



Building a Safety Culture

February 7, 2017

Introduction



■ Speaker: Mike Caro

- TRC Safety Director
- 11 years as full time safety professional
- 7 years as union safety rep
- 17 ½ years as a journeyman lineman

Session Overview

Industry Safety Statistics

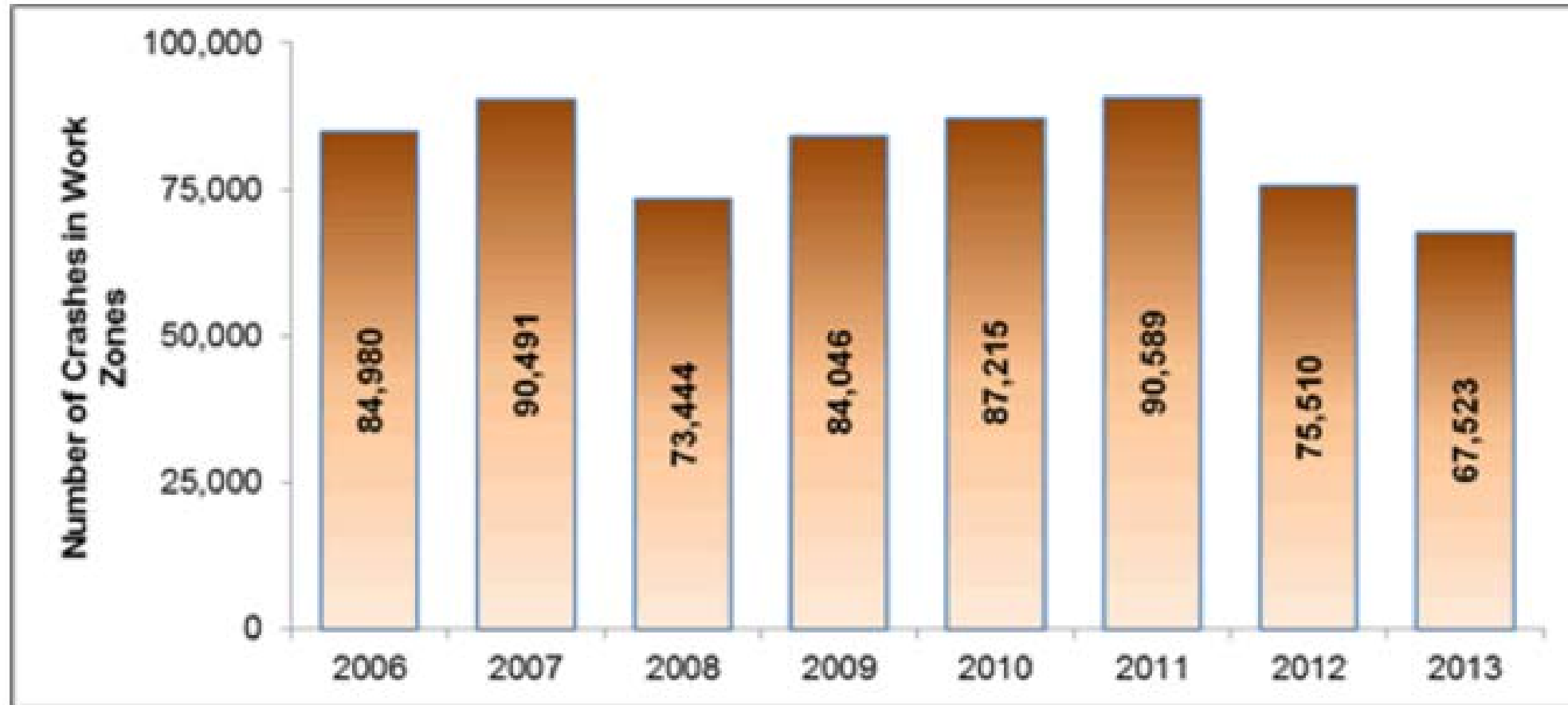
What is Safety Culture?

