

Creating a Culture of Safety by Making Safety Safe

Cole Moxley

Fear as a Motivator

- “Don’t do that! You’ll get in trouble.”
- “Hang on, the safety guy’s coming, wait for him to pass.”
- “We don’t have time to be safe. Just get it done.”
- “Don’t tell anybody you saw that.”
- “Do as I say, not as I do.”

Have you heard anything similar?

How do we fix the negative stigma and make safety safe?

Get into Development Mode!

- Values
- Trust
- Safety Culture
- Safety Leaders
- Safety Standards

Develop values
– Inspiration
Ranch Values

Christ-Centered

Safety

Passion

Excellence

Partnership


Fun

Stewardship

To Develop a Culture of Safety, you must

- Develop trust within your team
- Encourage safe behavior
- Speak with data
- Use tools to continuously improve
- Make it fun and rewarding

Develop Trust

- 
- Use your mistakes
 - React properly
 - 5 Why's
 - Improvement Plans
 - Servant Leadership

Encourage Safe Behavior

- Praise safe actions
- Reward safe behavior
- Make it easy
- Clearly mark any unavoidable hazards
- Have regular safety meetings/moments
- Understand their concerns
- Explain WHY safety is important

Why Safety is Important?

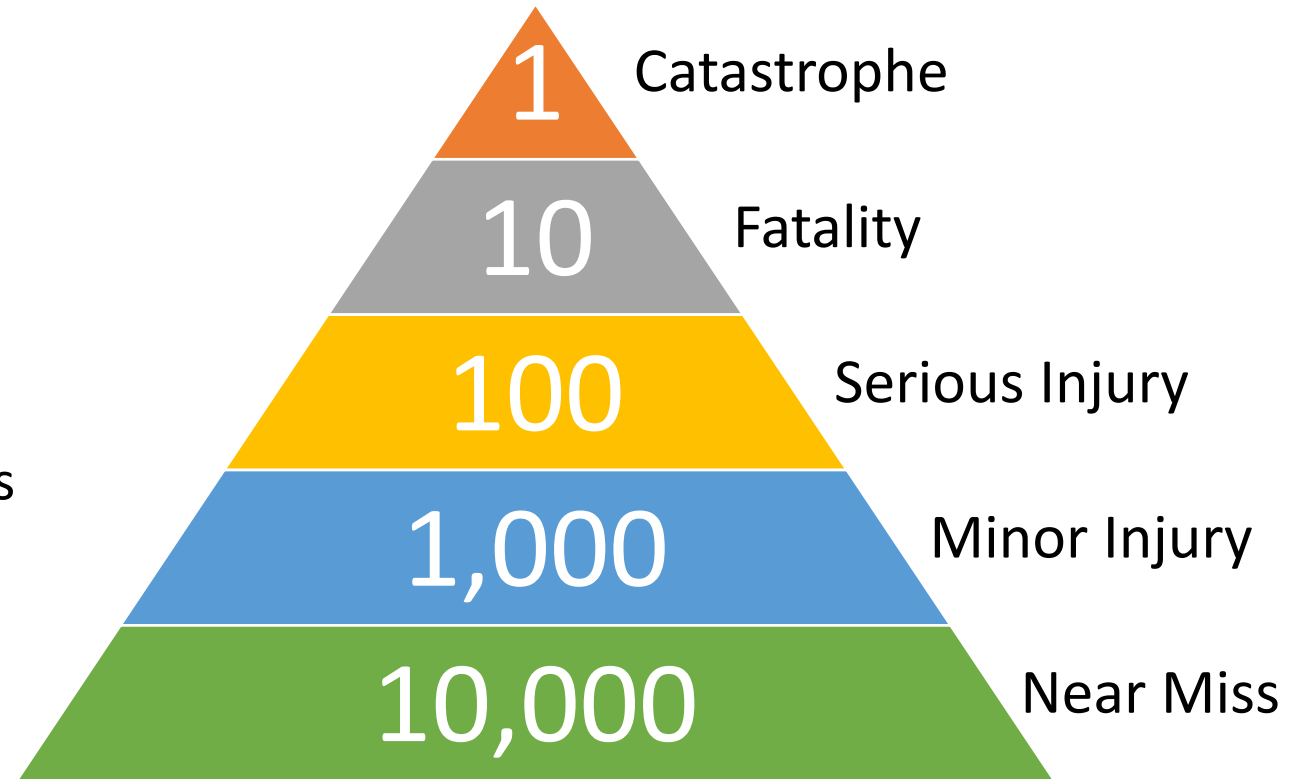
- https://www.youtube.com/watch?v=5_IFz7FEZ9E

