

# 2016 FECA Operations & Safety Conference

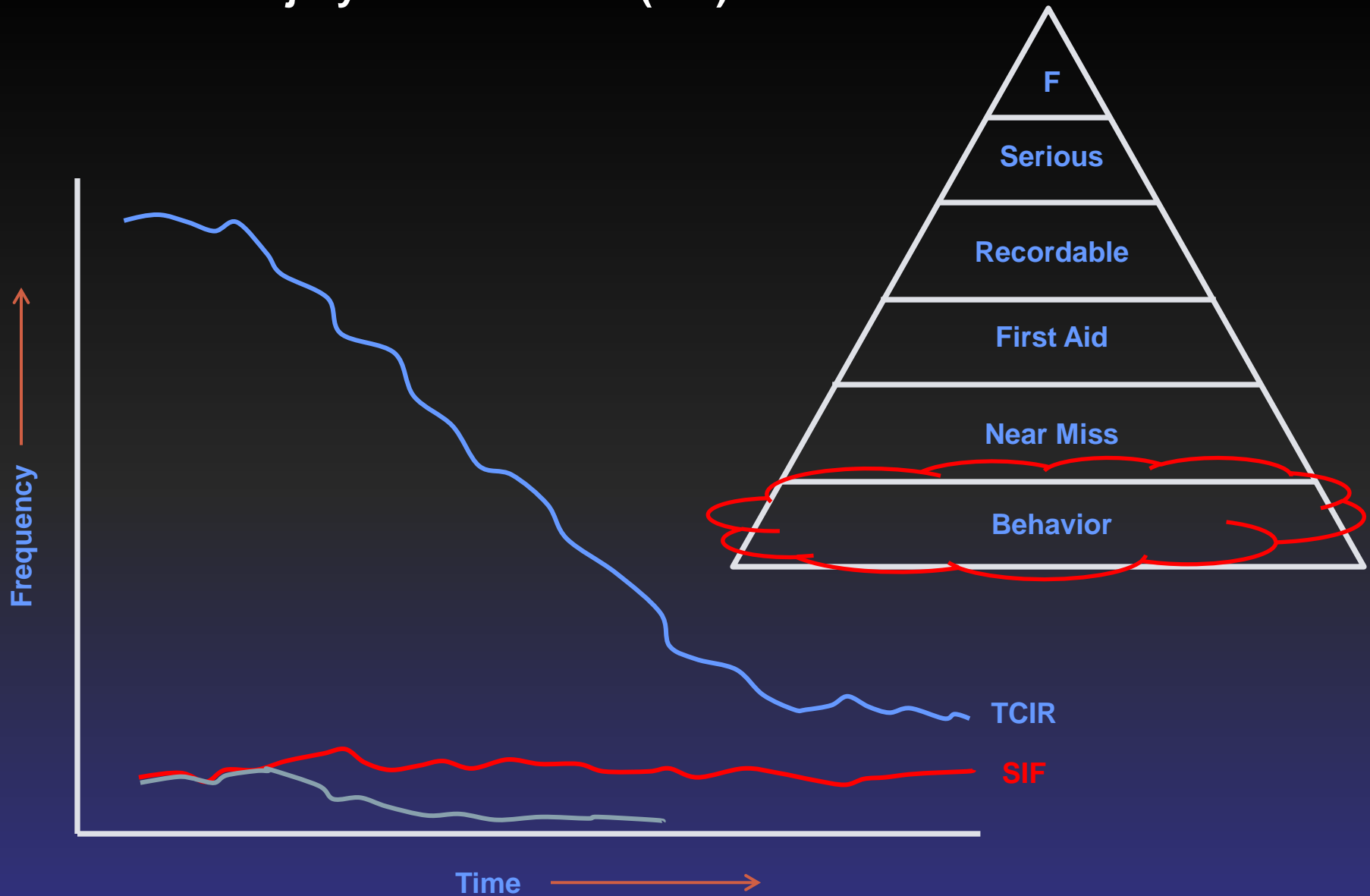
## **Serious Injuries & Fatalities** ***New Safety Initiative***

