Impact of Improving Employee Engagement on Safety Outcomes

A Work in Progress
IF YOU CHANGE NOTHING, NOTHING WILL CHANGE !!!
Increase Engagement
Establishing Clear Expectations
Coaching and Feedback
The Formal Training

Four Roles of a Leader
Establishing Clear Expectations
Handling Conflict
Stay Interviews

Employee Engagement
Operations
Quality
EH&S
Closer Looks @ EH&S

- EH&S Policy
- Role of a FLL in EH&S
- Why Do Employees Make the Decisions They Make
- Incident Investigation – Getting to Root Cause
- Foundations of a Safety Leader
1. Have you ever had a near-miss doing this work? What did you know about it?
2. What do you do to keep your coworkers safe?
3. If you did find something unsafe in your work area, what do you do?
4. What are you doing today to keep yourself safe?
5. If you weren’t here for a day, and when you came back, what would you think happened?
6. Have you seen any unsafe acts or behaviors recently?
7. What did you do about it?
8. What part of your job do you consider the most hazardous? How do you protect yourself?

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**Incident Investigation Documentation**

**Facility:**  
**Department:**  
**Location of Incident:**  
**Date/Time of Incident:**  
**Date of Report:**  

**Employee:**  
**Injury/Loss:**  

**Incident Description:**

<table>
<thead>
<tr>
<th>Immediate Cause(s)</th>
<th>Substandard Acts</th>
<th>Substandard Conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Equipment without Authority</td>
<td>Inadequate guards or barriers</td>
<td></td>
</tr>
<tr>
<td>Operating at Excessive Speed</td>
<td>Inadequate Training</td>
<td></td>
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<tr>
<td>Incorrect Position for Task</td>
<td>Defective Tools or Materials</td>
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<tr>
<td>Not Following Safeguards</td>
<td>Inadequate guards or barriers</td>
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<tr>
<td>Inadequate or Improper PPE</td>
<td>Operating at Improper Speed</td>
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<tr>
<td>Defective Tools or Materials</td>
<td>Removing/Bypassing Safety Devices</td>
<td></td>
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<tr>
<td>Removing/Bypassing Safety Devices</td>
<td>Congestion or Restricted Area</td>
<td></td>
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<tr>
<td>Inadequate or Improper PPE</td>
<td>Not Following Defined Rules</td>
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<td>Improper Position for Task</td>
<td>Inadequate Training</td>
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</tr>
<tr>
<td>Defective Tools or Materials</td>
<td>Failure to Use PPE Properly</td>
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<tr>
<td>Removing/Bypassing Safety Devices</td>
<td>Inadequate Maintenance</td>
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<tr>
<td>Congestion or Restricted Area</td>
<td>Reaching into Moving Equipment</td>
<td></td>
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<tr>
<td>Not Following Defined Rules</td>
<td>Inadequate Workstation Design</td>
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<tr>
<td>Inadequate Training</td>
<td>Horseplay</td>
<td></td>
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<tr>
<td>Failure to Use PPE Properly</td>
<td>Poor Conditions in work area</td>
<td></td>
</tr>
<tr>
<td>Inadequate Maintenance</td>
<td>Other</td>
<td></td>
</tr>
<tr>
<td>Reaching into Moving Equipment</td>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

**Root Cause(s):**

- Employee Factors
- Job Factors
- Other

- Lack of Knowledge
- Inadequate Engineering
- Lack of Skill
- Inadequate Training
- Inadequate Capability
- Inadequate Performance or Training
- Other

**Corrective Actions:**

- Action(s) Planned or Completed to Prevent Future Occurrences
- Estimated Completion Date

**Participants in Investigation and Follow Up:**

- Name
- Date

**Safe Work Procedure**

- Machine is turned off and on by foot pedal. Test that blade stops immediately when pedal is released.
- Only have your foot on the pedal when product is on the table. Take foot off pedal all other times.
- E-Stop is located on the front of the machine.
- When operating machine, focus on task at hand.
- Use hooks to move product next to the blade.
- Ensure you are using a sharp blade before starting.
- Store blades in the designated container with the sharp side pointed down in the sleeve. Lid should be closed at all times.

**Hazards**

- When changing blades, make sure to be wearing mesh gloves as the blades are very sharp.
- Do not operate the machine without proper PPE.
- Do not get your hands too close to blade when spinning.
- Dull blades can cause product to jam in the machine or require more force to move product across blade.
- Focus on the task you are doing. To the machine you are a piece of meat covered with fat and skin, no different than the product you are processing.

**Non-Routine Events**

- Never disassemble, reassemble, change a blade or clear jammed product without unplugging the machine first.

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**Safe Operation**

- I have received and understand the training on the safe operation of the task.
  - Date:  
  - Trainee: Name (print) Name (signature)  
  - Trainer: Name (print) Name (signature)

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**Skinner**

- PPE Required (Check All That Apply)
  - Safety Glasses
  - Hearing Protection
  - Hard Hat
  - Safety Shoes
  - Slip Resistant Shoes
  - Cut Resistant Gloves
  - Cut Resistant Sleeve
  - Cut Proof Sleeve
  - Metal Mesh Apron
  - Metal Mesh Leggings
  - Snagless
  - Face Shield

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**No job is more important than your safety. Before performing this task, ensure that your equipment is in good working order, you are wearing the appropriate PPE and you know how to safely perform the job.**
TIR – Down 43% In Harvest since beginning
Unannounced Off Site Medical Visits down to almost 0
Data Analysis shows direct correlation to employee engagements and medical visits
2020 Leadership Academy is in Development