Speak with Data

- Analyze Occurrence's
- Identify Hotspots
 - Areas
 - Horses
 - People
 - Seasons

Use Tools to Continuously Improve

- Stop Work Authority
- Go Paperless
- Safety Moments/Meetings/Huddles
- Job Safety Analysis (JSA)
- Occurrence Reporting
 - accidents, incidents, near miss, hazards



Heinrich's Safety Triangle

Occurrence Report Example



Occurrence Report

* This form documents unforeseen health and safety related events that occur during the official operations of Inspiration Ranch. This includes onsite and offsite activities sponsored or attended by Inspiration Ranch staff, volunteers, and clients.

* Complete within 1 business day of the event.

* You must consider an injury or illness to meet the general recording criteria, and therefore be recordable, if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid or loss of consciousness. You must also consider a case to meet the general reporting criteria if it involves significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. (OSHA CFR; Section 1904.7)

* Further review to be completed within 2 business days of form submission, if applicable.



* Required

1. First and last name: *

Enter your answer

2. Check all that apply: *

- Personal injury occurred. MG, Kim, or Cole have been notified.
- Property damage occurred. MG, Kim, or Cole have been notified.
- It has been less than 24 hours since the occurrence.
- None of the above apply.

Occurrence Report Example

3. Which type of unforeseen event occurred? *

- Hazard Observation - a potential source of harm or risk
- Near Miss - did NOT result in personal injury or property damage but is worth reporting
- Incident - did NOT result in personal injury but may have resulted in property damage and is worth reporting
- Accident - resulted in personal injury or property damage

4. When did the unforeseen event occur? *

Please input date (M/d/yyyy)



5. Where did the unforeseen event occur? *

Enter your answer

Occurrence Report Example

6. Describe the hazard, near miss, incident, or accident. Who was involved? Who witnessed? What environmental factors were involved, if any? *

Enter your answer

7. Describe any first aid or treatments administered. Which First Aid kit did you use? Answer "NA" if not applicable. *

Enter your answer

8. What can we do to prevent the unforeseen event from happening again or getting worse? Use the "5 Whys" to identify root causes. *

