The Intersection of Safety & HR

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Content Disclaimer

The information presented is general in nature and is intended to present an overview of employment practices. The written and verbal contents of the presentation are not intended to constitute consulting and/or advice and no client relationship is established between the presenter and attendees.

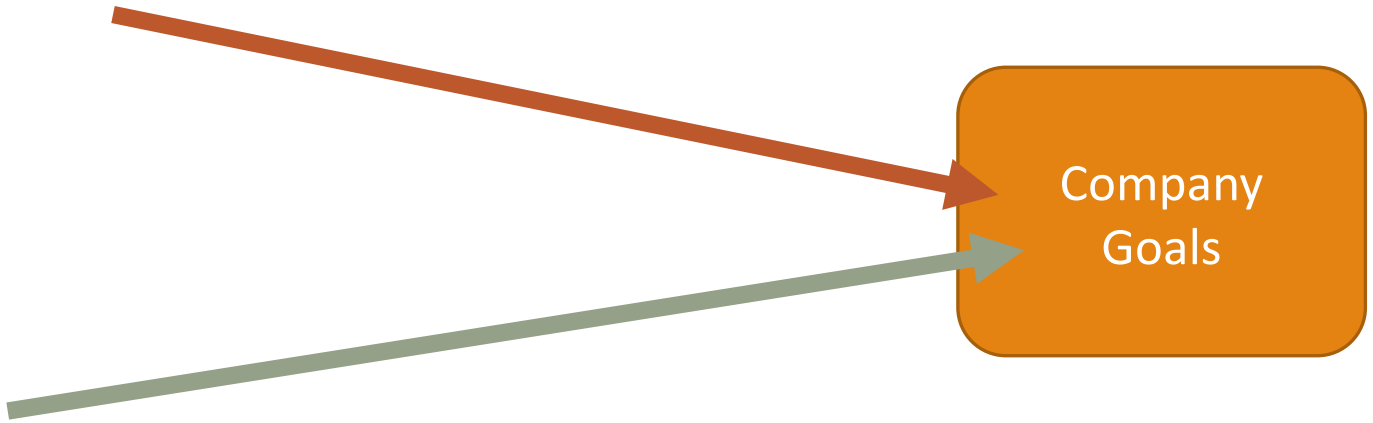
Working in Silos

Safety

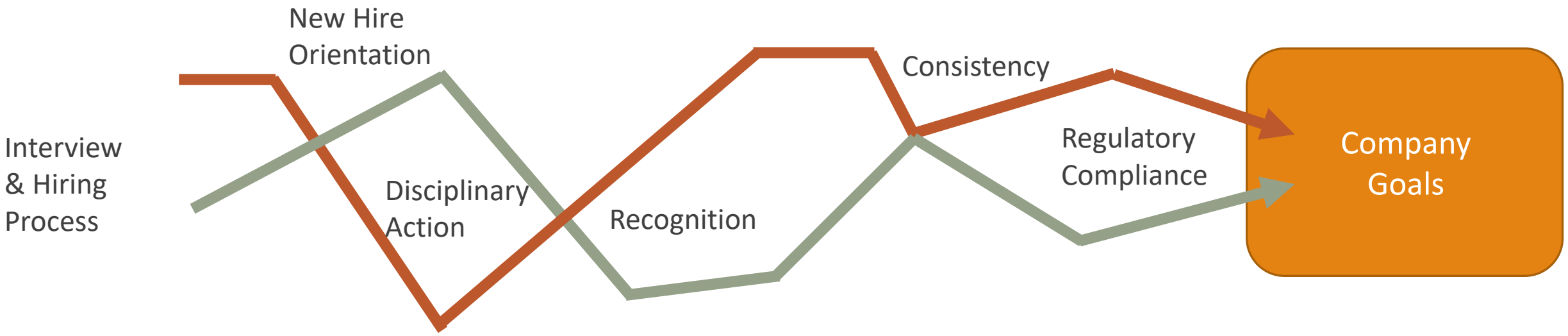
- Implement strategies to prevent incidents
- Train employees
- Enforce safety rules
- Comply with regulations

