

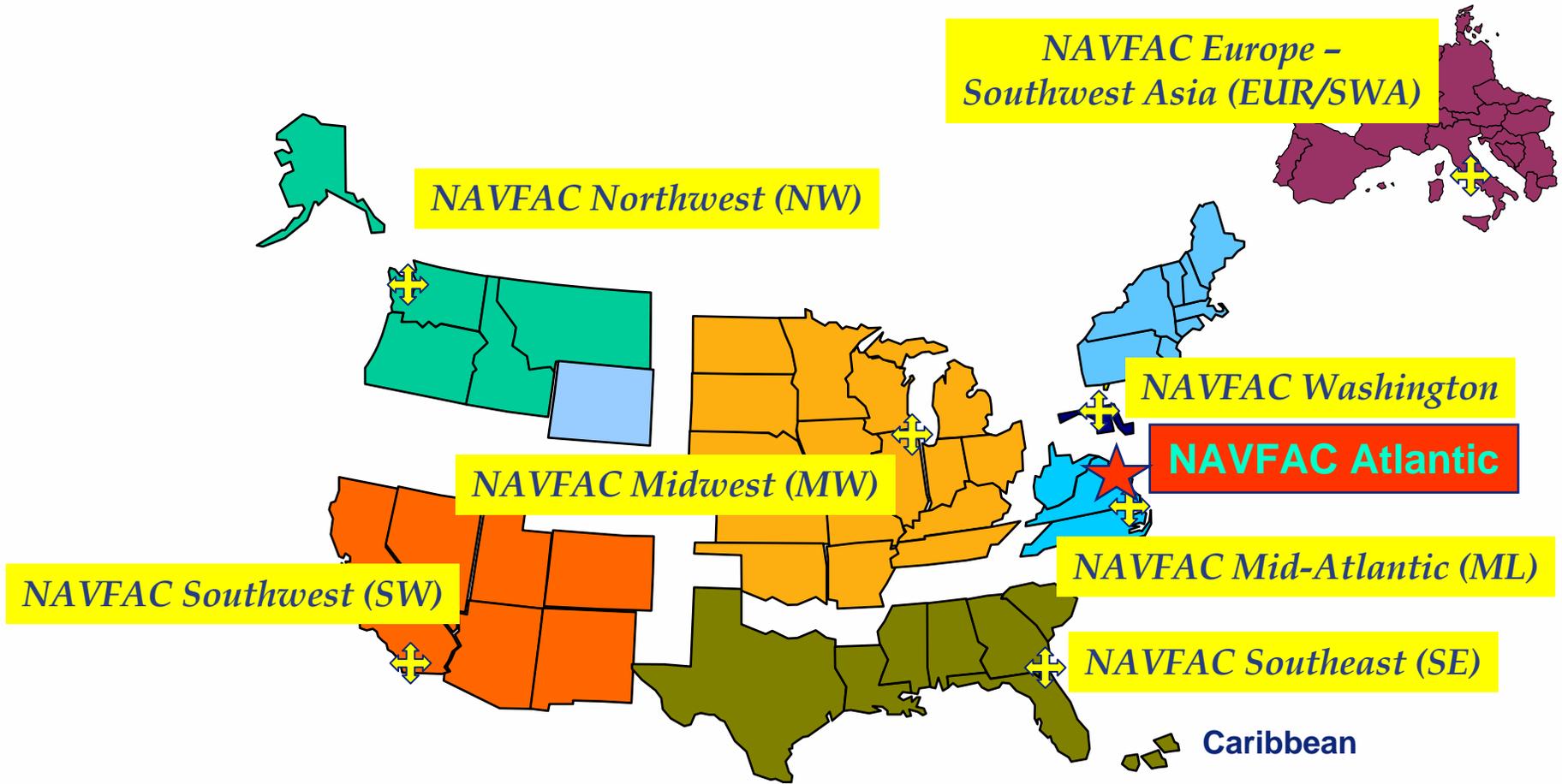


Essentials in Work Place Safety

Opportunities for your team

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Safety Program Manager

NAVFAC...Region Focused



NAVFAC ATLANTIC AOR

What's in it for your organization?



- **Protecting people.**
- **Gain competitive advantage (“Safety = Good Business” - bottom line savings).**
- **Important to your customers.**
- **Establish positive corporate public image.**
- **Influence productivity (streamline task planning influencing on time delivery).**
- **Develops quality.**
- **Creates enhanced employee loyalty.**



KEY TO SUCCESS

Creating and sustaining a “culture” of safety



A STRONG LEADERSHIP FOCUS

- Dedicate a “goal” mind set of 0 safety mishaps!!
- Instill safety leadership at all levels.
- Review each mishap (including near misses).
- Establish mishap notifications to your full chain.
- Create accountability (incentives).
- Perform pre-hire checks.
- Provide new employee safety orientations/training.
- Establish a safety steward/manager.
- Have regular safety meetings.