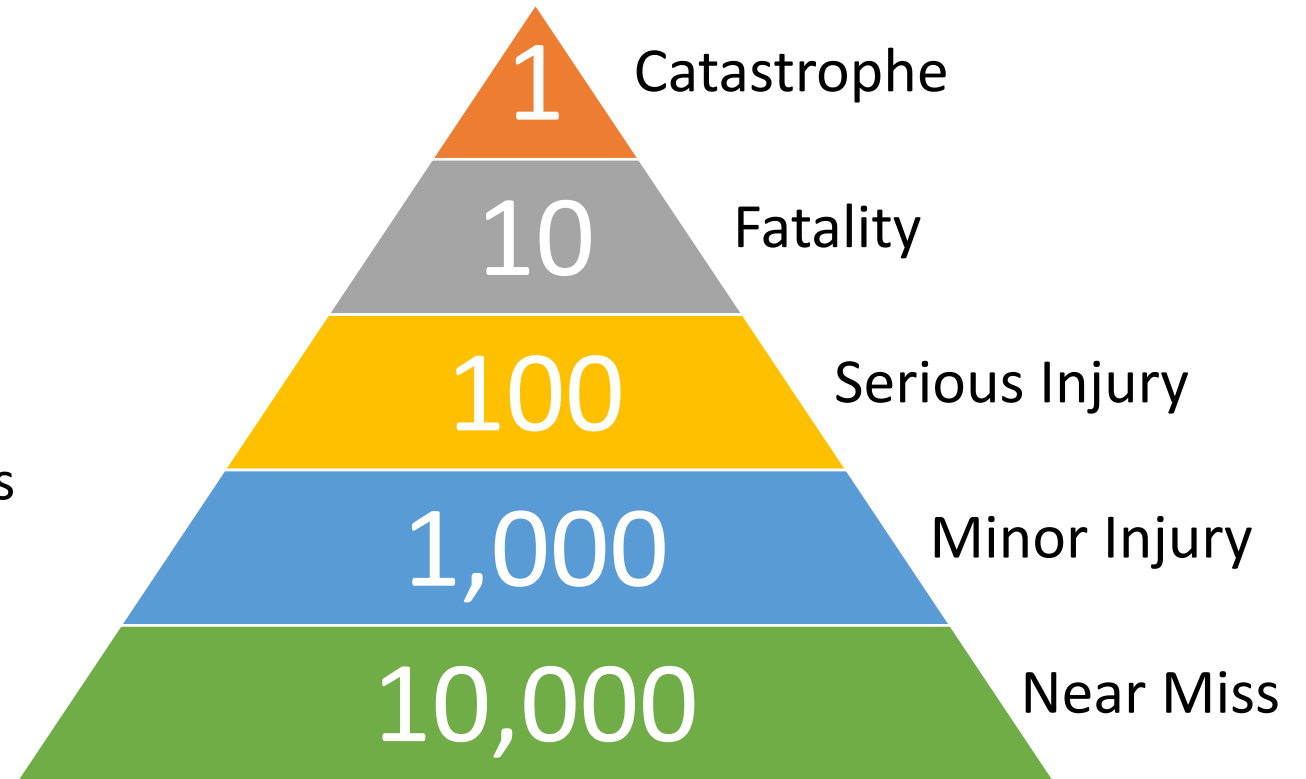
Enter your answer

You can print a copy of your answer after you submit

Submit

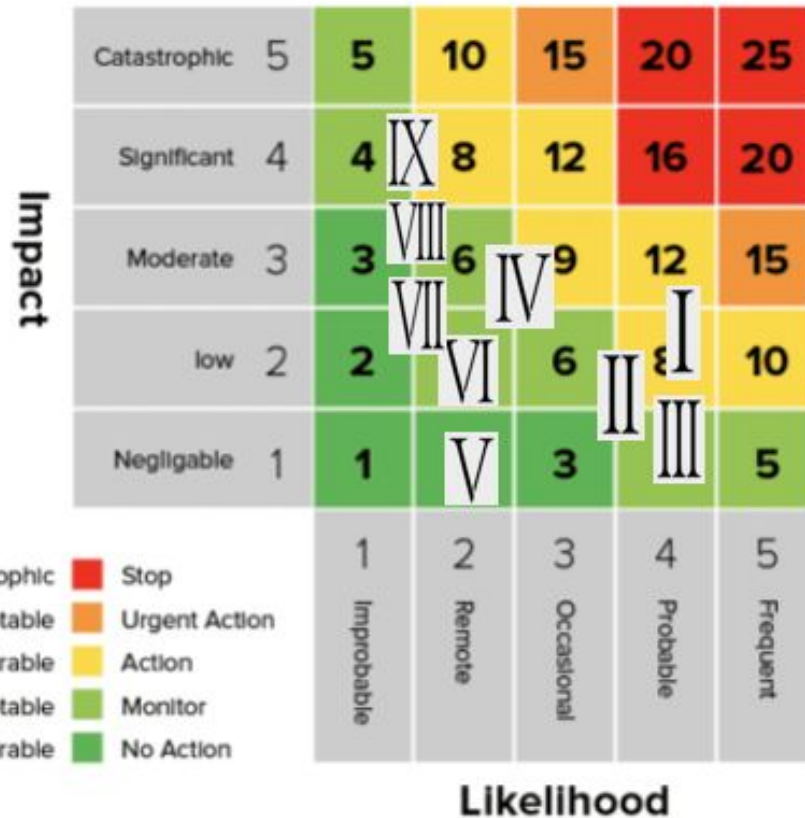
Use Tools to Continuously Improve

- Stop Work Authority
- Go Paperless
- Safety Moments/Meetings
- JSA
- Occurrence Reporting
 - accidents, incidents, near miss, hazards
- Heat Map