HR

- Hire and fire employees
- Improve overall retention
- Support workforce and supervisors
- Comply with regulations



Intersections



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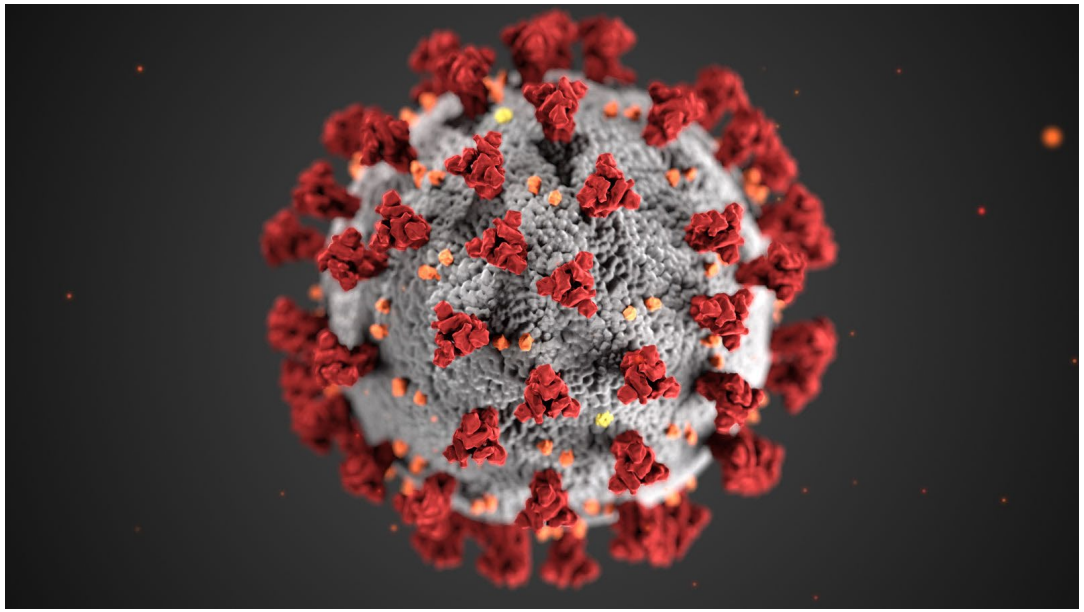
COVID - 19



HR and Safety had to work together to:

- Figure out how to bring employees back to the workplace
- Determine how to protect employees
- Implement strategies to reduce the likelihood of spread
- Develop policies
- Train employees
- Enforce the guidelines
- Adjust as the situation and the regulations change

How were companies able to succeed?

- Everyone was talking about it
- Consistent controls were developed and implemented
- The controls were enforced

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Engage HR

Program Development
- Create consistency

Safety Committee

Facility walk-throughs and employee safety observations
- New/different set of eyes

Interviewing and Hiring

Attempt to get applicants to talk about their prior experience and feelings about safety.

- What was safety like at the last Company you worked for?
- What role did you play in safety in your previous positions?
- How can you help keep yourself and others safe at work?

Prehire Medical/Drug Screening

- Medical Requirements for hiring should be job specific
- Ensures the screening policy meets current state and federal regulations

Onboarding & Orientation

Describe safety as integral to the Company.

Define how each employee plays a role

Empower employees to identify and report safety concerns

- All concerns must be treated as serious and require follow up

HR can help lay the groundwork

Before an accident occurs:

- Establish protocols
  - What clinic is used?
  - Who provides transport?
  - Who needs to be notified?
  - Is this incident OSHA reportable?

