

## SAFETY TRAINING

situation which may be remedied simply.

Telling an employee of his greater tendency to accidents may cause him to become less liable to injury, probably because the knowledge helps him to overcome failings which he has never fully realized he had.

The employer can also bring about an improvement by arranging for physical examination and medical treatment or for the correction of faulty vision. He may even be able to help correct a personal or social condition which causes the employee to be upset and hence more likely to be hurt.

Certainly, when an employer discovers that an employee does have more than his share of accidents, his first step is to make an investigation. If simple remedies do not work, help may be secured from a psychiatrist. In most cases, this step is unnecessary.

The treatment carried out by a large southern paper mill suggests what an employer can do.

This mill's management first looks for conditions surrounding an accident repeater's work which might cause him to have accidents. If such conditions are not discovered, the employee is interviewed by the division manager, who tells him that the company is concerned about his repeated accidents and asks him if he can suggest a cause or a remedy. The manager also tells him that the company is going to give him special consideration, which it hopes and believes will result in his being able to cut down the number of accidents.

The man is then given a thorough physical examination. The doctor is told of the man's record and why he is being examined. Often it is found that the man has faulty vision, for which glasses are prescribed. Faulty vision may not be directly responsible for the accidents, but it may be indirect-

ly responsible for causing fatigue, irritability, and general insensibility to conditions which would be observed by a more alert person.

The man is then enrolled in a first-aid class, not to make a first-aid-er of him, but because people who study first aid do develop safety-consciousness.

Next, a system of follow-up interviews is instituted by the safety director, who calls upon the worker and his supervisor at frequent intervals. He discusses with the supervisor the man's past and present performance. The supervisor is asked to give special attention to the man to see that he gets good job instruction and that he is not allowed to develop unsafe work practices.

This program is said to result in reduced accident rates among the people treated. The company does not believe that it is the complete answer to the matter of accident repeaters, but that it has helped to reduce the accident rate and also has done much to raise the morale and improve the efficiency of the men concerned and of their fellow workers.

The program, in brief, uses all possible commonplace remedies before trying more difficult and possibly more expensive ones.

### Conclusion

Human behavior can be influenced. It can be influenced by the example of an employer who spares no effort to create safe working conditions. It can be influenced by developing safe work procedures and by teaching these procedures and insisting on adherence to them. It can be influenced by teaching workers facts about the causes of accidents and methods of prevention. These influences are best exerted through a well-planned training program, which can solve many problems.

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