**ROUND TABLE RESULTS**

***TOPIC: Employee Ownership***

**Q1: Other than management commitment, employee ownership is one of the key ingredients needed for a Safety Program to be successful. There are several ways we can try and influence employees to take ownership. One way is by involving them. How do you involve your employees in your Safety Program?**

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| **NOTES/GROUP COMMENTS:*** Safety chair persons per department meet every other month. All departments and shifts to involve their crew in discussion every other month, share concerns and findings and bring back to each crew to share all findings.
* Buy in from employees, updating training, with having employee involvement in updating safety program updates.
* Active safety committees, empowering employees in all shifts and departments, rotate annually, waiting list to get on committee. Committee incentives with swag, conduct at least 1 audit a month. Somewhat of a break from monotony, pizza party, get shirts for recognition to set them apart from the rest.
* Spider diagram for each individual employee that is customized to their values on the following- personal safety, department safety, and company as a whole. Each is individual.
* Random Safety committee pick out 3-4 employees to do a walk thru to get fresh eyes and this helps to get everyone involved.
* Technology- alternative social media solely work based and throw out info to 70% of workforce voluntarily subscribes. Can submit a “good catch” that they either correct before submitting or request for assistance to crew leader. After submitting they can win swag and monetary incentives. LIMEADE is the app they are using.
* Mentoring
* Safety team program where people in the department plant can bring safety concerns to the safety group.
* Job rotation
* First party audits (behavior observation – look for unsafe conditions and acts) follow up through workorders
* Meet with EE’s every day for a safety talk – supervisors and safety committee does audits – safety audits.
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**Q2: A second way of influencing employees to take ownership is by incentivizing them. Does your company have an incentive program? How is it structured? Do you feel that it’s effective? Why or why not?**

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| **NOTES/GROUP COMMENTS:*** Swag is always good
* LIMEADE- positive reinforcement. And this is voluntary employee participation with the chance to receive around $1,000 annually.
* Lunch for group when audits go well
* Ergo challenge – breakfast prized, TRAP (training/lack of. Rushing. Awareness, plan or prepared) if EEs do a be safe they could be entered in a drawing – winner gets 100 for the quarter – not as effective as they would like it to be. Be Safe can pick a monthly winner in the maintenance dept. They also will follow up on the be safes that are submitted.
* Safety chair training program to improve engagement
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**Q3: Holding employees accountable for their own actions can influence employees to take ownership of safety. This can be done through disciplinary action, but it can also be done by measuring the performance of a person or group of people and publishing it for others to see. Performance can also be used to create competitions between groups of people. How does your company instill accountability for safety?**

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| **NOTES/GROUP COMMENTS:*** Have the person who had the accident explain the incident (public shaming)
* Share between sites what happened in an incident – quarterly safety meetings where they are shared.
* Corporate wide – there is a safety alert sent out to all plants and they have to respond on what they are doing at their plant to keep it from happening at their plant.
* Can talk about anything that is bothering them at the plant.
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