



Safety and Health Management Systems

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Topics of Discussion

What is a safety and health management system?

Is it required?

What are the elements a SHMS?

Does your establishment have one?

Is it implemented? If so, how do you know?

Is it working?

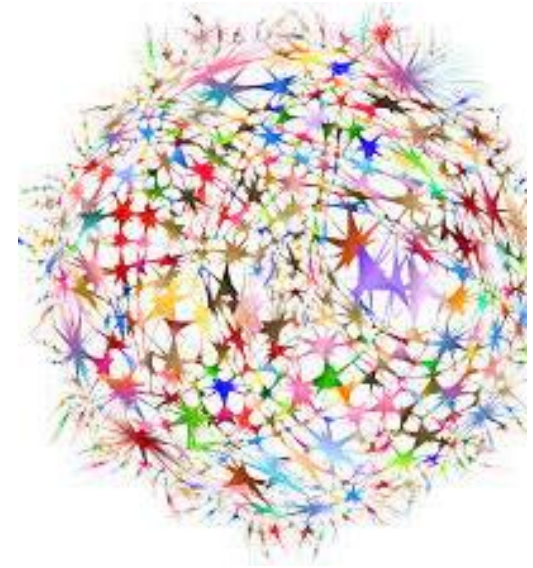
Can you prove it?



What is a Safety and Health Management System (SHMS)?

1st...What is a **System**?

...a group of interacting or interrelated elements that act according to a set of rules to form a unified whole. A system, surrounded and influenced by its environment, is described by its boundaries, structure and purpose and expressed in its functioning.



Reference: Wikipedia

Is a Car a System?



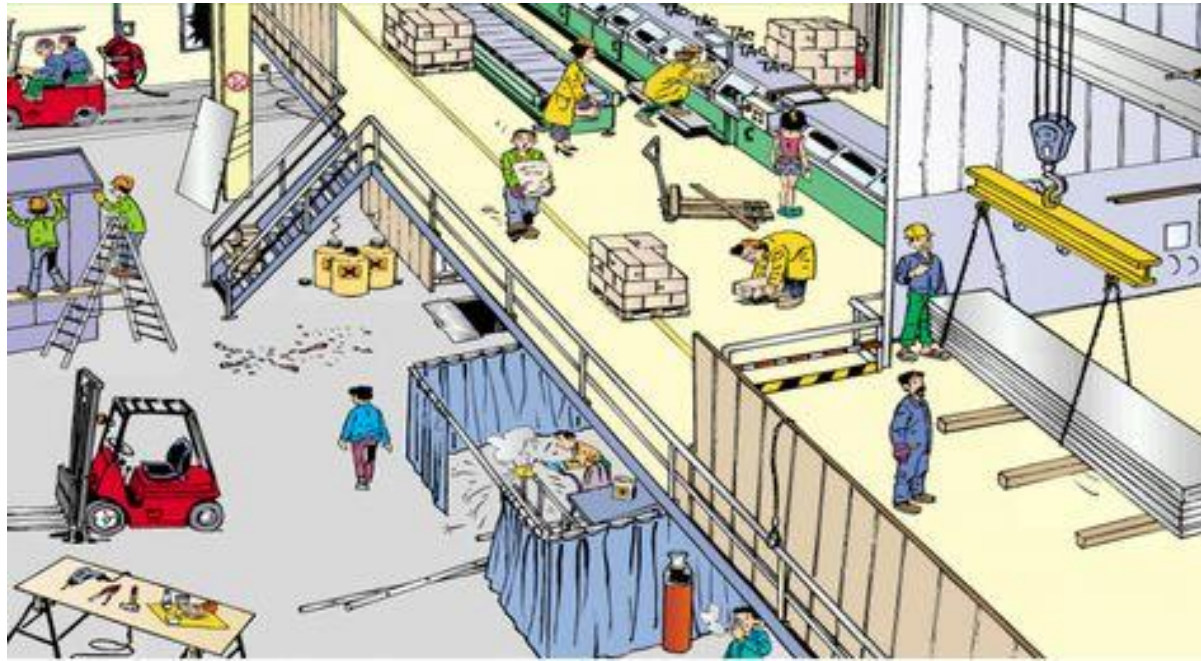
Is a Car a System?