Work Force Safety Philosophy

- People are our most critical resource - No job or service is so important or urgent that we cannot take time to work safely.
- All personnel have the right to a safe work place.
- Every mishap is preventable - Safety is NO Accident.
- We are accountable for our actions and identifying workplace hazards.
- We have an obligation to watch out for one another.



Contract Preparation



Contractor Selection



Contract Award



Orientation and Training



Managing the Work



Post-Contract Evaluation

Six Steps (pillars) to the Safety Management Process: (contracting focus)



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Post-Contract Evaluation

Step 1

Elements (Owner/Prime/Sub)

- Develop contract package that uses specific customized language to clarify safety expectations specific to that particular contract.
- Communicate expectations (who and how) for enforcing the contract safety requirements – establish lines of authority.

Special documents:

- USACE EM 385-1-1.
- UFGS Safety Specification 013529.
- OSHA 29 CFR 1926/1910.

Desired Outcome

- Bid documents and RFP's that effectively communicate safety expectations

Step 2



Contract Preparation



Contractor Selection



Contract Award



Orientation and Training



Managing the Work



Performance Evaluation

Participants:

- Acquisition, Project Managers
- Insurance companies
- OSHA
- Source Selection Board (95% of all contracts)

Key Elements:

- Five year safety performance evaluation.
- Owners want to identify contractors who are compatible with their operating safety principles.
- Critically evaluate performance criteria metrics: EMR's, OSHA injury rates, recognition awards, OSHA citation history, independent assessments (VPP), and overall competency.

Desired Outcome

- Qualified bidders with proven safety performance track record.
- Proper start-up of the contracting process.
- Strong safety influences quality (relationship).

The Source Selection Process



- **Best Value Source Selection**

(Factors beyond price)

- **Corporate Experience**
- **Past Performance**
- **Key Personnel**
- **Management Approach and Schedule**
- **Small Business**
- **Safety**
 - *EMR* *Positive safety performance makes a difference.*
 - *OSHA LWDR*
 - *OSHA DART*
 - *OSHA Citations*



Step 3

Key Elements

- Conduct a thorough review of contract safety specifications at bid & pre-award meetings.
- Develop key personnel (contractors incorporate in sub-contract agreements).
- Identify contractually the minimum qualifications of supervisors at each work site for safety auditing who meet minimum training requirements (corporate policy or as specified in contract documents).

NAVFAC Examples: 40 Hour Construction Safety Hazard Awareness Course; Army Corps of Engineers two part certification exam; OSHA 30 Hour Certification; and web based training.

Desired Outcome

- Clear, common understanding of safety expectations by all parties



Contractor Selection



Contract Preparation



Contract Award



Orientation and Training



Managing the Work



Performance Evaluation

Step 4



Contractor
Selection



Contract
Preparation



Contract
Award



Orientation
and Training



Managing
the Work



Performance
Evaluation

Key Elements

- **Orientation:** Assure all employees embrace your “safety culture” delivered through effective initial orientations (assure language).
- **Develop a Site Specific Accident Prevention Plan (APP).**
- **Conduct a contract pre-work management safety conference (Pre-con):** Get the right people (owner and contractor) to participate.
- **Identify designated site safety managers (SSMs) and assure minimum qualifications (OSHA 30 Hour).**

Desired Outcome

- **Knowledge, understanding, and commitment to safety requirements by workforce.**
- **Expect some worker self elimination.**
- **Create accountability on site.**

Step 5



Key Elements:

- Create an environment where routine audits are directed at injury prevention rather than “policing”.
- Incorporate as part of payment process.
- Develop an audit that results in a rating.
- Establish a deficiency tracking system with corrective actions.
- Assure Pre-task/planning safety control tool - Activity Hazard Analysis process.
- Focus on “High Risk” activities.
- Establish a mishap notification system which includes the full chain of management.
- Engage company principals if mishaps occur.
- Review each mishap (including near miss). Establish a mishap review board (MRB) - address accountability.
- Share/communicate mishap lessons learned.

