

Safety Works for Small Business Too!

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A Special Trades Trust Member located in Western, NY was presented with the challenge of redeveloping their company safety rules and implementing new safety practices to support a revitalized company commitment to safety and culture promoting employee safety performance. The member took advantage of a partnership with NYCM's Loss Prevention Consultants to accomplish these critical goals.

BUSINESS ISSUES

If you're a small business owner, you know the most difficult thing is being able to do everything, all the time. When you can't be everything to everybody it is usually the safety program that suffers first - exactly what happened to this eight employee residential/commercial construction company.

Through the course of conducting business, this member realized that the company safety program had slipped into relative "non-existence". A spate of small non-recordable injuries and two large claims incurring \$46,000 within a 24 month period highlighted this fact. The member feared things would get worse and that he would be overwhelmed in any effort to reverse this negative trend and instill a much needed sense of personal accountability for safety. What they needed now to make it all work was good policy and better execution.

ACTION TAKEN

Creating a Safety Coordinator position to initiate the development of some basic rules and performance expectations for the company safety program by partnering with Loss Prevention was the first order of business. Next was to take advantage of the many safety training and development tools available to members at *no charge* that makes creating written plans very straightforward.

NYCM provides unfettered member access to JJKeller Online; Prospera HR Resources Tool as well as the NYCM's own SHAPE® Return to Work tools and a myriad of trade related safety materials online.

What the company safety coordinator found was a wealth of resources for quick, accurate information and was able to quickly download and customize training, toolbox talks, and written policies.

Policy was developed that included Safe Work Rules and the proper selection and utilization of *PPE*. Additional policy covered Injury Reporting, Accident Investigation and Documentation and a Return to Work policy. The member also partnered with local occupational medical providers to establish a relationship that would ensure company employees received prompt and effective medical intervention with the goal of returning them *safely* back to work.

Rolling out new policy and practices was accomplished through a series of weekly toolbox talks and other group meetings designed to communicate the company's new safety expectations. Employee Job Descriptions were easily developed using the Prospera HR Web Tool and they included working safely as a condition of employment.

NYCM provides access to this human resource web solution for members as it greatly simplifies the process of customizing job descriptions, HR Policy and serving as an up to date information source on all relevant HR matters concerning employees. Last, but not least, a safety related incentive program was started to help reinforce and promote safety.

CHANGES THAT RESULTED

This member has not had an injury or claim in 6 months since rolling out the new safety initiatives. Accountability was established through owner commitment, reinforcement of policy and vigilant enforcement of work rules.

It is now common practice for employees to wear PPE even when the boss is not around. Our member is now confident that the basic mechanics of a successful self-sustaining safety program are in place and producing results!

NYCM Loss Prevention encourages members to actively promote safe work practices and using the many training tools provided free with membership. Implementing an effective safety and loss control program not only has proven to provide cost-saving competitive advantages, but improves overall business efficiency and productivity too.

NYCM's website is www.workerscomp.com.

Select the member logon button and register as a user. This registration verifies your membership and gives you access to these valuable safety tools.

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