Safety Leadership

Planning - Setting Expectation for Safety

Execution/Practical Application

Benefits of Improving Safety Culture



National Estimate of Work Zone Crashes (GES, 2006-2013)

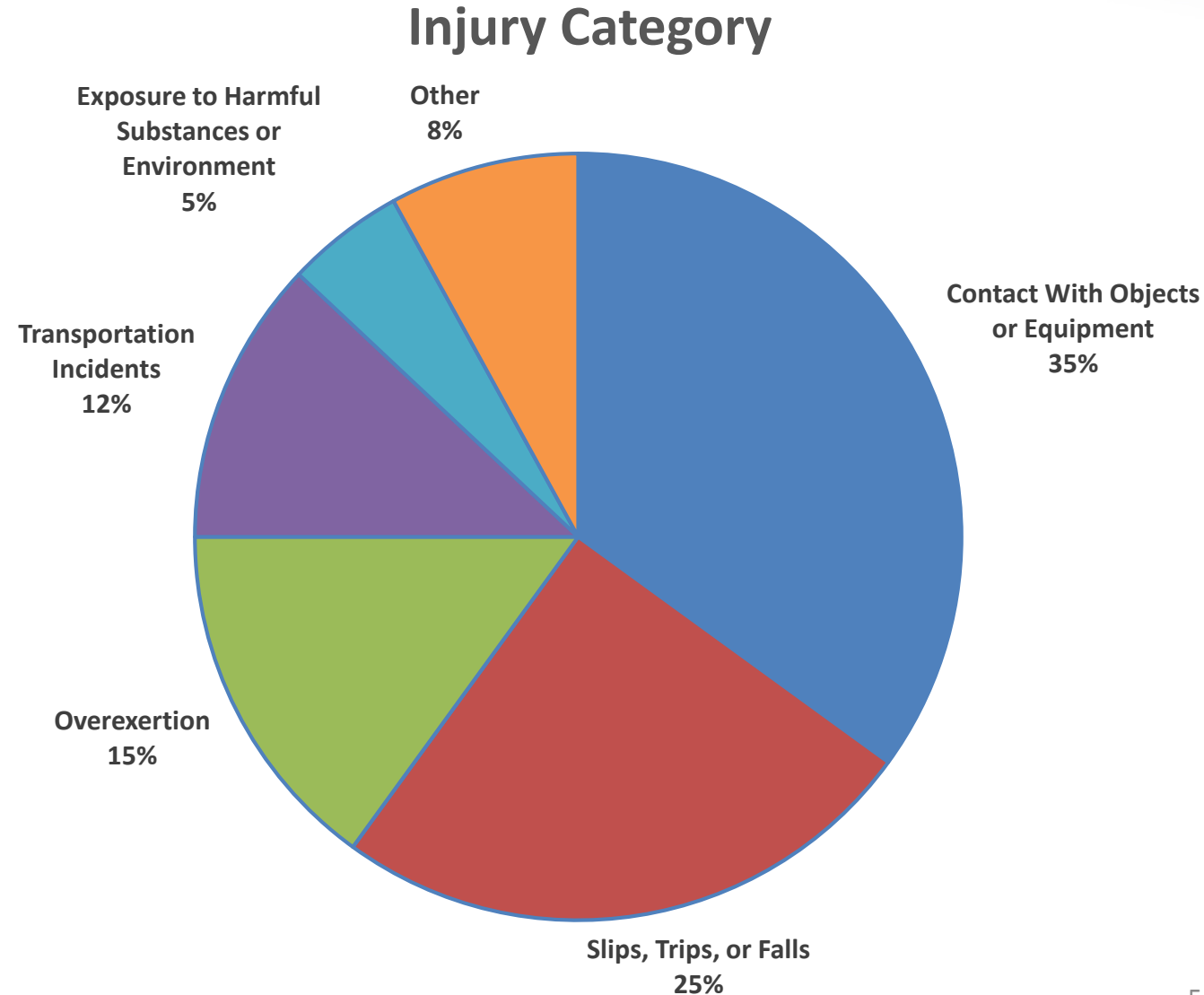
Safety Statistics – Road and Bridge Construction