Step 6



Contractor
Selection



Contract
Preparation



Contract
Award



Orientation
and Training



Managing
the Work



Performance
Evaluation

Key Elements

- **Mandatory mid and end of contract and employee evaluations: process identifying poor and rewarding superior performance.**
- **Safety “STAR” incentive program - safety through awards & recognition.**
- **Evaluate corporate mishap metrics to benchmark with industry and identify trends to assist in continuous improvement and prevention.**
- **Include safety performance in employee monetary incentives and disincentives at all levels.**

Desired Outcome

- **Contractor improves future performance**
- **NAVFAC improves contracting process**
- **No negative impact on war fighter readiness**

TAKE AWAYS

(Contracting, Manufacturing, Research, Service)



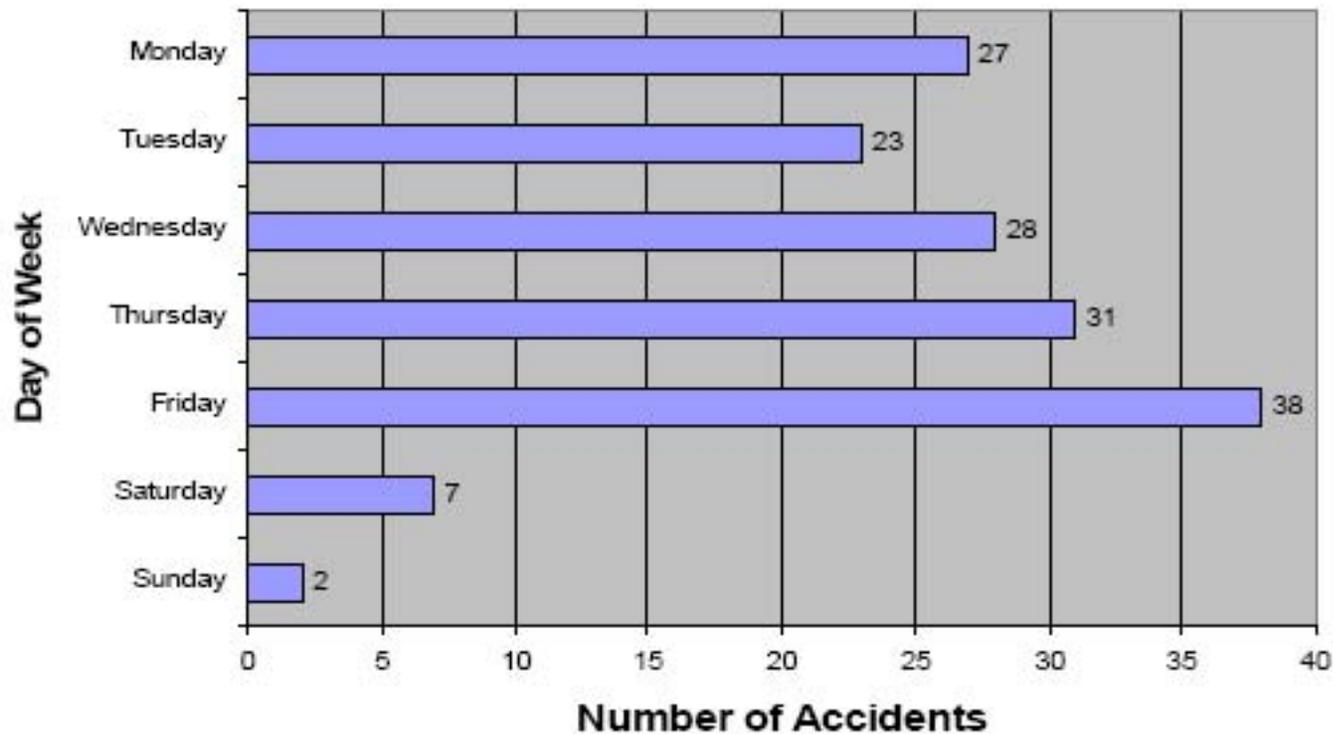
- **Success relies on full commitment to the safety of your personnel and business.**
- **Chain of management (at all levels) is deeply involved.**
- **Safety is a “core value” constantly communicated.**
- **Company overall success depends on a proactive safety program.**
- **Demonstrate action with words.**

