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ALLIANCE INTERSTATE RISK

BY TRUCKERS. FOR TRUCKERS.

www.AllianceInterstateRisk.org



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MISSOURI TRUCKING ASSOCIATION

MoTA...A Powerful Voice, Member Driven, Best in Class!

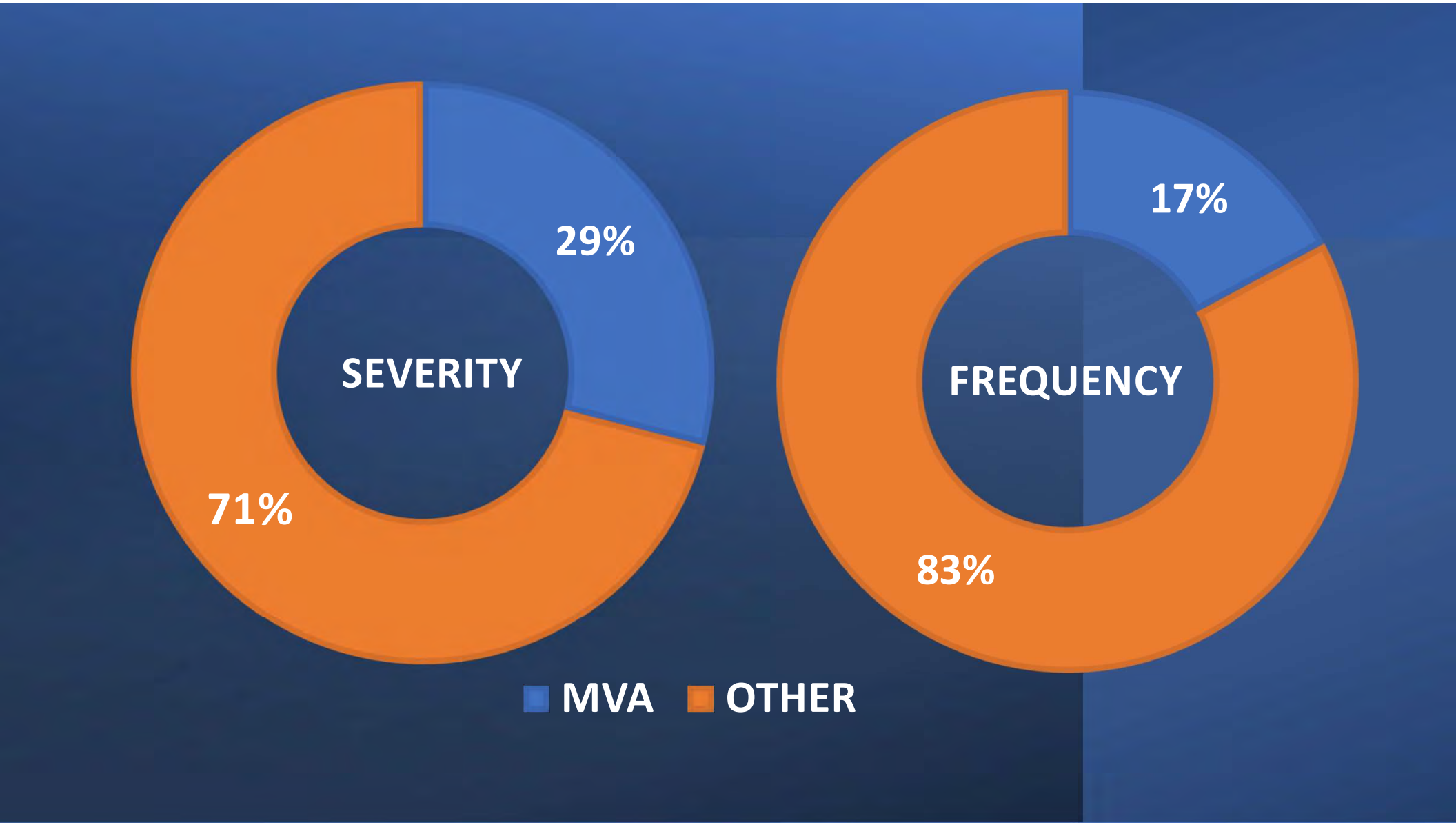
BUILDING BLOCKS OF A SAFETY CULTURE

