

Leadership & Risk Management

SAFETY MATTERS

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Do you have time for SAFETY ?

- Directors, Managers, Supervisors and Forman are accountable to train and make employees aware of the inherent dangers associated with this type of business.
 - Equipment Safety
 - Managements Responsibility
 - Operator Responsibility and Accountability
 - Incentivizing Safety



Equipment Safety

- Do certain types of equipment have better safety records than others?



- Inspections
 - Daily operator
 - 1st line of defense
 - Spot check intervals
 - Preventative maintenance
 - Costly long term down time



Managements Responsibility

- Training Tools
- Root Cause Analysis
- Culture Change
- Equipment Management



Operator Responsibility and Accountability

- Accountability

➤ Accountability is an external force. It's where a leader imposes consequences for failing to meet obligations, or offers rewards if you do meet them.



- Responsibility

➤ Responsibility is internal. It's being able to be trusted to do what's right when you're not being watched. This is where you hold yourself accountable and reward or punish yourself as appropriate.

Incentivizing Safety



Incentivizing Safety:

Does it work?



Incentivizing Safety

Monetary Programs

- ✓ Ineffective - Lose their appeal
- ✓ Entitlements - Expect the incentive no matter the outcome.
- ✓ Routine - People don't really pay attention to the expectations.
- ✓ Punitive - Employees can be very punitive to one another.
- ✓ Irrelevant - Often employees do not see why their company leaders think they have to pay them to work safe.

vs

Recognition Program

- ✓ Make safety a core value
- ✓ Commit management to worker safety
- ✓ Involve employees in the safety process
- ✓ Set high expectations for safety
- ✓ Allow employees to set safety goals

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