Is a Car a System?



Safety and Health Management System



Is a SHMS Required?

Required?

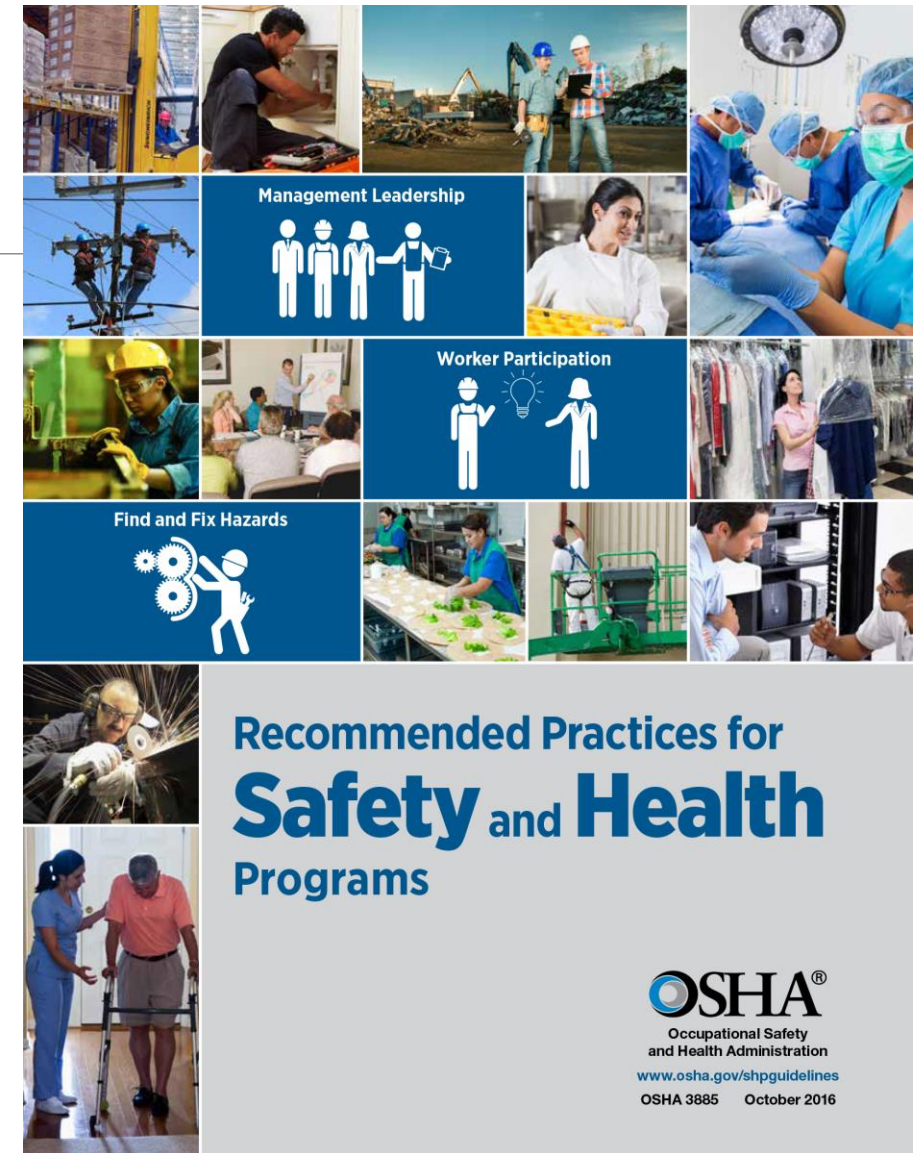
General Industry

Construction

Specific topics

OSHA penalty calculations

Liability



Safety and Health Management System



SHMS Elements

Core Elements of the Safety and Health Program Management Guidelines

Management Leadership

- Top management demonstrates its commitment to continuous improvement in safety and health, communicates that commitment to workers, and sets program expectations and responsibilities.
- Managers at all levels make safety and health a core organizational value, establish safety and health goals and objectives, provide adequate resources and support for the program, and set a good example.

