

SAFETY ORGANIZATION AND SAFETY INSPECTION

Fig. 2-3. Among a new employee's first and most important contacts are those made with fellow workers. It is important that they reflect well on company policies and practices.



Sometimes the safety man is given authority usually limited to line officials. On fast-moving and rapidly changing operations or those on which delayed action would endanger the lives of workers or others, it is not uncommon to find that the safety director has authority to order immediate changes, as in construction and demolition work, fumigation, some phases of manufacture of explosives, chemicals, or other dangerous substances, or emergency work. This authority, where granted, must be used with discretion, since the safety man will be accountable to management for errors in judgment.

Award winning programs

Among industrial organizations which are highly successful in the reduction of health and injury hazards, there are variations in safety organization and practice. These organizations, all of them winners of National Safety Council awards granted to concerns with outstanding safety records, were asked to describe the operation of their accident prevention work.

Their replies are summarized in Table 2-A. Since 45 of the 54 concerns reporting are multi-plant organizations, the replies reflect the experience of many times that number of individual plants.

That the safety plans used by these plants produce results is shown by the fact that

these safety award winners operated at accident frequencies of only one-fourth the average frequency rate in their respective industry group. In other words, their results are about four times as good as those of comparable plants in the same industries.

Training employees

No matter how well safety is engineered into a plant or a job, much of the safety of employees depends upon their own conduct. Some people work safely in dangerous surroundings whereas others have accidents on jobs that seem quite safe. Controlling people is, therefore, a necessary part of an accident prevention program.

The ordering of everything people do is neither possible nor desirable. In addition to providing direct supervision, it is necessary to influence the voluntary acts of workers by education and motivation. Much of the effort put into an industrial safety program is, therefore, directed toward educating and influencing people.

The training of the employee begins the day he goes to work (Fig 2-3). Whether or not the firm has a formal induction program, the employee starts to learn about his job and to form attitudes about many things—including safety—the first day.

The all-important problem of training employees is covered in Chapter 6 of this