■ Injuries in Work Zones – Road and Bridge Construction

- More than 20,000 workers injured in road construction work zones each year
- Approximately 55 per day

■ TRC Incidents

- 88% slips and falls
- Training, communication, awareness, follow-up
- 89% reduction in incidents in 2016



Precast/Prestressed Concrete Manufacturing

An Analysis of Loss Exposure

Workers' Compensation Claims

Top Five Incidents Causing the Injury, Shown as a Percentage of Total Claims

Incident Type	Percent of Total Claims
Struck By / Struck Against	33%
Material Handling and Ergonomic Factors	20%
Slips, Trips and Falls on Same Level	14%
Caught In, On, or Between	9%
Exposure To/Contact With Chemical Agents	8%

Top Five Incident Types, Shown as a Percentage of Total Claim Dollars

Incident Type	Percent of Total Claim Dollars
Struck By / Struck Against	44%
Caught In, On, or Between	17%
Slip, Trip and Falls on Same Level	13%
Fall from Elevation	9%
Material Handling and Ergonomic Factors	8%

Safety Culture – What is it?

It refers to the extent to which individuals and organizations will commit to:

- A personal responsibility for safety
- Act to preserve safety
- Respond to and communicate safety concerns
- Modify behaviors based on lessons learned from near misses/incidents
- Rewarding employees in a manner consistent with these values

Culture – The integrated pattern of human knowledge, belief, and behavior that depends upon the capacity for learning and transmitting knowledge to succeeding generations. The customary beliefs, social forms and material traits of a group.



“Doing the right thing – even when nobody else is watching...”

Elements of Driving a Safety Culture

Safety Leadership

Planning – Setting Expectation for
Safety

Execution – Practical Application

You Influence Safety When You...Lead

■ Executive Level Engagement

- Driving expectations
- Empowering
- Setting the example

■ Mid-Level Management

- Mentoring
- Supporting executive expectations
- Providing resources

■ First Line Supervision

- Enforcing expectations
- Leading by example
- Drivers of change

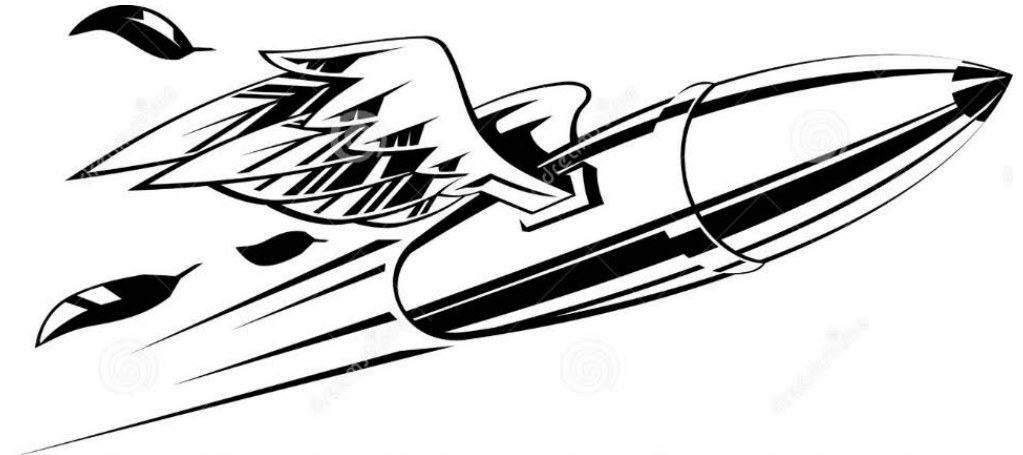


*Who are your influencers within the organization?

Planning – Setting the Expectation for Safety

- **You Are Managing Safety! You Are Driving Culture!**
 - Are you doing it intentionally?
 - How well are you doing it?
- **Process/Procedures**
- **Programs**

There is no magic bullet/One size does NOT fit all!

