

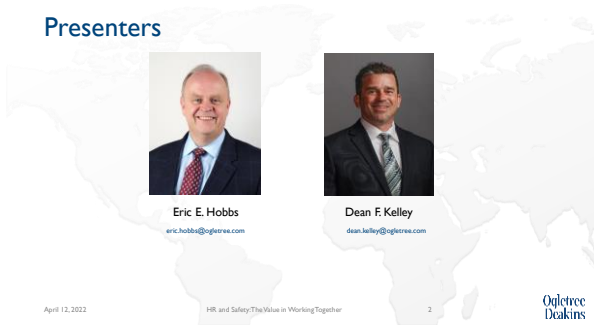



Presented by:
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What Do You Think?

- “HR just handles the workers’ comp claim.”
- “Sure, HR can take care of the counselors, but that’s it.”
- “I don’t want HR involved. They don’t understand safety.”
- “HR is just for when we need to write up someone or if there is a pay issue.”

What Do You Think?

- “Safety is about only OSHA compliance.”
- “Safety doesn’t understand the larger EEO culture.”
- “Safety is a bull in a china shop when it comes to HR issues.”

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Focus

- This presentation challenges HR and safety professionals to consider how they can improve the value they add to one another before and after tragedy strikes.
- These discussion questions invite you to consider what specific areas of safety might benefit from HR’s deeper involvement and vice versa.

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But, First, Some Context

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4 Things Every Employer Needs

- These avoid accidents and keep OSHA away!
- Policies
- Training
- Compliance
- Enforcement

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Employer and HR Duties

- Employer Duties
 - Maintain a safe workplace
 - Record some things
 - Report others
- HR Duties
 - Enforcement
 - Compliance
 - Help surviving employees, family
 - Deal with media?

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How Can HR Add Value to Safety?

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Before Tragedy Strikes

- Recruiting
- Hiring
- Training
- Disciplinary Action
- Temp Agencies/Workers

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Recruiting

- What does recruiting have to do with safety?
- What message does the company send about safety?
- What is the company's safety record?
 - How can you find out what applicants / candidates can see about your safety record?
- Have there been any major incidents that would impact recruiting?

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Hiring

- What pre-hire screening processes are in place and why?
- Does your hiring process value safety or just getting a "warm body" hired?
- Does HR know what the primary hazards employees will face are and how the company addresses them?
- What role does safety have in hiring?

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Training

- Does HR know what safety training is required?
- Does the company have a learning management system (LMS) or some platform for tracking training?
- Does the safety training matter? How can HR and safety help ensure the training is not just “pencil-whipped?”
- Is safety training integrated into other HR training or is it separated? Should it be?

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Training

- Are your managers and supervisors familiar with the training provided new workers?
- Are your managers and supervisors trained to manage and supervise for employees for behavior consistent with their safety training?
- Is the performance of your managers and supervisors evaluated in part based on the effectiveness of their safety supervision? (NOT on recordables!)

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Disciplinary Action

- How does the progressive disciplinary policy apply to safety infractions?
- What infractions deserve higher levels of disciplinary action? How about near misses?
- Are workers disciplined for the “little things” like wearing PPE and using seatbelts?
- How do you treat workers who are caught “doing it right?”

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Temp Workers

- What is the relationship between the company, the staffing agency and the temp worker?
- Who is responsible for safety?
- Does the staffing agreement address safety responsibility?
- Are temp workers trained the same as employees? By whom?
- What hazards are greater for temp workers than they are for others?

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After Tragedy Strikes

- HR's role and safety's role
- The family
- Co-workers
- The accident investigation
- Leave and benefit issues
- Disciplinary actions
- Internal reporting

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What is HR's Role

- What is HR's role after there has been a serious injury or fatality?
- To focus on the family and co-workers?
- How can HR avoid being relegated to just handling the worker's compensation claim?

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The Family

- What support do they need?
- How can HR maintain appropriate contact?
- Can the company really pay for the funeral or any uninsured medical costs?
- Does the family need professional help? Counselors?

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Workers

- Should HR take the lead on providing immediate professional counseling for workers impacted by the accident?
- What works best – the employee assistance program (EAP) or private counselors?
- How do you handle leave requests by those not injured, but who were impacted?
- How do you help workers return to work?

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The Accident Investigation

- Does HR have a role in the post-accident investigation?
- What records can HR help generate, locate, and organize?
- What professional experiences can HR offer for the safety team conducting the investigation?

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The Retaliation Investigation

- What is safety's role in the retaliation investigation?
- What records can safety and HR help generate, locate, and organize?
- What professional experience can HR offer the safety team conducting the investigation and vice versa?
- How do HR and safety coordinate when the retaliation complaint includes possible EEO discrimination implications?

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Leave Issues

- Could this be an area where HR can provide the most value?
- Does the company have any paid or unpaid leave obligations for the injured worker?
- How about for others impacted, but not injured?
- Who collects and maintains any necessary medical information?
- What non-leave benefits plans are implicated?

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Disciplinary Action

- Following the accident, who makes the disciplinary decision if a safety rule was violated – even if by the person who was injured?
- What polices or procedures have been violated in the past by the same worker – or others in the same position?
- What level of discipline is appropriate?
- Is a last chance agreement appropriate where safety is at stake? Who decides?

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How Do You Convey Value?

- Go back to the “4 Things”
- HR and safety should discuss them all – before tragedy strikes.
- Ask questions about how HR and safety can team up – and then present ideas from today.
- Suggest a simulation to “pressure test” the plan and offer to help organize and execute the simulation together.

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Questions?



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Thank you!

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