Worker Participation

- Workers and their representatives are involved in all aspects of the program—including setting goals, identifying and reporting hazards, investigating incidents, and tracking progress.
- All workers, including contractors and temporary workers, understand their roles and responsibilities under the program and what they need to do to effectively carry them out.
- Workers are encouraged and have means to communicate openly with management and to report safety and health concerns without fear of retaliation.
- Any potential barriers or obstacles to worker participation in the program (for example, language, lack of information, or disincentives) are removed or addressed.

Hazard Identification and Assessment

- Procedures are put in place to continually identify workplace hazards and evaluate risks.
- An initial assessment of existing hazards and control measures is followed by periodic inspections and reassessments to identify new hazards.

Hazard Prevention and Control

- Employers and workers cooperate to identify and select options for eliminating, preventing, or controlling workplace hazards.
- A plan is developed that ensures controls are implemented, interim protection is provided, progress is tracked, and the effectiveness of controls is verified.

Education and Training

- All workers are trained to understand how the program works and how to carry out the responsibilities assigned to them under the program.
- All workers are trained to recognize workplace hazards and to understand the control measures that have been implemented.

Program Evaluation and Improvement

- Control measures are periodically evaluated for effectiveness.
- Processes are established to monitor program performance, verify program implementation, identify program deficiencies and opportunities for improvement, and take actions necessary to improve the program and overall safety and health performance.

Coordination and Communication on Multiemployer Worksites

- The host employer and all contract employers coordinate on work planning and scheduling to identify and resolve any conflicts that could impact safety or health.
- Workers from both the host and contract employer are informed about the hazards present at the worksite and the hazards that work of the contract employer may create on site.









Management Leadership

Demonstrates commitment to safety and health

Continuous improvement

Sets goals and objectives

Responsibilities and accountability

Provide resources



Worker Participation

Involved in all aspects of program

Understand roles and responsibilities

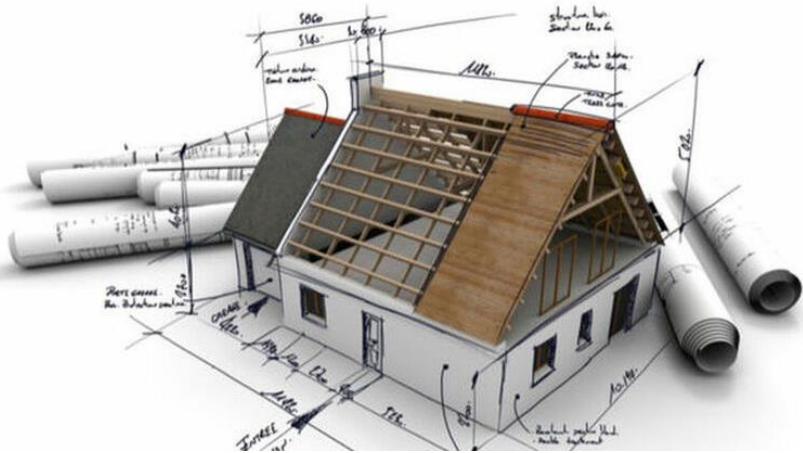
Encouraged and have means to communicate safety and health concerns with no retaliation

Potential barriers?





