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State of Pennsylvania (Const.) (Bldg.)

Frequency: 21.10

Severity: 1,379.00

Construction other than Bldg.

Frequency: 28.8

Severity: 3,528.00

Average of all Industries (State of Penna.)

Frequency: 11.1

Severity: 526.00

The cost of injuries is increasing with the rise in costs of all types of medical treatments and the rise in hospitalization costs.

In Pennsylvania construction injury costs for 1967 (latest figures available) for compensable cases (loss of over seven days) were \$11,505,411.00.

The above compensation costs do not reflect the costs of medical treatments to the injured employee.

If this trend continues there must be a corresponding raise in insurance and/or in state compensation costs per employee per exposure hour.

Since the protection of industrial resources, both human and physical, from accidental injury and damage is a prime responsibility of management and at this installation has the wholehearted support of the management of Kaiser Engineers, Inc. which realizes that it affects the economy of operations just as definitely and directly as do techniques of construction, types of equipment, and caliber of personnel employed. More important, losses arising from inadequate or ill-advised conservation practices not only adversely affect costs, they can completely destroy the entire human and physical resources of a company and do irreparable damage to its reputation. It is because of these facts -- facts which have been tragically demonstrated time and again -- that industrial management has turned to organized, continuing programs for the protection of or conservation of resources.

This conservation function is not separate and distinct from the other functions of management such as engineering, acquisition of resources, utilization of resources, and distribution of the end product to the client or customer. This conservation function permeates all activities and must be an integral part of each.

Based on these premises, the safety program has been interlocked into each facet of operations at Kaiser Engineers, Butler.

Since the above has become an established fact with the fullest cooperation of our client, the logical question remains; where do we go now (1969)?

Management:

As stated, the overall responsibility remains with management. Kaiser Engineers' safety policy demonstrates clearly the extent to which management has recognized this responsibility and its intention to fulfill it. However, the responsibility extends beyond the establishment of the program. Management, in performing its supervisory functions, must implement the total safety program and must provide the impetus and guidance which are essential to its success. Each member of management must accept without reservation the principle that accident prevention is an integral part of every job.

Employee:

Each employee, regardless of his position in the company, must recognize that he, as an individual, has a threefold responsibility for safety. First, in accordance with the natural law of survival, each individual is responsible for maintaining his welfare and for safeguarding his future. Second, each employee is responsible for protecting his well being so that his ability to earn a livelihood will not be impaired. Third, each employee is responsible for performing his work as efficiently and as economically as possible. To achieve this, he must protect himself and his fellow workers from injury and he must prevent loss or damage to company property. For in the final analysis, the safe way is the most efficient and the most economical.

Supervision (first and second levels):

These levels of supervision, the first level foreman and the general foreman carry the brunt of safety responsibility. In every situation his direct contact with the employee represents the employee's reaction to supervision or to company management. These are the men that control and direct the daily activity of the employees. In fulfilling his safety responsibility along with his responsibility for work performance, he must:

1. Detect and control accident hazards, health hazards, poor housekeeping and unsafe practices of his employees.
2. Insure that proper equipment and tools are provided employees so that each job can be done safely, that safe job methods ~~are~~ employed, that adequate protection is provided and that all plant safety rules and procedures are followed. He is the individual that must take the initiative in protecting his employees from all hazards that might be caused by either unsafe conditions or unsafe acts. He must call to the attention of higher levels of supervision any potentially hazardous area or operation. He should take the initiative in correcting these conditions, not waiting until lunch time or quitting time to call these things to someone's attention if he cannot achieve the correction on his own. It is a common practice for this level of supervision to wait until the "Safety Man" comes around and call it to his attention and follow the directions to correct it, when the same action could have been performed when it was first noted.

Since lower levels of supervision must receive their instructions from management, a continuing effort must be made by members of higher level supervision to point out the potential dangers of each operation at the time of work assignment.

Safety is only achieved through a team effort. Management, foremen, or employees cannot achieve this condition individually, but all acting as a team can achieve a safe working environment.

To achieve this in the coming year, an effort will be made to promote a greater interest and participation in the safety program in the lower levels of supervision.

Safety Activities -- 1969

In discharging his staff responsibility for the total safety program (in compliance with assigned duties by the management of Kaiser Engineers, Inc., Butler, and to comply with the desire of the client, Armco Steel Corporation), the Safety Engineer will appraise, coordinate, promote, prevent recommend, protect recommend, as follows:

1. Prevent and eliminate hazards to personnel, equipment, and facilities, public liability claims and adverse publicity arising from accidental occurrences by:
 - a. Auditing and inspecting operations, equipment, facilities and work habits to detect hazardous conditions and practices and recommend corrective measures, analyzing jobs to insure that safe methods are employed and to insure compliance to established safety procedures.
 - b. Maintaining close liaison with representatives of the State of Pennsylvania Department of Labor and Industry and with Armco Steel Corporation's Safety Department on all matters pertaining to occupational injuries, safety and fire inspection and insuring compliance with state safety codes.
 - c. Interpreting and applying state and local laws and ordinances pertaining to industrial safety and equipment protection.
 - d. Insuring that subcontractors provide adequate safety protection for their employees as required by Kaiser Engineers and Armco Steel Corporation while engaged in work for Kaiser Engineers.
 - e. Maintaining outside professional contacts to exchange information relating to safety methods and equipment so as to keep the safety program up-to-date.
2. Coordinate and evaluate the total safety program by:
 - a. Providing periodic and special reports to management and supervision in the form of injury, accident, and property damage, costs and analyses.

- b. Coordinating the investigation of serious and significant accidents, fires, explosions, preparing plant reports describing the findings and recommendations; and preparing and forwarding to the Oakland Office and cause to be forwarded to the State of Pennsylvania and to our insurance carrier reports and summaries as required.
- c. Maintaining records of all activities as required.

Conclusion:

It is believed that the safety effort at this installation is serving the best interests of Kaiser Engineers, Inc. and of our client, Armco Steel Corporation.