

SAFETY PILLAR

VISION FOR THE FUTURE

PCRWRD places a major emphasis on safety throughout the organization. A strong Safety Pillar ensures that working conditions at all facilities are safe and up to standards; that employees are trained and accountable for consistently implementing safe protocols and procedures; that safety data is consistently monitored; and that the Safety Program is continuously improved.

PCRWRD's vision is to have a "zero accident" safety culture. To achieve this vision over the next five years, the department will develop a standardized Department Safety Plan in collaboration with a broad cross section of employees to guide departmental policies and procedures. An expanded Safety Training Program will also be designed and implemented to ensure consistent understanding of and commitment to implementing the Safety Plan goals. Creating a safety culture in which every employee embraces safety as part of his or her daily job is paramount to achieving the vision. Developing transformational leadership skills and a collaborative approach to identifying safety hazards, hazard control mechanisms, preventions, and corrective actions are key objectives for creating a safety culture.

OPPORTUNITIES

Procedures

The definition of consistent standards and procedures (e.g. lock out tag out [LOTO], confined space entry, etc.) across the department is critical to achieving measurable performance results.

Safety Plan

There are many facets to safety that span the entire organization. Field staff and office staff all face safety challenges. A plan to address the policies, goals and procedures for safety among different employees in different working conditions is essential to achieving the vision of zero accidents.

Safety Culture

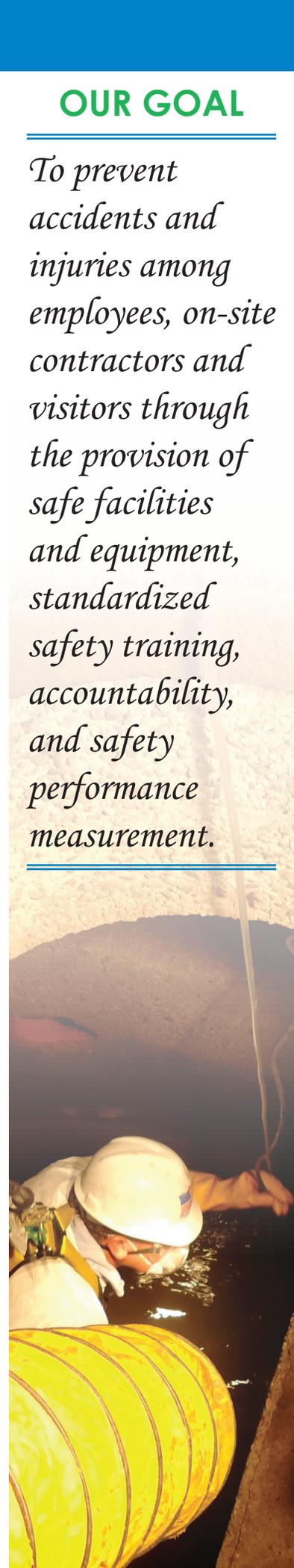
To ensure adoption of department-wide safety policies, goals, and procedures, a Safety Plan that is owned by the many people who will implement it is needed. Collaboration among a broad cross section of subject matter experts in defining program goals, needs, procedures and solutions is essential to the successful implementation of the Safety Plan and the creation of a department-wide safety culture.

Training

Training is needed to facilitate a change in culture that ensures that safety is embraced by everyone. Supervisors in particular play a key role in mentoring their employees.

OUR GOAL

To prevent accidents and injuries among employees, on-site contractors and visitors through the provision of safe facilities and equipment, standardized safety training, accountability, and safety performance measurement.



KEY PERFORMANCE INDICATORS

Number of recordable injuries



MAJOR PROJECTS AND PROGRAMS

Safety Net Committee Phase I

The department Safety Committee and certain subject matter experts will collaboratively develop the Safety Plan and will track leading and lagging safety indicators. They also will perform safety reviews.

Safety Plan

The Safety Plan will incorporate a safety mission, safety values and safety rules. Intranet access and standardized programs will provide information on such topics as Fall Protection, Confined Space Entry, Hot Work, ARC Flash, Job Hazard Analyses (JHA), Forklift, Work Zone/ Traffic, Lock Out Tag Out, Hazardous Communication, Contractor Safety, and others.

Development of these programs includes conducting annual program reviews, controlled documents, and standardized compliance documentation.

Specialized Trainings

Specialized trainings are being developed for supervisors who act as safety coaches and are subject matter experts in their unique areas of responsibility.

Safety Culture Promotion

Communication tools to promote a safety culture will include the Intranet, department-specific posters, articles in the employee newsletter (*The Pipeline*), safety committees, and regular safety meetings.

Standardized Safety Inspection Reporting

Standardized baseline reporting for employee and supervisor safety inspections will be implemented. Inspection reports are a leading indicator of the safety program's performance.

Job Hazard Analyses

Job Hazard Analyses define the safety controls needed for job task hazards. Pertinent safety requirements, such as supervisory inspections, will be implemented department wide. An effort to automate reporting and inspection requirements through work orders is underway and will promote increased efficiency and consistency of safety procedure implementation.

BENEFITS

Long-term benefits of the department's commitment to the Safety Pillar include:

- Awareness of safety hazards;
- Prompt corrective actions;
- Effective safety audits and inspections; and
- Reduced numbers of incidents and accidents.

An organization that focuses on safety sends the message that its employees are valued. This, in turn, can attract high quality applicants and support retention of the existing workforce.