



MONSANTO SAFETY PROGRAM

WHAT'S THIS ALL ABOUT?

MAKING MONSANTO, TEXAS CITY

A SAFER PLACE TO WORK!

SC 17578

tg - 6-13-79

LAM025832

MAJOR RESULTS DESIRED

REDUCTION IN INJURIES,
SERIOUS INCIDENTS, AND
LOSS EXPERIENCE

EMPHASIS NEEDED NOW ON

INCREASED INDIVIDUAL RESPONSIBILITY FOR SAFETY
IMPROVE QUALITY AND FOLLOWUP OF SAFETY PROGRAMS PLANTWIDE

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GOALS OF PROGRAM

	<u>Year</u>			
	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1981</u>
REDUCED RECORDABLE INJURY RATE	2.59	2.09	1.80	1.40
LOST WORKDAY CASE RATE	0.47	0.35	0.38	0.33

REDUCED REPORTABLE LOSS EXPERIENCE

INCIDENTS	98	85
DOLLAR VALUE (\$ MILLIONS)	12.6	8.5

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DETAILED ANALYSES BY THREE SHAC COMMITTEES CONCLUDED

1. KEY ELEMENTS ARE IN PLACE

- INJURY TRENDS GENERALLY DOWNWARD
- NO NEW ORGANIZATION NEEDED

2. KEY OBJECTIVES UNCHANGED

- GAIN COMMITMENT OF ALL EMPLOYEES
- INCREASE PARTICIPATION AND INVOLVEMENT OF ALL EMPLOYEES
- INCREASE KNOWLEDGE AND AWARENESS OF INDIVIDUAL
RESPONSIBILITY AND SAFETY
- STRENGTHEN SUPERVISOR-SUBORDINATE RELATIONSHIPS AND
TEAM SPIRIT
- IMPROVE HOUSEKEEPING AND SAFETY MEETINGS
- IMPROVE CONTRACTOR AND OFF-HOUR MAINTENANCE SAFETY
- PROVIDE FOR IMMEDIATE AND LONG TERM EFFECTIVENESS
- MINIMIZE NEW PROCEDURES
- PROVIDE EFFECTIVE CONTROLS

3. EXISTING SYSTEMS NEED IMPROVEMENT

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PROGRAM OUTLINE

1. IMPROVE OBSERVATION AND CORRECTION OF UNSAFE ACTS AND CONDITIONS FOCUSING ON INDIVIDUAL RESPONSIBILITY FOR SAFETY

- A. PROVIDE TRAINING PROGRAM THROUGH LINE AND STAFF ORGANIZATION (STOP/SAM/CB)
- B. CONDUCT PLANNED OBSERVATIONS, REVIEW RESULTS PLAN APPROPRIATE ACTIONS

RESPONSIBILITY: R. A. HERNANDEZ - 8-1-79

2. ESTABLISH STANDARDS FOR SAFETY TRAINING, INCLUDING THAT REQUIRED FOR CONTRACTORS, FOCUSING ON INDIVIDUAL RESPONSIBILITY FOR SAFETY

- A. PROGRAM PLANS MUST BE ESTABLISHED FOR EACH WORK UNIT ON A REGULAR BASIS.
- B. PROGRAMS TO BE REVIEWED, APPROVED, EVALUATED BY LINE MANAGEMENT.
- C. MANAGEMENT AT EVERY LEVEL IS EXPECTED TO PARTICIPATE IN TRAINING PROGRAMS.
- D. A MAJOR EFFORT WILL BE MADE TO IMPROVE OFF-HOUR SAFETY TRAINING.

RESPONSIBILITY: A. H. CONRAD - 8-1-79

3. IMPROVE EQUIPMENT RELIABILITY PROGRAM MONITORING, IDENTIFYING SIGNIFICANT DEVIATIONS FOR ACTION, AND FOLLOWUP ON CORRECTIVE ACTIONS

- A. ACCELERATED VESSEL INSPECTION PROGRAM (AVIP)
- B. OTHER CRITICAL EQUIPMENT AND PROTECTIVE DEVICES

RESPONSIBILITY: E. PAUL BAILEY - 8-1-79

4. ESTABLISH IMPROVED STANDARDS FOR HOUSEKEEPING INSPECTIONS BY DEPARTMENTS AND FOR QUARTERLY GUEST INSPECTIONS INCLUDING FOLLOWUP ON CORRECTIVE ACTIONS REQUIRED

- A. RESPONSIBLE SUPERVISORS ACCOMPANY QUARTERLY INSPECTION TEAMS
- B. MANAGEMENT AT EVERY LEVEL IS EXPECTED TO REVIEW RESULTS OF INSPECTION AND TAKE CORRECTIVE ACTIONS WITHIN THE TIME FRAME OF RECOMMENDATION

RESPONSIBILITY: MANUFACTURING - A. H. CONRAD - 8-1-79

LABORATORIES - P. W. EVANS - 8-1-79

5. IMPROVE INVESTIGATION AND REPORTING OF ACCIDENTS AND INCIDENTS TO IMPROVE SAFETY AWARENESS

- A. REVISE/REWRITE P-BULLETIN INCLUDING FOLLOW-UP MECHANISM
- B. BEGIN S&PP - "AIT" PROGRAM
- C. REVISE PLANTWIDE PUBLICITY

RESPONSIBILITY: J. A. GLASS - 8-1-79

6. IMPROVE QUALITY OF PERFORMANCE OF EXISTING SAFETY COMMITTEES PLANTWIDE

- A. SPECIAL TRAINING FOR ALL ON THIS PROGRAM
- B. EACH COMMITTEE TO BE TRAINED IN GOALS FOR THEIR COMMITTEE AS SOON AS TERM BEGINS

RESPONSIBILITY: J. A. GLASS - 8-1-79

7. GOALS WILL BE ESTABLISHED FOR JOB SAFETY ANALYSES TO BE PERFORMED BY UNIT/CRAFT AND SAFETY PROMOTION TEAMS

- A. DURING INITIAL ONE-DAY TRAINING SESSION
- B. SUPERVISORS TO REPORT PROGRESS

RESPONSIBILITY: J. A. GLASS - 8-1-79

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ACTION PLAN TO IMPROVE QUALITY AND FOLLOWUP OF OUR SAFETY
PROGRAMS PLANTWIDE

THIS PROGRAM WILL BE COMMUNICATED PLANTWIDE:

A. RESPONSIBILITY: SHAC

1. G. L. TROMBLEE APPROVAL
2. SHAC TO PLANT MANAGER'S SAFETY BOARD
3. SHAC TO EXPANDED STAFF
4. EXPANDED STAFF TO SUBORDINATES
5. ALL THE WAY TO HOURLY

B. TARGET

AUGUST, 1979

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