HR can help find your allies

Before an accident:

Establish Relationships

- With medical providers
  - Communicate your return to work policy
  - Have job descriptions available
- With the fire department and first responders
  - Make sure they are familiar with the layout and hazards

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HR can be a team player

Accident Investigation

- Coordinate
  - Who is responsible for managing claims?
  - Who is responsible for investigating the accident?
- HR needs to understand operations for the Accident Investigation to be meaningful
- HR and safety should complete the AI together
  - Identify root cause
  - Determine appropriate corrective action (countermeasures)

HR can help show that you care

Post Accident

Communicate with the injured worker

- Send “Get Well” cards
- Find out if they are happy with their medical treatment and act as an advocate with the Insurance Company
- Make them feel important, even when they cannot work
- Collect information shared – activities, indications that they may be ready to RTW, etc.

HR can help manage the claim

Post Accident, cont.

Stay informed

- Communicate with the Insurance Company
  - Have all of your paperwork in order
  - Share your concerns, and anything learned in the AI that may be relevant to the claim
  - Notify them if other employees report red flags
    - The insurance company will determine if something is compensable.
    - The insurance company will determine if red flags can be further investigated based on the law

Follow up on status until the claim is closed

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HR can provide guidelines

What to do when there is an accident

- Give managers a process to follow

Managers' responsibilities

- Recognize and correct hazards
- Enforce safety rules
- Listen to employees

HR can help with employee relations

Having an injury does not make someone a bad employee

- AI should never list the cause as “Employee did not follow safety guidelines.”
- Why, why, why, why, why?
  - Culture
  - Barrier
  - Failure to Communicate
    - Always explain the WHY behind new policies

HR can hold employees accountable

Communication

- Talk to employees about accidents that occur
- Listen to their concerns
- Explain the WHY

Safety is incorporated into employee evaluations

- Reinforce the Company's commitment to employee safety
- Use safety observations and open communication to reinforce Company expectations

HR can help improve your results

Good behavior has to be reinforced.

Good behavior has to be reinforced.

Recognize it

Good behavior has to be reinforced.

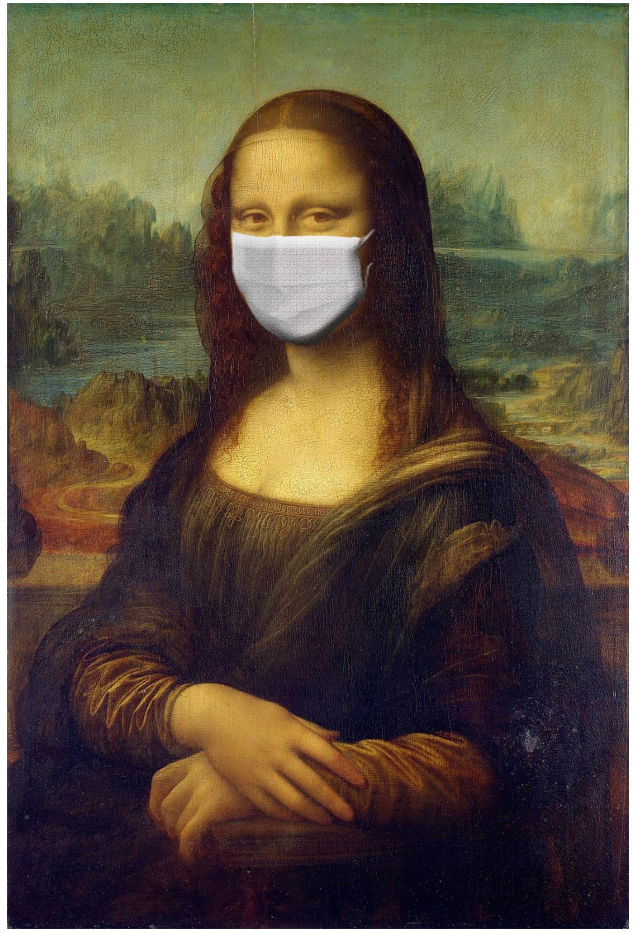
Discuss it

Good behavior has to be reinforced.

Use reminders

Good behavior has to be reinforced.

Be the example



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Summary

- HR and Safety Intersect
- How we got it Right
- Finding Folks
- Safety is a Value
- Managing Claims
- Communication
- Reinforce the Good

Discussion and Questions

Thank you!

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