BACK UP SLIDES

ACCIDENTS – DAYS OF THE WEEK



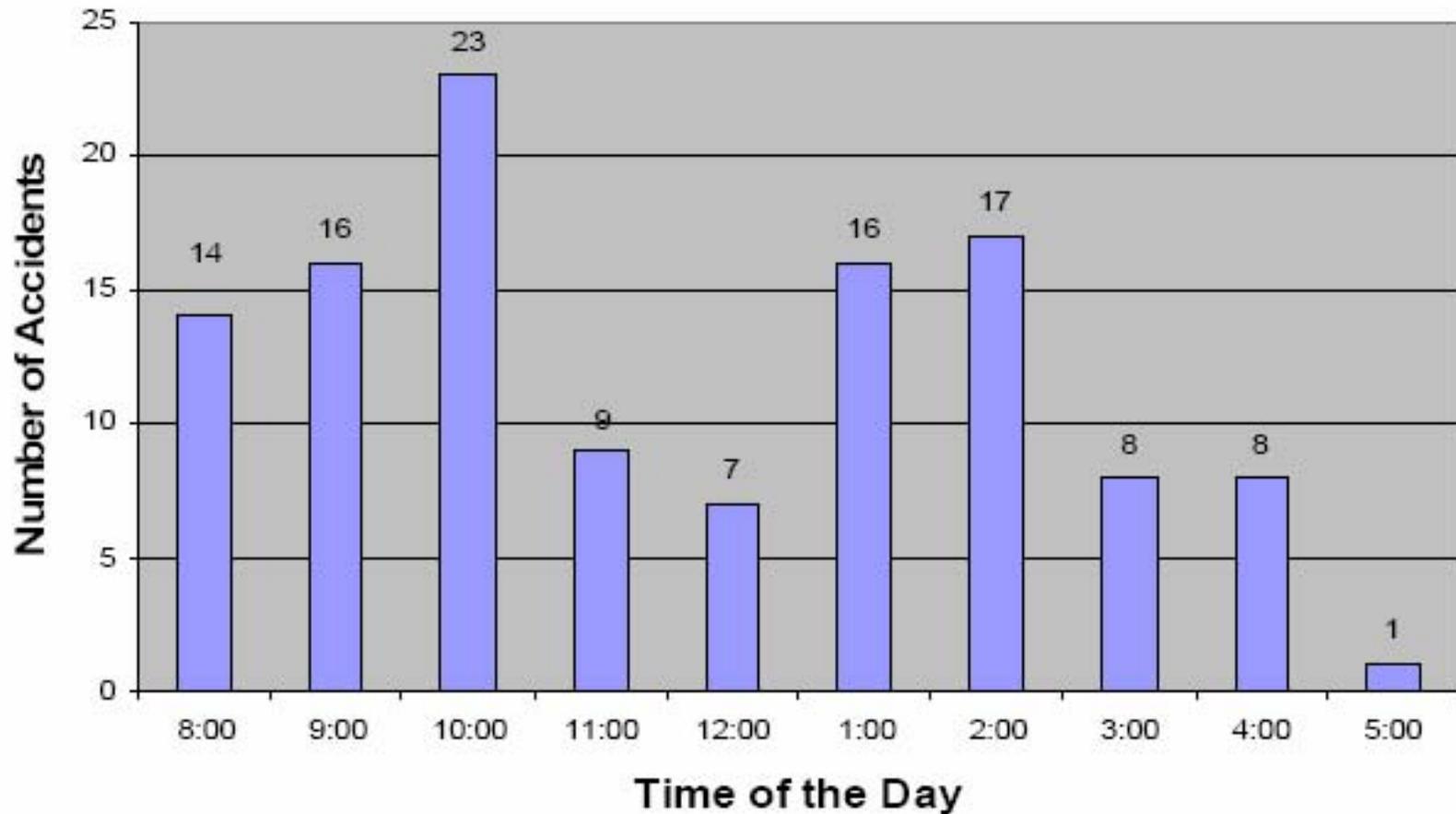
Lost-Day Accidents - Day of the Week



ACCIDENTS – TIME OF THE DAY



Accidents -- Time of the Day



Background and Statistics



Construction Industry Employs 5% of the U.S. Work Force

Construction Incurs 20% of Fatalities & 12% of the Total # of Disabling Injuries

About 1000 Construction Workers Die Each Year

Dollars and cents example



Workers Compensation Cost

What does It Mean?

Bad Safety Record Can Double Premiums

Premium Based On:

Work Classification (Manual Rate Per
\$100 Payroll)

Dollars and cents example



Experience Modification Rate [EMR]

=

Average for Your Classification = 1.0

EMR Affects Competition

Dollars and cents example



Contract Bid Comparison:

*Project Cost: \$20,000,000

*Labor Cost: .25

*Total Labor: \$ 5,000,000

*WC% of Labor: .15

*WC Cost: \$ 750,000

Safe vs. Unsafe Contractor Bids

Safe Contractor:

WC Cost: \$750,000

EMR: .60

Modified WC: \$450,000

Savings: \$300,000

Dollars and cents example



Unsafe Contractor:

WC Cost: \$ 750,000

EMR: 1.40

Modified

WC: \$1,050,000

Extra Expense:

\$300,000