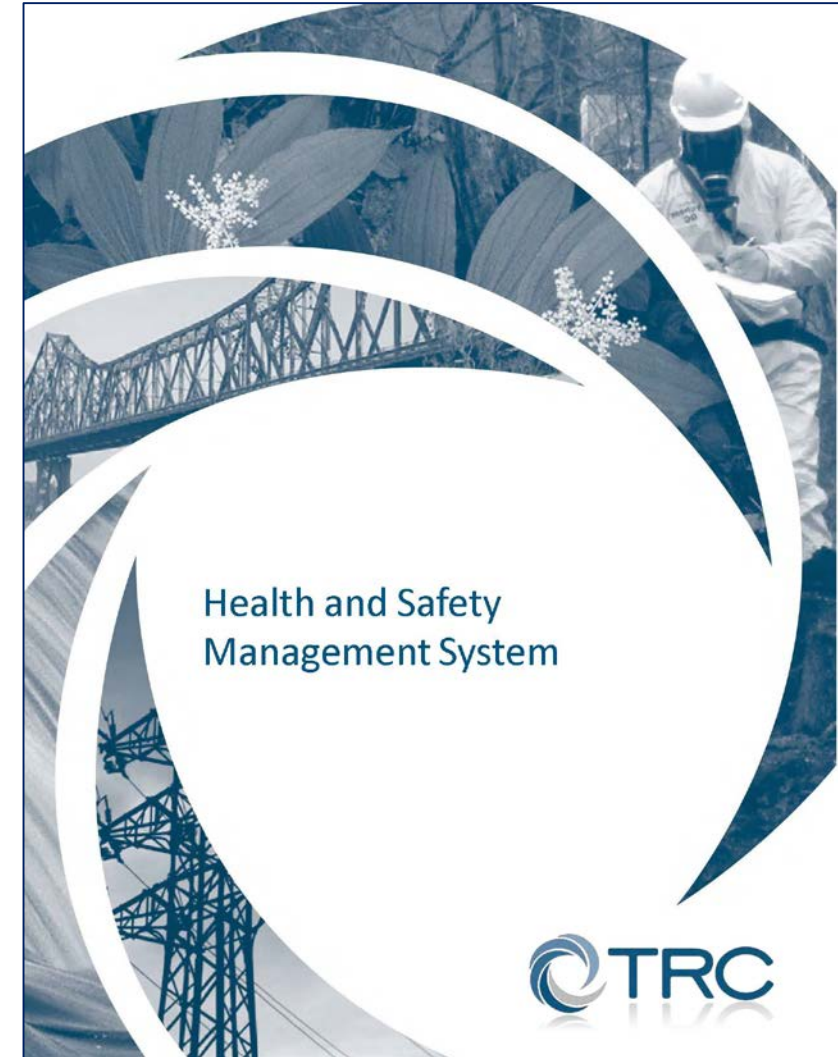


TRC's Health and Safety Management System

Follows OHSAS 18001

System to manage H&S at TRC

Developed in connection with TRC's Quality and Sustainability Programs



Execution / Practical Application

- Employee Involvement
- Communication
- Training
- Accountability
- Documentation
- Verification
- Feedback and Recognition
- Subcontractor Safety