Heinrich's Safety Triangle

Heat Map



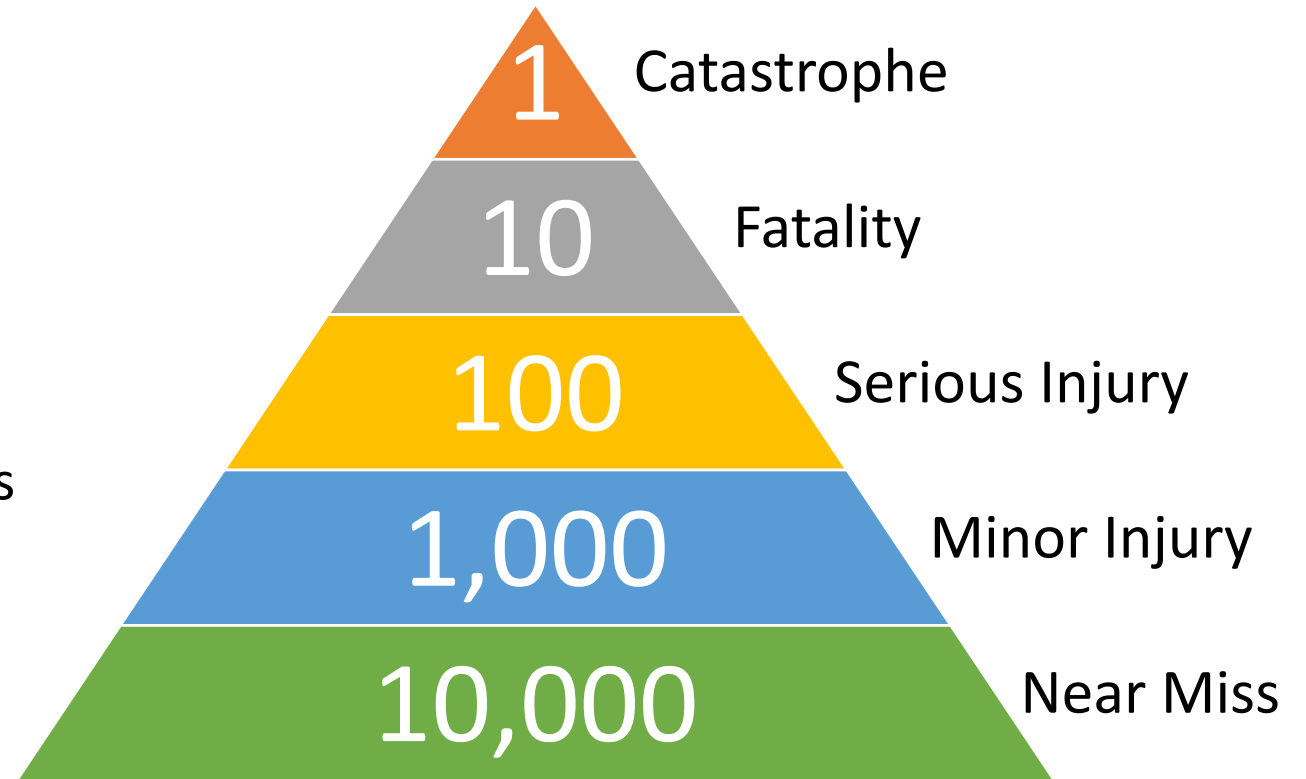
- Catastrophic ■ Stop
- Unacceptable ■ Urgent Action
- Undesirable ■ Action
- Acceptable ■ Monitor
- Desirable ■ No Action

Top Risks Rolling 12 months of Accidents & Incidents

- I Horse Behavior (spooks) 14
- II Slips, Trips, Falls 6
- III Ants/Wasps 4
- IV Tool Training/JSA 4
- V Equipment/Property Damaged 4
- VI Tool Fit 2
- VII Trailer Maintenance 1
- VIII Rider Dismount 1
- IX Extreme Weather (freeze) 1

Use Tools to Continuously Improve

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- Heat Map
- Safety Management Maturity Model



