

# Safety and injury prevention

At SAIF, our vision is to make Oregon the safest place to work.

## Compliance vs. safety

A compliant workplace may not be safe, and a safe workplace may not be in compliance. You must focus on both of these issues to have a successful safety system.

## Strategy for reducing injuries



**The best way to prevent injuries:** Identify the hazards and consider the risks before taking action.

## Strategies for reducing injuries

### Hire the best workers

- Use written applications
- Conduct pre-employment drug testing
- Check references and background
- Identify safe work practices for each job
- Check DMV records
- Provide accurate job descriptions

### Provide training and set expectations

- Establish new employee orientation
- Conduct specific training for all job tasks via demonstrations
- Train for all new job assignments
- Verify comprehension through assessments

### Hold workers accountable

*Management responsibilities:*

- Train, demonstrate, and enforce proper behavior
- Monitor behaviors and processes designed to prevent injuries and illnesses
- Analyze all injuries and incidents and make corrections
- Develop a hazard identification and control process
- Establish and implement a progressive discipline policy (Contact us for a sample.)

### Provide feedback and open communication

- Maintain open lines of communication
- Have supervisors act as coaches
- Reinforce things that are working well
- Seek to understand when workers don't follow procedures
- Create a process for workers to report and resolve issues

### Retain skilled workers

- Did you know? 40 percent of claims are for workers on the job less than one year
- Give positive reinforcement
- Show appreciation for individual and team safety achievements
- Maintain worker enthusiasm

### Key factors in retaining workers (in order)

- Good relationships with co-workers
- Job security
- Desirable commute
- Desirable working hours
- Work/life balance
- Sufficient mental stimulation and challenges
- Attractive benefits
- Good relationships with managers
- Attractive compensation
- Adequate recognition and appreciation

## Positive safety culture

### Attributes

**ATTITUDE** Seek success rather than avoid failure

**VALUES** Safety is a value, not simply a priority

**IDEALS** All injuries are preventable; aim for 0 injuries

### Characteristics

**NOT STATIC** Your safety culture is not static. It requires constant work, and if you're working on it, it's likely getting better.

**TEAMWORK** Employees feel a responsibility for the safety of their co-workers.

**SUPPORT** The organizational culture supports employees who act on that responsibility.

**EMPOWERMENT** Workers have a strong sense that they have the ability to do what's required of them.

## Resources

### SAIF:

[saif.com](http://saif.com) > Employer Guide > Safety

Or call us at **800.285.8525**

**Oregon OSHA:** [orosha.org](http://orosha.org)