Developing A Positive Safety Culture

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Benefits for Establishing Positive Safety Cultures

• Reduces extent and severity of work related injuries, illnesses and property damages

• Improves productivity and employee morale

• Reduces insurance premiums

Safety, it’s everyone’s job!
GPA SAFETY PROGRAM

MANAGEMENT STRUCTURE

Risk Manager
SAFETY PROGRAM
MANAGEMENT

- OPERATIONS DIVISION
  SAFETY MGR.
- WORKERS' COMPENSATION
  MANAGER
- GPA SAFETY MANAGER
- PORT POLICE SAFETY OFFICER
- MAINTENANCE DIVISION
  SAFETY MGR.

GPA SAFETY COUNCIL

SAFETY PROGRAM
GOVERNANCE

DIVISION SAFETY RESOURCE

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GPA SAFETY INITIATIVE

1. Safety Policy Statement
2. Safety Audits and Inspections
3. Departmental Safety Meetings
4. Personal Protective Equipment
5. Incident Investigation Training
6. Safety Training
7. Safety Rules
8. Job Safety Procedures (JSP) / Job Safety Analysis (JSA)
9. Department Safety Manuals
10. Safety Communications
11. Safety Recognition
12. Employee Orientation
13. Traffic Safety

Safety, it’s everyone’s job!
GPA Safety Policy Statement

• Developed by Senior Staff & Safety Management Team
• Reflect GPA’s commitment to the health and safety of all employees
• Reinforces safety responsibility to all employees at each level of management
• Distributed to all employees annually
• Posted in all departments
• Re-print the policy statement annually in the GPA newsletter

Safety, it’s everyone’s job!
Safety Audits & Inspections

- Measure and report departmental compliance
- Conducted by the Safety Council
- Conducted every 6 months for all major operations
- Continuous inspections conducted by the Safety Council as part of their daily duties
Safety Meetings

- Monthly Departmental Safety Meetings
- Weekly Safety Council Meetings
- Managers Safety Roundtable Meetings
- Loss Control Council
- Port Safety Council

Safety, it’s everyone’s job!
Personal Protective Equipment

Operational/Maintenance Areas Requires:

- High visibility clothing (vests, hard hats, rain gear, etc.)
- Safety shoes
- Safety glasses
Incident Investigation Training

- Conducted formal training for supervisors and managers
- Every incident is investigated
- Root Cause is determined

Safety, it’s everyone’s job!
Safety Training

- New hire orientation for all personnel
- Required Operator Training For:
  - Toplifts
  - RTG’s
  - Jockey trucks
  - Forklifts
- Specialized Department Training
  - HAZMAT/HAZCOM
  - Skills/craft training
  - First/CPR
  - Etc.
Safety Communications

- Safety signage
- Safety e-mail address
- Bumper stickers, buttons, coffee cups, etc.
- Safety newsletters
- Safety slogans
- Safety contests
- Safety vehicles
- Safety hotline
- Strobe lights on all field equipment & vehicles
- Management efforts
- Maritime community efforts
Safety Communications
Safety Recognition

• Safety Luncheons / Celebrations (to recognize milestones, etc.)
• Annual Individual Safety Recognition Award
• Annual Departmental Safety Recognition Award
• Employee Safety & Loss Prevention Award
• Safety Merchandise / Handouts (to recognize milestones, etc.)

Safety, it’s everyone’s job!
Traffic Safety

• Internal review of potential concerns
• Concentrate on high traffic areas
• Perform traffic engineering studies and recommendations
• Involve all internal stakeholders in solutions (Safety, Operations, Engineering, Maintenance, Risk Management, Police, etc.)
• Universal enforcement of traffic safety regulations
• Long term planning
Safety Is A Team Effort

“When people are highly motivated, it’s easy to accomplish the impossible. And when they are not, it’s impossible to accomplish the easy” - Bob Collings

• Executive Involvement
• Management Involvement
• Employee Involvement
GPA Man-hours
2003-2006

Manhours
GPA Incident Rates 2003-2006

2003 2004 2005 2006
Questions?

Thank You