*Clearwater, FL*

*May 11, 2016*

# **Reducing Serious Injuries and Fatalities (SIF)**

# New Serious Injury and Fatalities (SIF) Research



# **The Story of Donald Berwick**

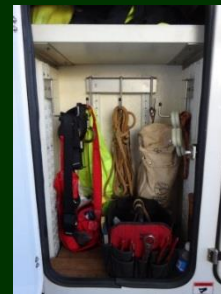
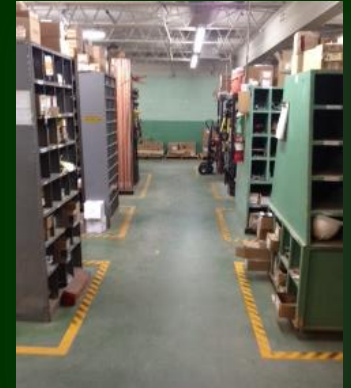
## **“Changing the Face of Health Care”**

### **Case Study**

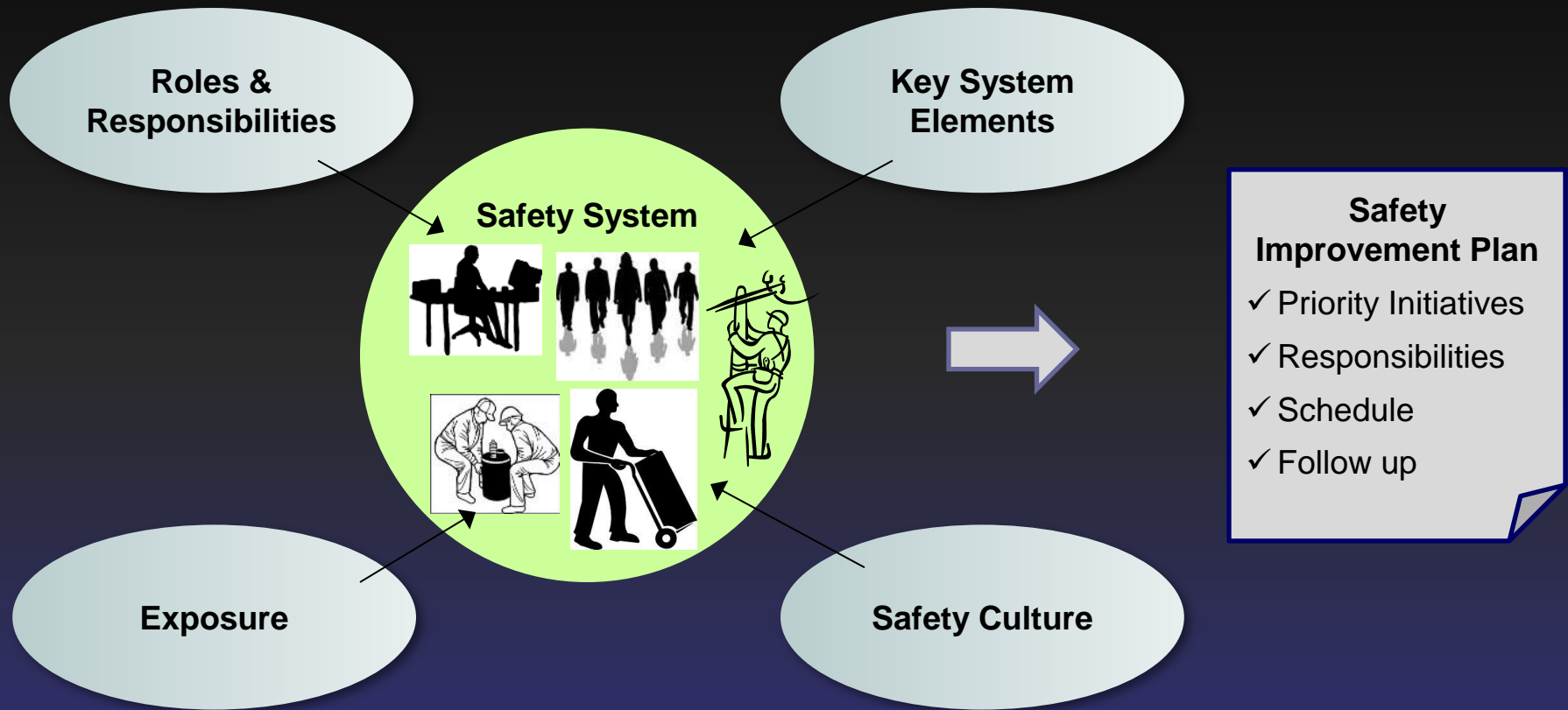
## CEO / GM Regional Meetings Summary of Input

