

effort on the individual in the interests of safety by supervision, medical and safety departments, should be the modern keynote to the movement; it offers the field of maximum opportunity and return to the worker in safety.

ADJOURNMENT

Maintaining Interest in Safety

WEDNESDAY AFTERNOON SESSION

October 7, 1936

The causes of lagging interest in a safety program and the means of reviving this interest were discussed in the session on Maintaining Interest in Safety, which was held Wednesday afternoon, October 7.

C. B. Boulet, Personnel Director, Wisconsin Public Service Corp., Milwaukee, was chairman of the panel discussion.

Panel participants were E. W. Beck, Supervisor of Safety, U. S. Rubber Products, Inc., New York City; Roy S. Bonsib, Chief Safety Inspector, Standard Oil Co. (New Jersey), New York City; Clayton Braatz, Personnel Director, Marathon Paper Mills Co., Rothschild, Wis.; W. T. Filmer, Supervisor of Safety, Youngstown Sheet and Tube Co., Youngstown, Ohio; G. A. Kuechenmeister, Personnel Manager, Dominion Forge and Stamping Co., Walkerville, Ont., Canada; T. E. Lightfoot, Engr. in Charge of Accident Prevention and Compensation, Koppers Coal Co., Pittsburgh; G. E. Sanford, General Electric Co., Schenectady, N. Y.; and H. F. Webb, General Safety Director, West Penn System, Pittsburgh.

Chairman Boulet: It is easy to start a safety program. With the blare of bands and the flag waving everyone is temporarily interested, and usually accident frequency will take a sharp drop. However, after you have had a program for several years everyone takes it for granted, and the interest drops. Immediately your frequency goes up. For this reason it is vitally important to find ways to maintain interest.

But first we must find out what causes lack of interest.

A. H. Nielan (Crown Cork & Seal, Baltimore): Is it possible that a let-down is due to a part-time safety director?

Mr. Lightfoot: Yes. A safety director's job is an all-time job. I feel that if you have a part-time safety director, you can look for a let-down. There may be an exceptional case of an unusual industry, or an unusual part-time safety director, of course.

But it is hard to understand how any plant can maintain an efficient and definite safety program when the safety director or the safety engineer may suddenly be called away or directed to do something else.

Chairman Boulet: I think that is the right plan for a big plant—a full-time

man; but I disagree on the small plant. I don't see how you can have it.

Mr. Titus (National Lock Washer, Newark, Ohio): It seems to me that if you take up these problems with the safety man, and he is not much interested in them because he has a lot of production work to do, he just slips up on the job.

Mr. Braatz: If your management is thoroughly sold on safety, whether your safety director is part-time or not, your program will be successful. I am laying the blame for a let-down in the safety program in management's lap entirely. You men probably have had waste to contend with in the past, and your wastes have been overcome by action through your management. Accidents are merely another form of waste, and when your management lays some emphasis on waste, you are going to get action, and not until then.

Mr. B. Lincoln (Indemnity of North America): A good foreman is recognized as a good example of the part-time safety man. His duties are multiple and important in successful safety management.

George Lenz (Socony Vacuum): Outside influences have a direct bearing on the let-down of your safety program