
CHUBB®

Building an Effective Safety Action Team

Kenny Young, MBA, CSP, ARM, AINS, CEAS

Director, Business Development / Sr. Safety Consultant

Chubb Global Risk Advisors

Chubb Global Risk Advisors is a service of ESIS[®], Inc., a Chubb company. Chubb Global Risk AdvisorsSM provides claim and risk management services to a wide variety of commercial clients. ESIS' innovative best-in-class approach to program design, integration, and achievement of results aligns with the needs and expectations of our clients' unique risk management needs. With more than 60 years of experience, and offerings in both the U.S. and globally, ESIS provides one of the industry's broadest selections of risk management solutions covering both pre and post-loss services. Chubb is the marketing name used to refer to subsidiaries of Chubb Limited providing insurance and related services. For more information, visit us at www.chubb.com.

Chubb Global Risk Advisors' loss control services are not a substitute for, and do not excuse a client from, fulfilling any legal duty they may have to provide a safe workplace, premises, product or operation. Chubb Global Risk Advisors' loss control services are not intended as a substitute for advice from legal counsel, nor are they intended to supplant any duty to provide a safe workplace, operation, product or premises. Any duty to implement Chubb Global Risk Advisors' recommendations rests with the client not with Chubb Global Risk Advisors.

CHUBB

About Me

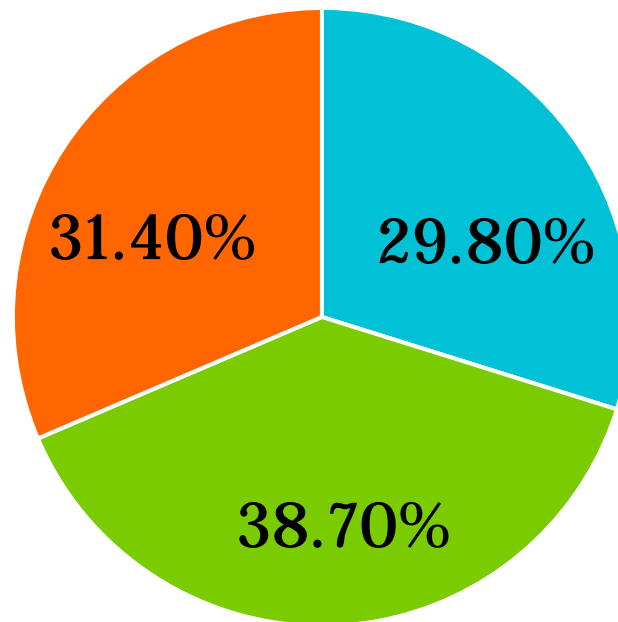
- 12+ years experience in Safety
 - 10 years as a consultant for insurance carriers, broker, and consultancy
 - 2 years as Safety Specialist of 1,600 employee municipality
 - Currently HSE Business Development Director/Sr. Safety Consultant at Chubb Global Risk Advisors
- Married 9 years
- 3 dogs, 3 cats
- Diehard Lions fan!



CHUBB

Assessing Your Committee

Is your organization's safety committee effective?

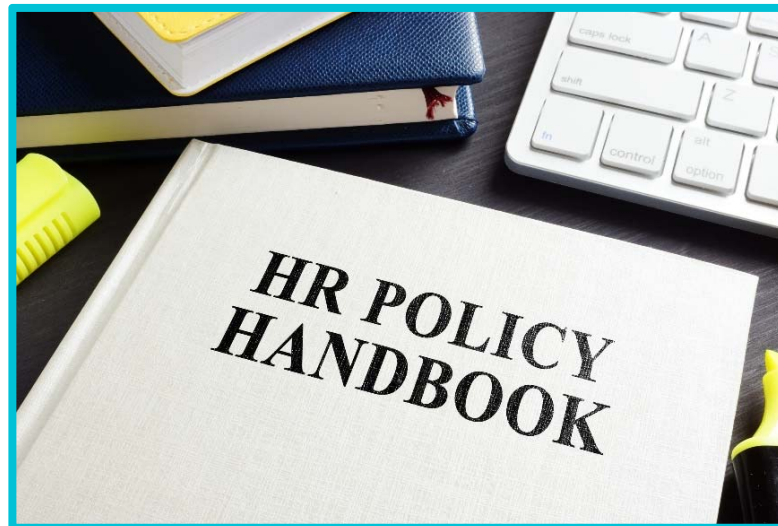


■ Effective ■ Somewhat Effective ■ Not Very Effective

Source: National Safety Council

How to Start Your Safety Committee

- Management Commitment
- Reviewing state laws, local laws, and labor contracts
- Review HR policies/procedures



How to Start Your Safety Committee

- State your purpose
- Get organized
- Choose members wisely



How to Start Your Safety Committee

- Plan ahead
- Stress accountability



Set SMART Goals

- **S**pecific
 - Define the goal as much as possible with no ambiguous language
 - Who is involved? What do we want to accomplish? Where will it be done? Why are we doing it?
- **M**easurable
 - Can you track the progress and measure the outcome with how much, how many, how will I know when my goal is achieved?
- **A**ttainable
 - Is the goal reasonable enough to be accomplished?
- **R**elevant
 - Is the goal worthwhile and will it meet your needs?
- **T**imebound
 - Your objective should include a time limit
 - Each employee will participate in at least 2 safety meetings by July 31, 2020.