- 29 CEOs, from 26 states participated
- Generally liked the approach and were supportive
- Keep it simple – focus on two to three important issues
  - ✓ Do not require more complicated documentation
  - ✓ Must integrate easily into their current efforts
- Some wanted to support the process
  - ✓ Provide a touch point for review and input
  - ✓ Would help support promotion at a national and statewide level

What are your perceptions about these two sets of observations?



# Understanding the System:



# Possible Roadmap

1

Create a crystal clear  
SIF definition and  
measure

2

Analyze and Identify  
Primary Causes

3

Identify the vital  
behaviors that drive the  
causes

4

Identify specific actions  
that can effect behaviors

5

Establish creditable goal  
and time frame

6

Create training guides  
and kits to guide co-op  
leaders

7

Develop high quality  
promotional material

8

Identify best delivery  
approach to co-ops

- Engage rational thinking
- Engage emotional thinking
- Shape the path

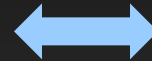


# Possible Project Approach & Structure

*Create efficient structure that allows for review and input*

*Create SIF Project Team to help analyze and develop recommendations*

- 6 -10 members (consider Distribution & G&T)
- Utilize personal meetings and web conferences
- Consider outside support



*Utilize web conferences along with Spring and Fall meetings for AA's input and validation*



*Create CEO Advisory Group*



*Consider outside support for input and validation*

## *Initial Considerations*

- *Utilize 2016 to develop content*
- *Finalize approvals to announce in 2017 (not in concrete)*
- *Two to Three years time span*

# **2016 Safety Leadership Summit & Leading Practices Showcase**

# Safety Leadership Summit

- **Worthington Renaissance Hotel Fort Worth, TX**

- **November 17 – 18, 2016**



- **Pre-conference sessions on the 16<sup>th</sup>**
- **Co-op entries for the Leading Practice Showcase will begin in March**

# Leading Practices Showcase

## *Example*

# Motivating the Behavior of Near Miss Reporting – Black River EC



*How do we create a POSITIVE environment where employees will WILLINGLY report incidents?*

## The Problem

- Employees were reluctant and uncomfortable reporting Near Misses to management and fellow employees



## Principles Applied

- No focus on blame or discipline
- Emphasize positive aspects of reporting to improve
- Create a positive environment by injecting humor when appropriate

## The Results

- Employees have embraced Near Miss reporting, and now encourage each other to share their respective experiences
- The atmosphere created in meetings is very positive, allowing for open discussion of incidents and even collective brainstorming on how to prevent similar events
- The comradery enjoyed through these discussions has carried over to the job-site, and created an environment where every crew member is comfortable expressing concerns and opinions
- There is no rock throwing or placing of blame



## What We Did



## PROCESS STEPS

- Statewide safety rep. conducts safety meeting
- Assistant Manager facilitates a specific NM session and engages personnel to report NMs
- Statewide safety representative selects the best NM reported
- Simple gifts are used to recognize the best safety incident report

## SELECTED GIFTS

Case knife  
Gear bags  
Hand tools  
T-shirts  
Work lights



# Speak Up Listen Up

# Questions / Comments?