

HSEEP H.O. #5

10/11/12

# Employee's Perspectives on Safety Improvement

## Looking More Closely Employee's Identify

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1. Streamline the Safety System
  - A large volume and repetition of safety information
  - Safety information that is irrelevant to their work
  - Regulations difficult to understand
  - Hard to keep track of updates to regulation
  - Many safety programs and initiatives add too much complexity
2. Set clear expectation and accountability
  - Consistent standards, expectations regardless of position
3. Prioritize safety over production, costs and schedule.
  - Perception that pressure to meet production deadlines undermines safety

# Employee's Perspectives on Safety Improvement

## Looking More Closely Employee's Identify (cont.)

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4. Reduce fear of retaliation for reporting safety concerns
  - Perception that retaliation takes on subtle and hidden forms
5. Improve resolution of reported problems.
  - Too complicated, too much paperwork, too slow
6. Address staffing and skill deficiencies resulting from layoffs.
  - Belief that layoffs increase the risk for safety incidents.
7. Increase communication across units and between management and workers
  - Top down and laterally, to effectively reach first-line employees
8. "Listen to the workers".
  - Senior Management needs to spend more time on the floor and increase interaction with workers.