

Controlling your insurance costs

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

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

[Learn more](#)

For more information visit, saif.com/safety

Or call us at **800.285.8525**

Oregon OSHA: orosh.org

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.