Glossary of building terms



OSHA Whistleblower Program

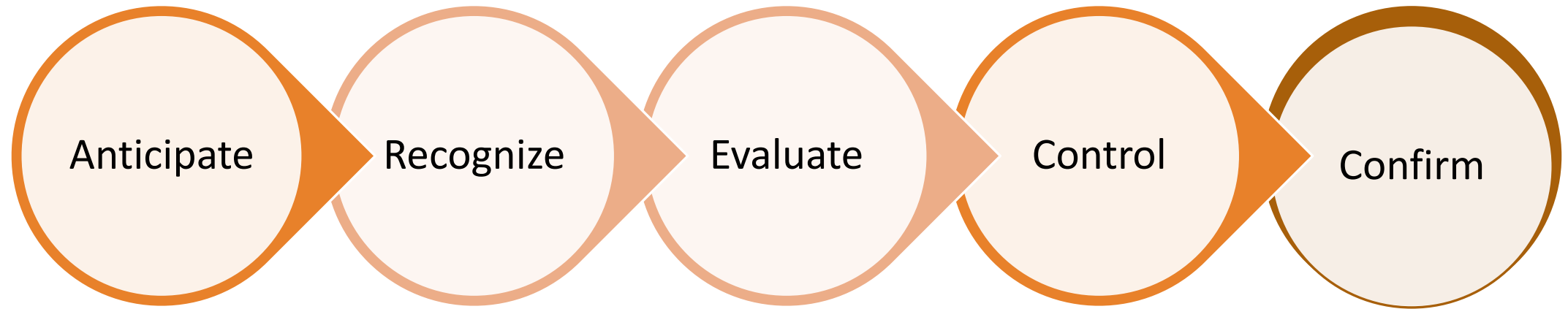


Job Safety Analysis

Job Task:		Prepared By (Name/Title):	
Project Location:		Reviewed by (Name/Title):	
Contract Number:		Date Prepared:	
Job Steps	Potential Hazards	Recommended Procedure	
Equipment Used	Training Requirements Competent or Qualified Personnel Name(s)	Inspection Requirements	

Activity Hazard Analysis

Activity/Work Task:	Overall Risk Assessment Code (RAC) (Use highest code)					
Project Location:	Risk Assessment Code (RAC) Matrix					
Contract Number:	Severity	Probability				
Date Prepared:		Frequent	Likely	Occasional	Seldom	Unlikely
Prepared by (Name/Title):	Catastrophic	E	E	H	H	M
Reviewed by (Name/Title):	Critical	E	H	H	M	L
	Marginal	H	M	M	L	L
	Negligible	M	L	L	L	L
Notes: (Field Notes, Review Comments, etc.)	Step 1: Review each "Hazard" with identified safety "Controls" and determine RAC (See above)					
	"Probability" is the likelihood to cause an incident, near miss, or accident and identified as: Frequent, Likely, Occasional, Seldom or Unlikely.			RAC Chart		
	"Severity" is the outcome/degree if an incident, near miss, or accident did occur and identified as: Catastrophic, Critical, Marginal, or Negligible			E = Extremely High Risk		
	Step 2: Identify the RAC (Probability/Severity) as E, H, M, or L for each "Hazard" on AHA. Annotate the overall highest RAC at the top of AHA.			H = High Risk		
					M = Moderate Risk	
					L = Low Risk	
Job Steps	Hazards	Controls			RAC	



