

Process Safety Assessment Recommendation Comparison

Northwest Division

Klamath Falls, Vancouver, Spokane/Hauser & Pasco

March & April 2005

Recommendation	Klamath Falls	Vancouver	Spokane/Hauser	Pasco
Clear Safety Direction for Supervisors, Union Leadership and Craft Employees	<p>(3) Not a strong focus on a specific workplace risks the have the highest potential to produce accidents and injuries</p> <p>* Schedule a safety leadership meeting with the site safety team.</p> <p>* Goals should include:</p> <ol style="list-style-type: none"> 1. Selecting site frequency and severity goals 2. Identification of the highest impact workplace risks 3. Communicate and reinforce safety plan 	<p>(9) Supervisors and employees have demonstrated a firm understanding through their words and actions where and what their high risk targets are.</p> <p>* Process should be developed to allow employees to identify human factors risk</p> <ol style="list-style-type: none"> 1. Use “Closed-Loop” Safety Process eliminate or reduce risk 2. Communicate and reinforce safety plan 	<p>(3) Supervisors do not have made it clear to employees what and where they are focusing their accident and injury prevention efforts.</p> <p>* Create a unified safety vision/plan to suit road and term employees.</p> <ol style="list-style-type: none"> 1. Identify the highest impact workplace risks 2. Communicate and reinforce safety plan to all team members. 	<p>(2) Not a strong focus on specific human factor risks that have a high potential to produce accidents and injuries.</p> <p>* Schedule a safety leadership meeting with the site safety team</p> <ol style="list-style-type: none"> 1. Assist diverse group to work together to optimize safety plan 2. Determine a unified direction in process to identify and eliminate risks 3. Communicate and reinforce safety plan
Empowerment & Responsibility for Safety	<p>(9) Employees were are willing to exercise empowerment whenever and wherever necessary</p> <p>* Dispatchers did not seem to understand division safety process</p> <ol style="list-style-type: none"> 1. A rotation of key division employees and dispatchers going to Fort Worth and coming to the division should be considered 2. Communicate awareness gains and progress 	<p>(10) High level of trust and credibility between suprv and employees in use of empowerment</p> <p>* employees agreed the responsibility for safety resided with everyone</p> <p>* Employees were passionate that they had a responsibility to one another to ensure each other’s safety</p>	<p>(3) Empowerment is being used but with reservations</p> <p>* In some cases empowerment may be overlooked to get the train over the road at all costs resulting higher risk to the employees</p> <p>* Clarify to all employees how empowerment should be used to protect their safety</p> <p>* Plan includes:</p> <ol style="list-style-type: none"> 1. Issues genuine 2. Reinforced 3. Communicated to all employees 	<p>(4) Empowerment didn’t seem to have a clear and consistent meaning</p> <p>* Some employees were comfortable while others feared retribution</p> <p>* Empowerment process should be communicated clearly to all</p> <p>* Plan includes:</p> <ol style="list-style-type: none"> 1. Issues genuine 2. Reinforced 3. Communicated to all employees

