The Intersection of Safety & HR

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Content Disclaimer

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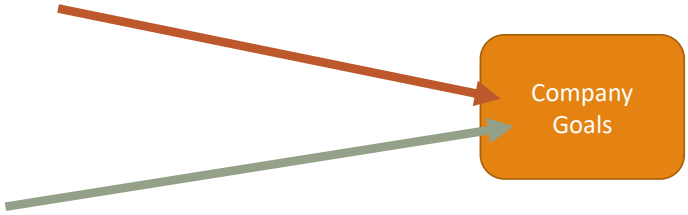
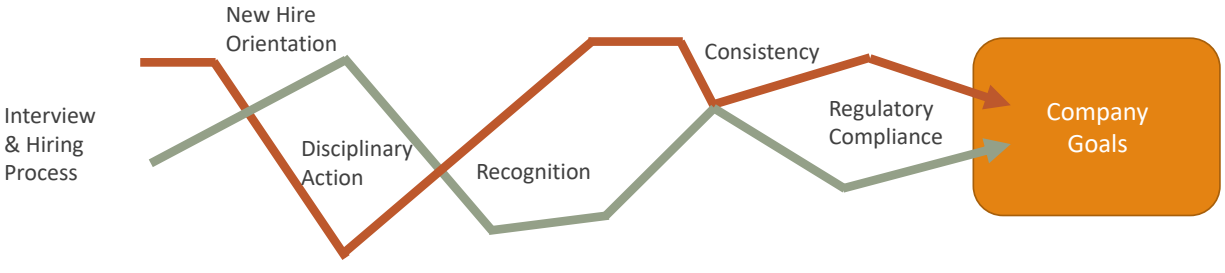
Working in Silos

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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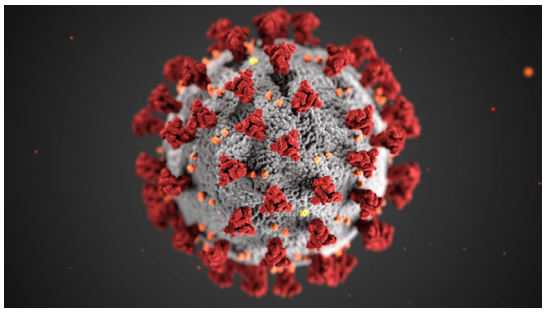
COVID - 19



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

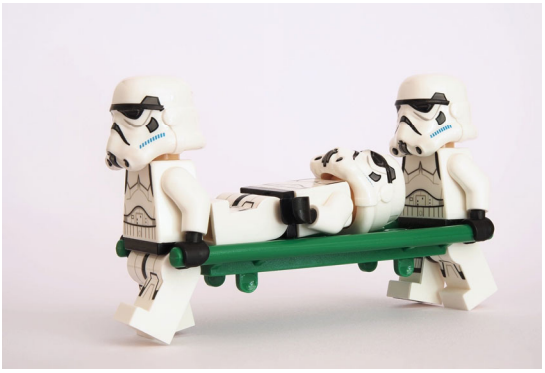
- All concerns must be treated as serious and require follow up

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?



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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.

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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.

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Good behavior has to be reinforced.

Recognize it

Good behavior has to be reinforced.

Discuss it

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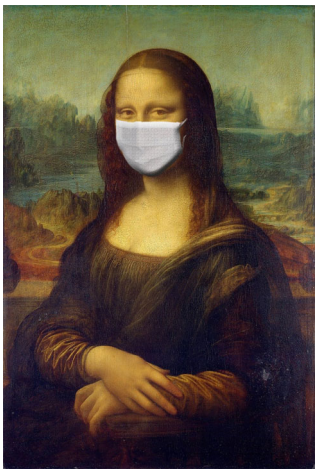
Good behavior has to be reinforced.

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

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Discussion and Questions

Thank you!

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