Hazard Prevention and Control

Prevention versus protection

Develop a plan

Implementation

Monitor effectiveness

Incident investigation



Hierarchy of Controls

Most
effective



Least
effective

Elimination

Physically remove
the hazard

Substitution

Replace
the hazard

**Engineering
Controls**

Isolate people
from the hazard

**Administrative
Controls**

Change the way
people work

PPE

Protect the worker with
Personal Protective Equipment

Training versus Education

Employers, managers, supervisors and employees

Understand the SHMS – roles and responsibilities

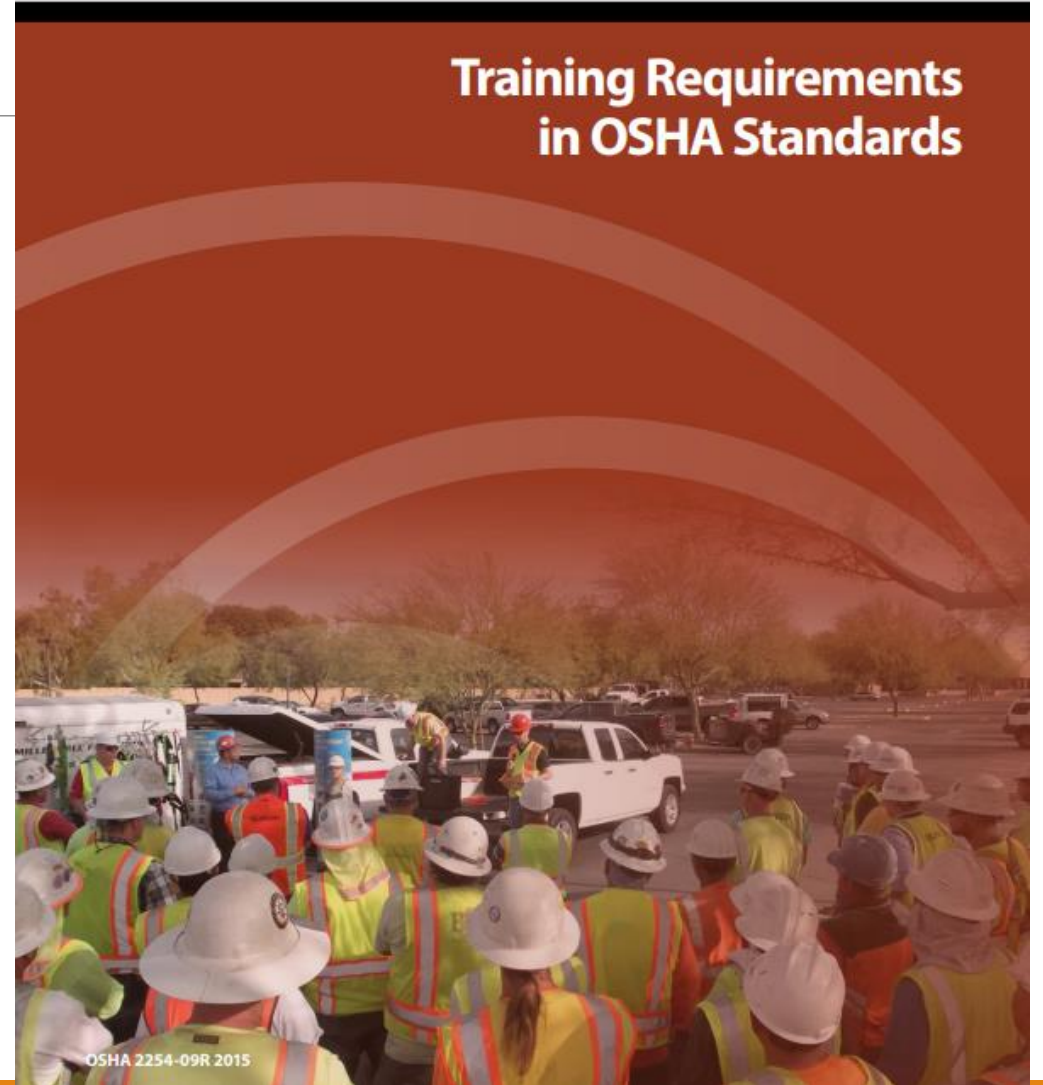
Specialized training – authorized, competent, qualified

Hazard recognition and controls



Understandable!