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(SIRP) Safety Issue Resolution Process	<p>(6) SIRP was working but the overriding craft opinions were centered on certain issues that they felt never get fixed</p> <p>* Correction plan should contain:</p> <ol style="list-style-type: none"> 1. Ensure issue is protected 2. Communicate and log item 3. Correct or plan to correct 4. Communicate when complete 5. Communicate identification and correction through JSA's 	<p>(8)Employees who have used the SIRP feel confident in the process</p> <p>* Supervisors should commit to entering issues into the SIRP even if they are not turned in on a pink sheet</p> <p>* SIRP should be enhanced including:</p> <ol style="list-style-type: none"> 1. All issues logged 2. Communication to issue initiator 3. Solicit opinions on how to correct 4. Allow initiator a chance to confirm correction 5. Explain all items can be corrected but protected 	<p>(4) The current SIRP is working with some exceptions</p> <p>* Employees feel the success or failure of the SIRP is determined primarily on having available funding to correct the identified issues</p> <p>* Clearly explain how the SIRP process works</p> <p>* When employees identify safety issue they should</p> <ol style="list-style-type: none"> 1. Immediately protect the issue 2. Communicate it to supervision. 3. Once received it is logged 4. Corrected 	<p>(4) There are many employees who do not turn things in to the SIRP log</p> <p>* Clearly explain how the SIRP process works</p> <p>* The message should be a simple one; if you communicate a safety issue it will be protected and corrected</p> <p>* Correction protocol should include:</p> <ol style="list-style-type: none"> 1. All issues logged 2. Communication to issue initiator 3. Solicit opinions on how to correct 4. Allow initiator a chance to confirm correction
Site Safety Team and Accident and Injury Prevention Process	<p>(5) Focused on physical plant issues</p> <p>* Also discuss procedures they feel do not meet their operational needs</p> <p>* Risk-based safety training should be scheduled</p> <ol style="list-style-type: none"> 1. Provide skills to identify all types of workplace risk 2. How to select the most effective course of action to eliminate or reduce those risks 3. Develop an implementation plan and execute it 4. Measure for results 5. Provide risk performance feedback to all affected employees 	<p>(6) Focused on physical plant issues</p> <p>* Also discuss procedures they feel do not meet their operational needs</p> <p>* Risk-based safety training should be scheduled</p> <ol style="list-style-type: none"> 1. Provide skills to identify all types of workplace risk 2. How to select the most effective course of action to eliminate or reduce those risks 3. Develop an implementation plan and execute it 4. Measure for results 5. Provide risk performance feedback to all affected employees 	<p>(4) Focused on physical plant issues</p> <p>* UTU not is participating in safety</p> <p>* Schedule training with supervisors and union committee attendees to explain complete range of “Closed-Loop” Safety Process activities</p> <p>* Training should include:</p> <ol style="list-style-type: none"> 1. Identification of workplace risks 2. Selection of risk solutions 3. Implementation planning 4. Measurement for results 5. Performance feedback to all supervisors and affected employees 	<p>(4) Focused on physical plant issues</p> <p>* UTU not is participating in safety</p> <p>* Schedule training with supervisor and union committee attendees to explain complete range of “Closed-Loop” Safety Process activities</p> <p>* Training should include:</p> <ol style="list-style-type: none"> 1. Identification of workplace risks 2. Selection of risk solutions 3. Implementation planning 4. Measurement for results 5. Performance feedback to all supervisors and affected employees

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Performance Recognition	<p>(5) Recognizes long standing injury-free work performance</p> <p>* All types of workplace risk human factors risk reductions should be recognized</p> <p>* Allow site safety teams to decide the type and frequency of recognition as part of their roles and responsibilities under the balanced site team concept</p>	<p>(5) Recognizes long standing injury-free work performance</p> <p>* All types of workplace risk human factors risk reductions should be recognized</p> <p>* Allow site safety teams to decide the type and frequency of recognition as part of their roles and responsibilities under the balanced site team concept</p>	<p>(5) Recognizes long standing injury-free work performance</p> <p>* All types of workplace risk human factors risk reductions should be recognized</p> <p>* Allow site safety teams to decide the type and frequency of recognition as part of their roles and responsibilities under the balanced site team concept</p>	<p>(5) Recognizes long standing injury-free work performance</p> <p>* All types of workplace risk human factors risk reductions should be recognized</p> <p>* Allow site safety teams to decide the type and frequency of recognition as part of their roles and responsibilities under the balanced site team concept</p>
Shared Safety Activities for Supervisors, Union Leadership and Employees that Prevent Accidents and Injuries	<p>(4) Each group seems to have a clear view of what they need to do to support the local safety process</p> <p>* Accomplished through:</p> <ol style="list-style-type: none"> 1. Shared Safety Values with specific activities for Supvr, LC & Employees. 2. Implementation of assessment recommendations 3. Balanced Site Safety Teams 4. Human Factors identification 	<p>(4) Each group seems to have a clear view of what they need to do to support the local safety process</p> <p>* Accomplished through:</p> <ol style="list-style-type: none"> 1. Implementation of assessment recommendations 2. Balanced Site Safety Teams 3. Human Factors identification 	<p>(4) Each group seems to have a clear view of what they need to do to support the local safety process</p> <p>* Accomplished through:</p> <ol style="list-style-type: none"> 1. Shared Safety Values with specific activities for Supvr, LC & Employees. 2. Implementation of assessment recommendations 3. Balanced Site Safety Teams 4. Human Factors 	<p>(4) Each group seems to have a clear view of what they need to do to support the local safety process</p> <p>* Accomplished through:</p> <ol style="list-style-type: none"> 1. Shared Safety Values with specific activities for Supvr, LC & Employees. 2. Implementation of assessment recommendations 3. Balanced Site Safety Teams 4. Human Factors