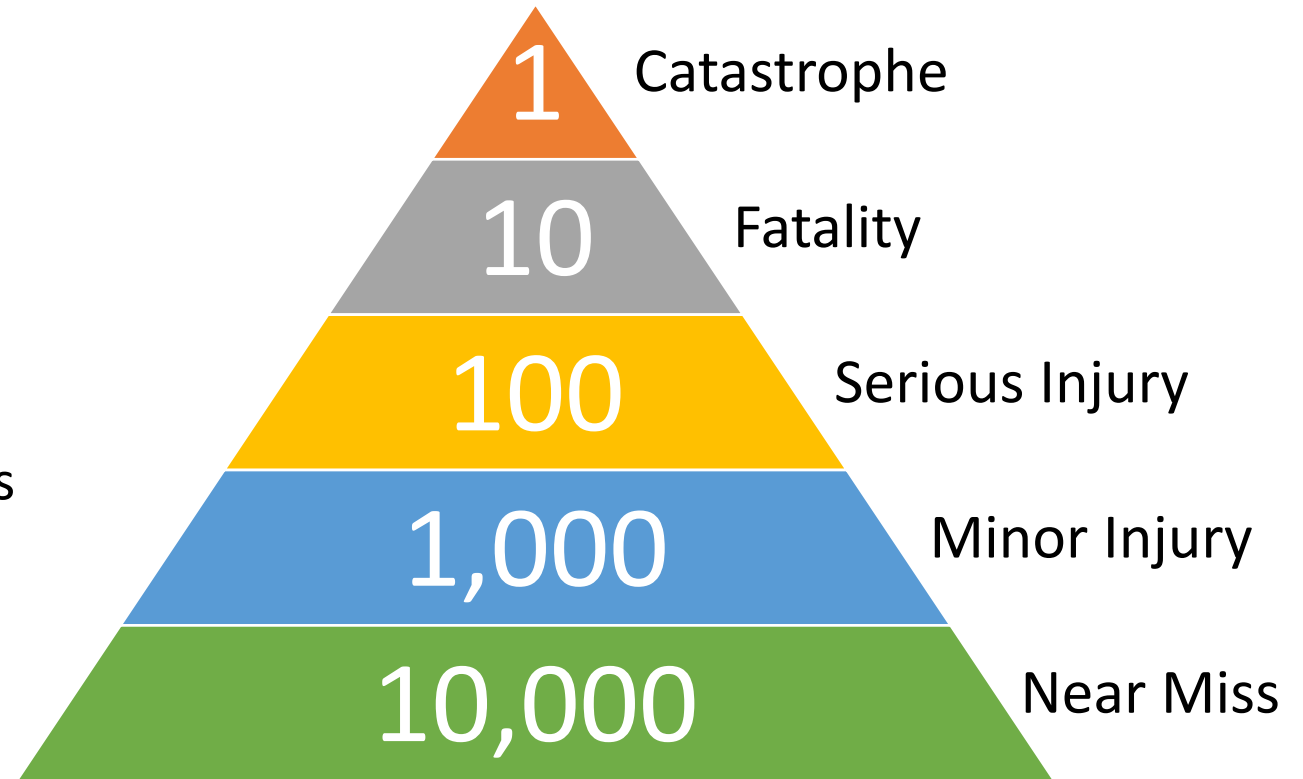
Heinrich's Safety Triangle

Safety Management Maturity Model

VULNERABLE	REACTIVE	COMPLIANT	PROACTIVE	RESILIENT
<i>accept that incidents happen</i>	<i>prevent a similar incident</i>	<i>prevent incidents before they occur</i>	<i>improve processes and systems</i>	<i>safety comes naturally</i>
<ul style="list-style-type: none"> • No care culture • Near Misses not considered • No or little training • Poor, little, or no safety communication • Superficial incident investigation 	<ul style="list-style-type: none"> • Blame culture • Some near miss reporting • Minimum, inconsistent training • Some communication on a need-to-know basis • Incident investigation, limited analysis 	<ul style="list-style-type: none"> • Involved culture • Near miss discussions • Acceptable training and awareness • Established and good communication channels • Root cause incident investigation 	<ul style="list-style-type: none"> • Ownership culture • All near misses captures • High level of training and awareness • Open communication, hiding nothing • Formal risk assessment 	<ul style="list-style-type: none"> • Prevention culture • Near miss and hazard analysis • Solid, routine training • Solid, routine communication, learning shared • Problems eliminated before they occur

Use Tools to Continuously Improve

- Stop Work Authority
- Go Paperless
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- Heat Map
- Safety Management Maturity Model
- Educate and Reiterate
- Safety Committee



Heinrich's Safety Triangle

Make it Fun and Rewarding



CAUGHT YOU CARING



SAFETY AWARDS

Develop Safety Leaders

- Identify those who are naturally inclined toward safety leadership
 - Doesn't necessarily have to be managers or supervisors
 - Anybody who has positive social influence over their peers
 - Must have an interest in improving safety across the organization
 - Less like a hall monitor and more like a cultural influencer
- Empower them to develop their leadership role
 - Inspire others to exhibit the same personal safety behaviors they do
 - Speak up in a constructive way when others could be doing something safer
 - Help peers improve without them even realizing it's happening
 - Invite ideas
 - Provide training

Empower

Stop Work Authority

Safety Walks

**Encourage everyone to have
Safety Moments**

Assign Safety Leaders

Encourage Safety Breaks

Inspire



**FIRST AND
FOREMOST – CARE**



BE THE EXAMPLE



**MAKE SAFETY
PERSONAL**



**UTILIZE FEEDBACK
– ORCA**

Develop Standards



SAFETY MANUAL



ACCOUNTABILITY

Exercise

Where is your organization on the maturity matrix?

What are 3 changes you can make this year to make safety safe?

Safety Management Maturity Model

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Resources



JSA
(JOB SAFETY ANALYSIS)



OCCURRENCE REPORT
FORMS



SAFETY MANUAL

Thank you!

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