Current Myths, adoption of PtD

• Myths
  ✓ Cost/benefit ratio unfavorable
  ✓ Limited benefits in production
  ✓ Operational scheduling disruption
  ✓ Tooling cost increases

✓ OSHA recordables
  ✓ Loss time
  ✓ Days Away from Work
  ✓ Litigation legal
Indirect cost

1. Time lost from work by injured employee.
2. Loss of Efficiency due to break-up of crew.
3. Training cost for new/replacement workers.
4. Damage to tools and equipment.
5. Time damaged equipment is out of service.

6. Loss of production for reminder of the day.
7. Damage from: fire, water, chemical, explosives, etc.
8. Failure to fill orders/meet deadlines.
9. Overhead cost while work was disrupted.
10. Other miscellaneous cost (100 other items of cost may appear one or more times with every accident).

Unknown cost: Human Tragedy, Morale and Reputation.
Organizational Safety Culture

• Culture defines what's possible
  – Reality (what is perceived)
  – Important (what is of Value)
  – Possible (Freedom of choice)

• Creating an
• Achievement oriented
• Relation based
• Endeavour
Employee Involvement

- Worker non-participation is the “lost opportunity” for Occupational Health & Safety programs.
- Are on site all day, every day
- Know the process and problem of normal operations
- Ideas about solutions
- Can verify whether fixes actually work
Defining Rolls

Within PtD Training:

– Defining expectations and responsibility's
– Communicate to workers about PtD and how it relates to them.
– Create Worker Owned Structure
  • Most wise to have Management /Worker co-chairs within the working group.
  • Employee auditors
    – Verifying and evaluating hazard corrections
  • Perform safety audits
  • Conduct peer training with co-workers
Worker Participation Value

Operational understanding, production cycle

Creates a Force multiplier/Stake Holder

Practical application, with operator input

An vested interested, career

Resource for profit, not just an investment
Corporate Benefits

- Worker compensation reduction
- Production scheduling consistency
- Environmental programs
  - Regulatory compliance
- Production cycle improvements
- Quality enchantments
- Community relations
Defining PtD Benefits

• Sustainability
  – Structured guidance
  – Over the entire life cycle
  – Continuous improvement
  – Adopt as part of lean.

• Company gains a competitive advantage over there competitors.
  – Production changes (< cycle time)
  – New tooling (> production)
  – Efficiency (>total process improvement)
Tangible Impacts

Correlation of Improvement

Production Vs. Recordable Injuries

- TCIR
- Units Produced
- Units

Program implementation Vs. Injury Reduction

Leading and Lagging Indicators
So why should we change our focus?

The causes of tomorrow’s events exist today!

Expectation is what you want,
Standard is what you accept to get the job done

A focus on Leading Indicators will directly impact the drift!
What's Next

• Barriers
  – Equipment Suppliers buy in
    • Include EH&S performance expectations in the procurement, purchase orders and contracts.

• Outreach
  – Trade schools
  – Unions
  – Universities / University of New Hampshire (UNH)
  – Company new hire orientation training
  – VPPPA Regional National conferences / Region 1 2011

• OSHA
  – Adopting as a performance standard in 2014

“If you always do what you’ve always done, You’ll always get what you’ve always got”

Anthony Robbins