



Three Types of Safety Process

- Swamp
- Traditional
- World Class

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Safety In Action

SWAMP (Safety Without Any Management Process)

Safety Responsibility: Not recognized/Rejected
Perceived: As a "Burden"

<p><u>Management Characteristics</u></p> <ul style="list-style-type: none"> • Accidents are accepted • Production compromised by safety • Planning - minimal; short term • Adversarial relationship Ops Vs. safety • Lacking policies/procedures • One way communication - fear based • My way or highway • Make do/make fit approaches • Minimal employee involvement/interaction 	<p><u>Organizational Impacts</u></p> <ul style="list-style-type: none"> • Negative business impact • High insurance cost • Poor employee relations • Blame others • No company loyalty • Morale very low • Statutory Ignorance • OSHA citations • EEO Complaints • Litigation
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Safety In Action

Traditional

Safety Responsibility: Not Understood
Perceived: As a "Cost"

<p><u>Management Characteristics</u></p> <ul style="list-style-type: none"> • Accidents are "Excused" away • Recognized problems - unwilling/ unable to solve. • Fix the symptoms, not the cause • Not quite sold - Easy Road • Likes canned programs • High visibility - many labels - little results • Authority conflicts • Programs/Campaigns - short lived • Line accountability lacking • Safety runs safety 	<p><u>Organizational Impacts</u></p> <ul style="list-style-type: none"> • Blood cycles • Reactive Management • Inspection Heavy • Repetitive conditions/problems • Set up for failure • Gripe session • Quick Fix Programs • Supervisors Ignore • Employees Reject
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Safety In Action

World Class

Safety Responsibility: Line Management Owned/Driven
Perceived: As Good Business "Investment"

<p><u>Management Characteristics</u></p> <ul style="list-style-type: none"> • Accidents are intolerable • Safety is Management's responsibility • Decisions - made by the team • Planning - long term 3-5 years • Responsibilities & expectations clearly defined and accepted • Management involved • Safety has a sense of urgency • No "glitz" or hype • Employee centered - win/win 	<p><u>Organizational Impacts</u></p> <ul style="list-style-type: none"> • Positive business impact • More business/new business • Good employee relations • High employee morale • Employees promote the company • Process Vs. Program • Safety is equal to: <ul style="list-style-type: none"> • Cost • Schedule • Production
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Safety In Action

World Class

Question

- How can the company as a whole obtain world class status?

Answer

- By creating and implementing "I AM" safety processes

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Safety In Action

What is an "I AM" Safety Process

- A safety process that instills within each individual in our corporation a personal responsibility for eliminating at risk behavior.
- When asked the question, "who is responsible for safety?" The response at any level of the organization is "I AM".

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Safety In Action

Our New "I AM" safety process

Safety Excellence in
Awareness
Coaching
Training
Investigating
Observing
Non-stop

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Safety In Action

What is our ACTION Process Designed to do?

- Impact safety performance in a positive manner
- Give clear direction (vision)
- Provide user friendly tools
- Build consistency
- Measure performance (upstream) "Leading Indicators"
- Instill responsibility (via accountability)

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Safety In Action

Management / Supervision Awareness

- Address new employees in orientation and training.
- Develop and communicate safety expectations to all employees.
- Include safety topic during all meetings.
- Attend required training and wear necessary P.P.E.
- Understand company safety goals and where your group stands against them.

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Safety In Action

Coaching

- Hold one on one when safety deficiencies are discovered.
- Find superior safety performance and recognize it publicly.
- Participate in safety committee or other safety meetings.
- Exercise accountability measures for safety non-compliance.

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Safety In Action

Training

- Understand training requirements for all employees.
- Budget time, resources and facilities for safety training.
- Participate in weekly safety meetings.
- Participate in safety walkabouts.
- Lead the safety committee on project

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Safety In Action

Investigation

- Know company reporting requirements for accidents, environmental incidents, and near miss investigations.
- Participate in all doctor cases and serious potential accident investigations.
- Ensure corrective actions completed after all accident investigations.
- Evaluate and enact disciplinary measures to line management as necessary.

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Observation

- Conduct weekly project safety performance reviews.
- Conduct monthly safety reviews with employees.
- Implement "special" inspections daily and participate in hazard identification and corrections.
- Ensure expectations are communicated to all frontline supervision (i.e. Superintendents, General Foremen, and Foremen)

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Safety In Action

Non-stop

- Analyze and refine safety processes for continuous improvement.
- Promote off the job safety through information, training, and programs.
- Promote 100% hazard correction.
- Implement action techniques immediately.
- Maintain open-door policy.
- Empower employees by following-up on all employee concerns.

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Safety In Action

Our Safety Philosophy

- Our employees are our most important asset.
- We must provide and maintain a safe and healthful working environment.
- Safety is everyone's responsibility.
- Pro-active vs. Reactive.
- Safety is process not a program, a value not priority #1.

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Safety In Action

Our Safety Philosophy

Accidents are not an acceptable or necessary part of doing business!

- **Accidents are caused. Accidents can be prevented. When you eliminate the cause, you eliminate the accident.**
- **Safety is the responsibility of all employees, but ultimately it is the responsibility of line management.**
- **Managers/Supervisors will be held accountable and responsible for the safety and health of those under their direction.**

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Safety In Action

Drivers of Safety

- **Moral - We have a moral responsibility to protect each other. We are our brothers keeper.**
- **Legal - We are required by law to keep our workplace free from recognized hazards.**
- **Professional obligation to be the best!**

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Safety In Action

Expectations

All operations must promote and strive toward "Empowering Employees for Proactive Performance"

- Unsafe acts and unsafe conditions must be identified and corrected, with actions aimed to prevent recurrence.
- The Safety and Health of all employees must receive prime consideration throughout all phases of the work.
- Management and supervision must illustrate their commitment to the Company's safety and health process by:
 - Support
 - Involvement
 - Action
 - And...Results

E2 P2- Empowering Employees for Proactive Performance!

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Safety In Action