiences


"I did it this way last week, and nothing went wrong..."

How to mitigate:

- Incident sharing
- Don't depend on luck

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LOW COST OF NON COMPLIANCE **Charter**



Apparent low-cost of not following the rules


"These procedures are way too detailed; nothing will actually happen if you skip a few of these extra steps..."

How to mitigate:

- Incident sharing
- Deterrent: company applies consequences for unsafe and risky behavior

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OVER-CONFIDENCE IN THE EQUIPMENT **Charter**



Excessive trust that equipment will not fail


"I never go through that pesky equipment checklist; I know that it worked just fine last time I used it..."

How to mitigate:

- Check your equipment before use
- Obey equipment limitations and maintenance schedules

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OVER-CONFIDENCE IN PROTECTION & RESCUE **Charter**



Expectation that others will provide care in case of injury

"There are plenty of people around here. If something happens, they will help me..."

"That's what PPE is for..."

How to mitigate:

- Analyze your situation to prevent harm, rescue may not be readily available
- PPE is not invincible!

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POTENTIAL PROFIT OR GAIN FROM ACTIONS **Charter**



Accepting risks and short-cuts for personal gain

Not necessarily financial gain, e.g., finishing a task quickly in order to leave early (or on time) for a break, lunch end of shift, weekend, etc.

How to mitigate:

- Do not accept risk to save the company money
- Do not sacrifice safety to meet or beat the schedule

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ROLE MODELS ACCEPTING RISK **Charter**




Observation of mentors and other leaders accepting risk


"The boss rarely wears PPE, so what's the big deal..."

How to mitigate:

- Leadership drives culture
- Supervisors, senior employees, mentors must "Walk the Talk" and provide visible safety leadership
- YOU are a safety leader

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HOW DO I USE THE RISK TOLERANCE FACTORS 



- Review incidents to identify contributing Risk Tolerance Factors
- Focus on the most common
- Implement targeted program to combat specific Risk Tolerance factors

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ASSESSING RISK TOLERANCE 


- Team chooses a strategy to systematically assess safety attitudes and behaviors in all Near Miss and Incidents.
- Team Identifies strategies and possible methods to change the attitude(s) and behavior(s).
- Integrate into the company a process methods to evaluate existing employees as a predictor of on-the-job safety performance and integrate into the new hire process

Two benefits:

- Use overall assessment results to help develop site Safety and Health programs appropriate for the employees at your company

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RISK TOLERANCE ASSESSMENT WORKFLOW 

PREPARE

- All staff have had an Introduction to Safety
- All supervisors have had Safety Leadership Training
- Introduce the organization to Risk Tolerance

TAKE ASSESSMENT

- Employee receives link to Risk Tolerance assessment
- Employee takes on-line assessment (20 min)
- Employee receives Development Report


FEEDBACK

- Supervisor and employee use Development Report as a basis for meaningful two-way communication and development planning
- Use available company resources to reinforce these principles

When we reduce Risk Tolerance, we move toward our goal of a workplace where
NOBODY GETS HURT

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Questions?

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