Safety Action Team Duties

- What will be the role of the Safety Action Team?
 - Set a good example
 - Be visible
 - Report unsafe conditions
 - Conduct safety inspections
 - Investigate accidents
 - Hold regular meetings
 - Sounding board



Developing and Training the Committee

- Who can assist in developing the team?
- What the team should NOT do
 - Create a job description

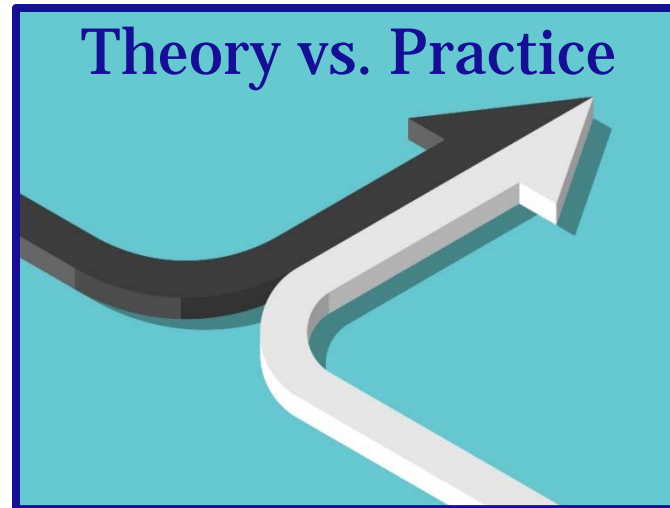


Diving Deeper Into Effective Committees

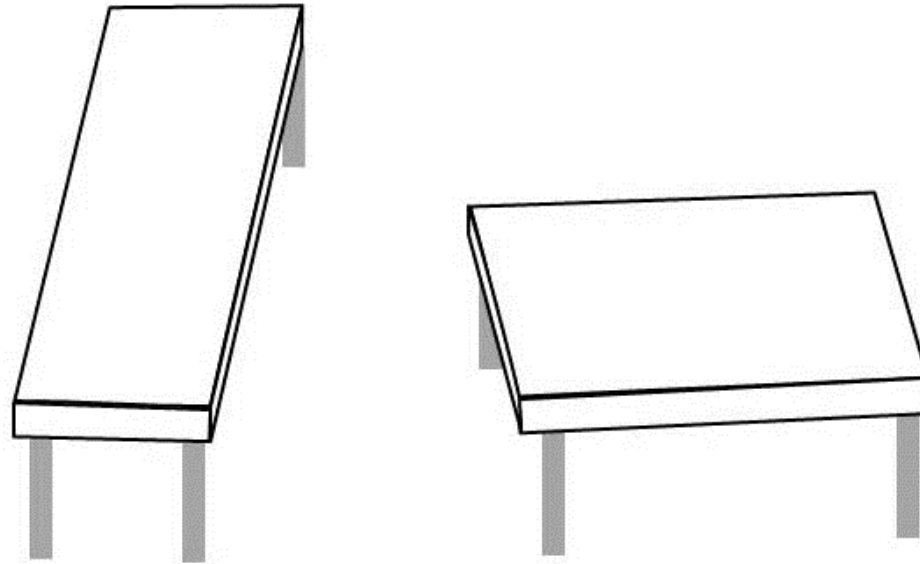
- Size and structure
 - Task forces
- Committee leaders and member participation
- Enthusiasm/don't be boring
- Management support
- Safety action teams and safety culture



G.I. Joe Fallacy



Shepard's Table



Source: Wikimedia (under the Creative Commons Attribution-Share Alike 4.0 International license)

Cognitive Biases

- Build a foundation of knowledge beyond simply hazard recognition
- Improve self-awareness of team members
- Create better solution outcomes



Safety Committee Discussion

- Who has a Safety Committee?
 - Who is involved?
 - What do they do?
 - What training have you put them through?
 - What were their 3 major accomplishments in 2019? 2018?
 - What goals/objectives have been identified for 2020?
 - Tell me about your subcommittees?
 - Who is the chair?
 - Who is the executive sponsor?
 - How do you track responsibilities, accountability, and progress?

Questions?



CHUBB[®]

Chubb. Insured.