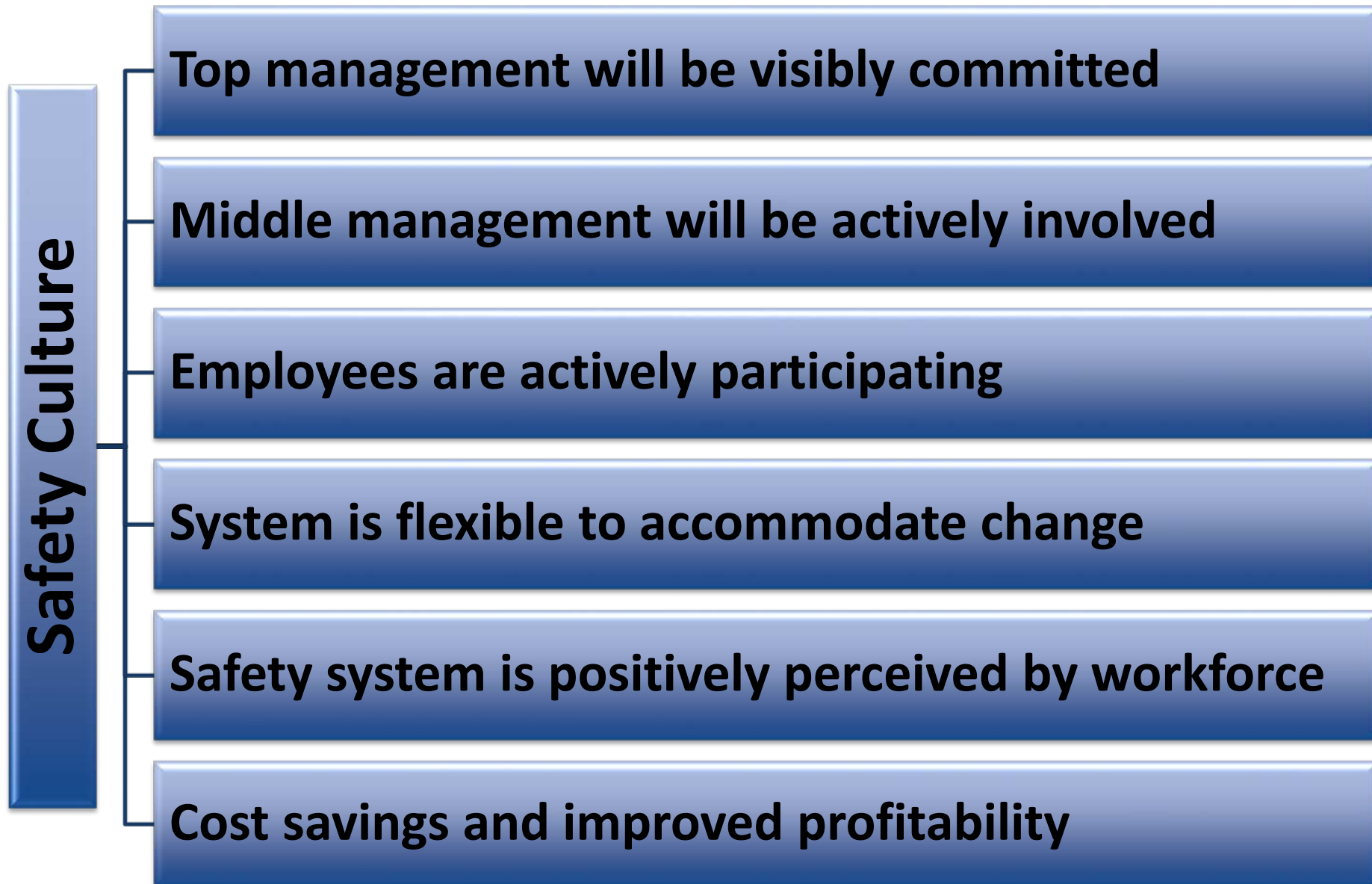


What are the Benefits?



- Fewer Injuries
 - Improved Morale
 - Engagement
 - Efficiencies, Profitability, and Cost Savings
- } Doing the right thing!

How will you recognize that you have made progress?