Training Requirements in OSHA Standards



Coordination and Communication

Host-employers, contractors and staffing agencies

Provide same level of safety and health to all employees

Host employer establishes qualifications and specifications

Coordination – BEFORE work begins

Good communication between all parties – hazards/controls







Program Evaluation and Improvement

Continuous

Periodic

Personnel input

Timelines

Post-incident

Change – regulatory, design, advancements

Chronologically
Gifted

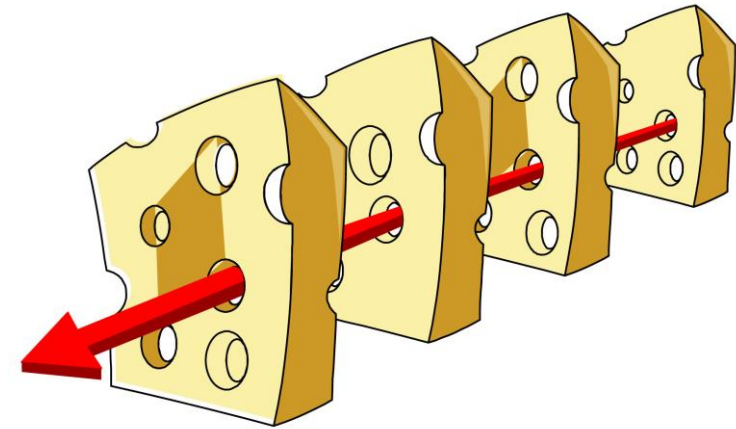
Lagging Indicators

Number and severity of injuries and illnesses

Results of worker exposure monitoring

Workers' compensation data

Holes in your system



Leading Indicators

Level of worker participation

Employee safety suggestions

Hazards, near misses and first aid cases reported

Management walkthroughs

Hazards identified in inspections

Workers completing training

Timely completion of corrective actions and preventive maintenance

Worker feedback obtained

Performance and Progress

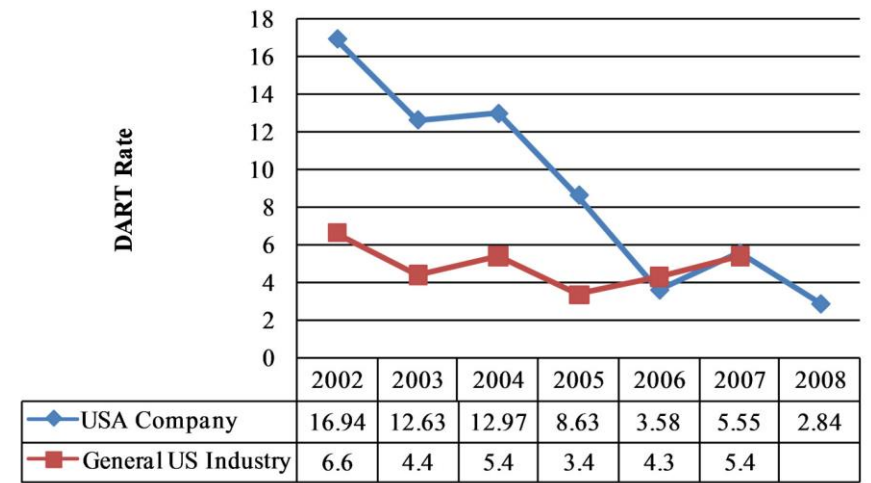
Analyze performance indicators and evaluate progress

Share results with workers and invite input

Compare results to similar facilities

- Within your organization
- Other employers
- Throughout industry

Average DART Rate in USA company & General industry



Does your Establishment have a SHMS?

Is your SHMS Implemented?
How do you Know?

IF YOU DIDN'T
document it,
IT DIDN'T
HAPPEN

Is your SHMS Working?
Can you Prove it?

My Favorite Sayings

Safety is not first, it is always!

Safety must be built into productivity!

One size does not fit everything!

Change is not your friend!

Prior proper planning prevents poor performance!

S A F E T Y
matters

Summary

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Thank you for your time!



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