Leadership & Risk Management

SAFETY MATTERS

Gene Ginn, MPA City of Lakeland Solid Waste Manager March 21, 2019

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?



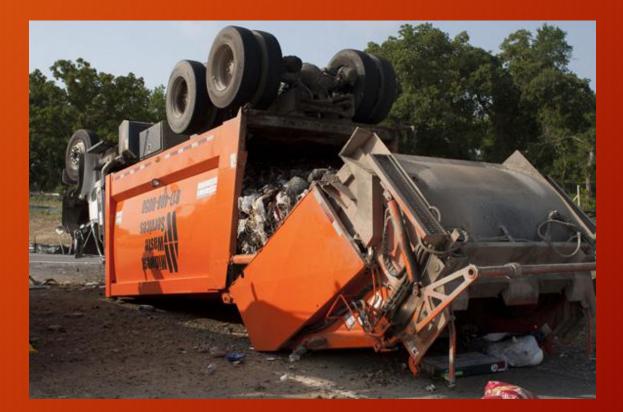
Inspections
 Daily operator

 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

• Responsibility

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 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

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.

Recognition Program

✓ Make safety a core value

VS

- 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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