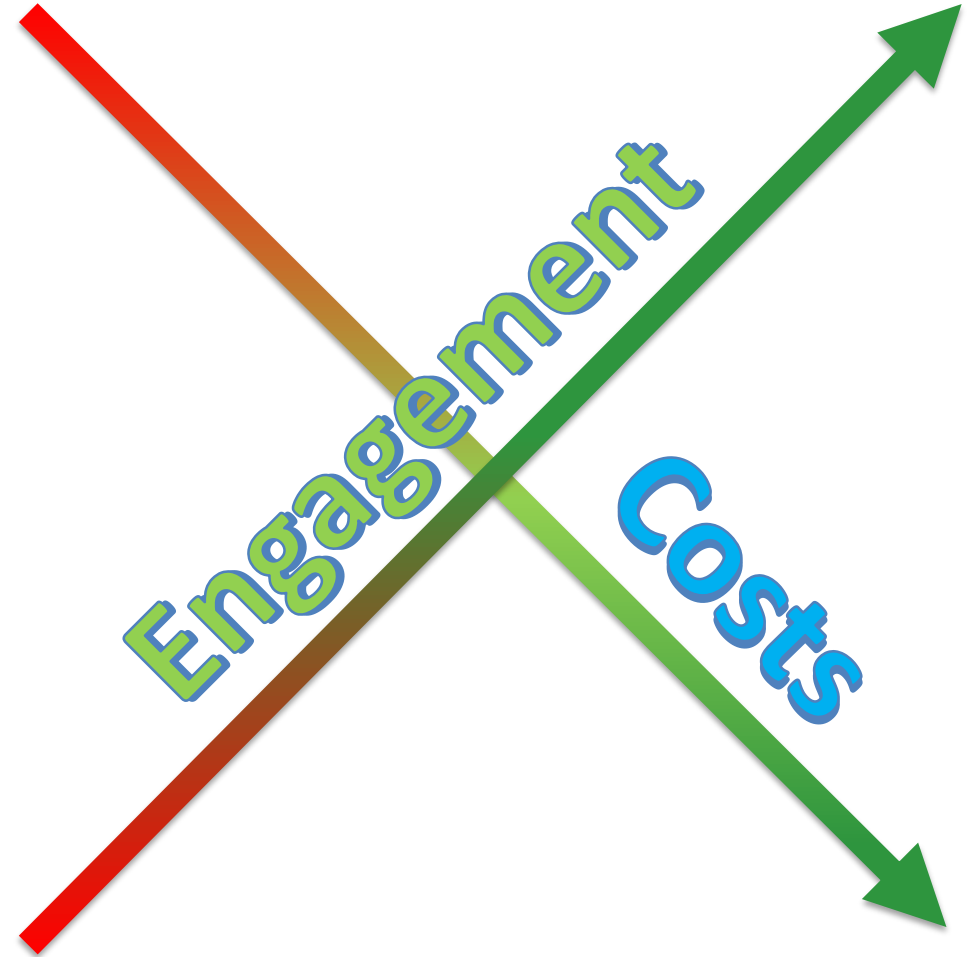


What are the Benefits?

Table 2. Medical and Lost Wage Costs of Workers' Compensation Claims Filed by Employees of State Agencies during Fiscal Years 2010-2012 by Executive Department				
Executive Department	Claims Incurring Cost	Medical	Compensation	TOTAL
Executive Office of Health and Human Services (EOHHS)	3,115	\$5,374,869	\$10,893,053	\$16,267,923
Executive Office of Education (EOE)	2,406	\$3,473,786	\$4,606,870	\$8,080,655
Executive Office of Public Safety and Security (EOPSS)	1,037	\$1,791,055	\$5,371,969	\$7,163,025
Mass Department of Transportation (MassDOT)	664	\$2,742,918	\$4,075,973	\$6,818,891
Executive Office of Energy and Environmental Affairs (EOEEA)	438	\$682,197	\$899,830	\$1,582,027
Executive Office of Administration and Finance (EOANF)	47	\$171,800	\$319,137	\$490,938
Executive Office of Labor and Workforce Development (EOLWD)	44	\$63,681	\$155,932	\$219,613
Executive Office of Housing and Economic Development (EOHED)	12	\$28,703	\$48,492	\$77,195
All Executive Departments	7,763	\$14,329,010	\$26,371,256	\$40,700,266

What are the benefits?

- From 2008 to 2016 TRC was able to reduce workers' comp costs by 68%
- In 2016 we were able to switch to a captive group insurance program that reduced insurance costs across all lines of insurance by \$2.8M/year



Thank you

Questions?

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