Adam Tallmon – Risk Manager

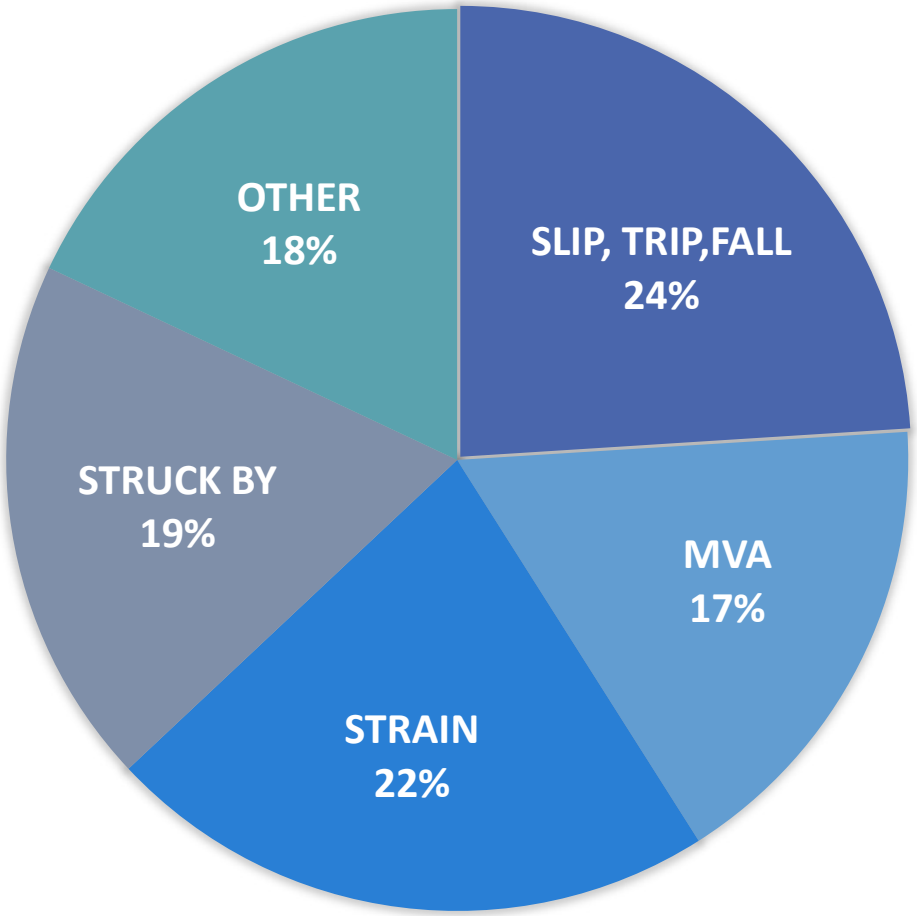
atallmon@allianceinterstaterisk.org

Work Comp Injury Trends



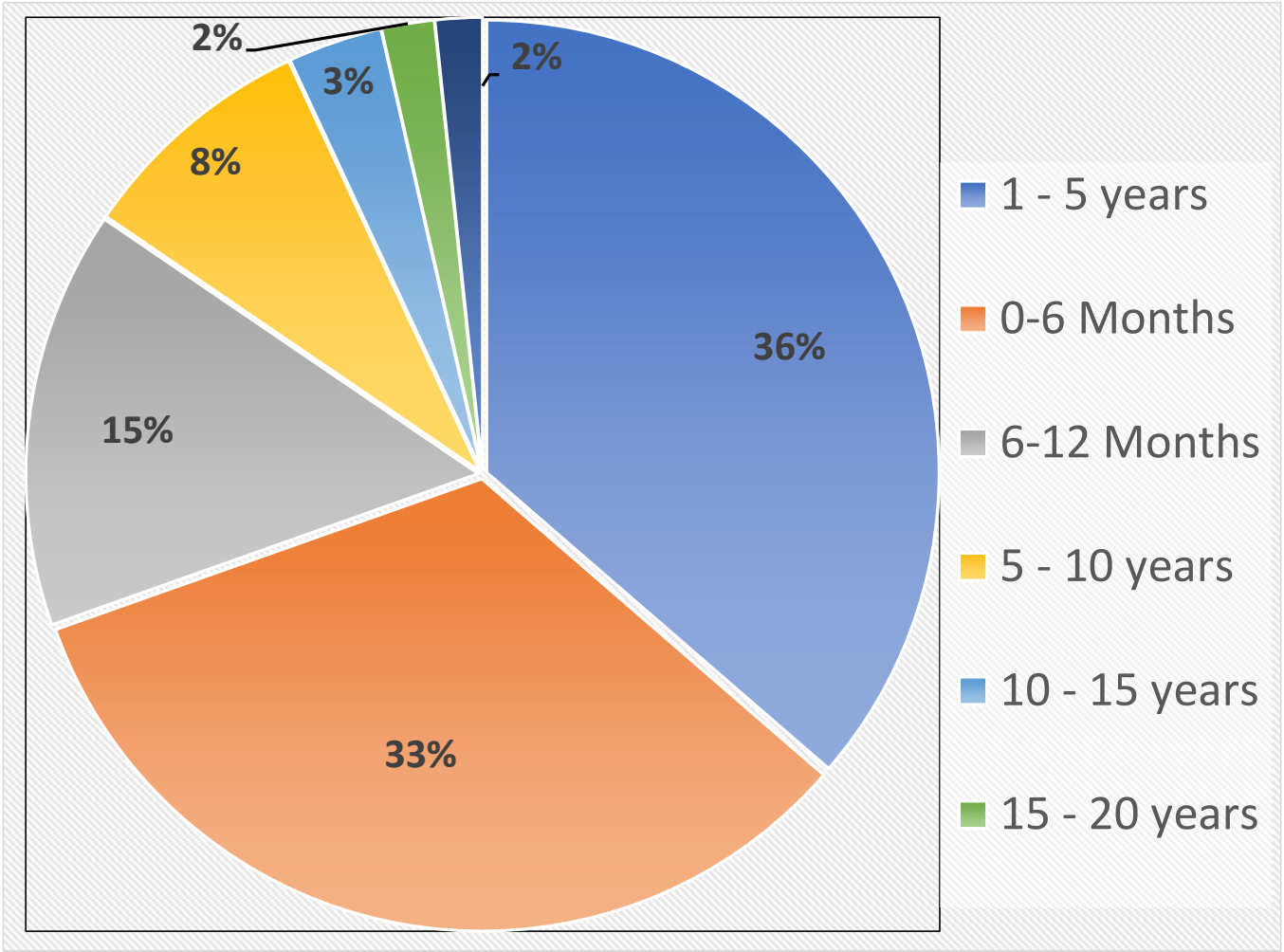

29%
SEVERITY
71%
17%
FREQUENCY
83%
MVA
OTHER

Claim Count by Cause of Loss - 2022-2025



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Driver Tenure



48% - less than 1 yr employed

9% - occur in first 30 days

21% - occur in the first 90 days

If we can get drivers through first 6 months, we substantially reduce injuries/accidents


JUST
ONE
THING



Building Blocks of a Safety Culture

What are we going to cover…

Accident/Injury Prevention

Situational Awareness

Safety Culture



One Crucial Thing to Keep in Mind…

"Asking me to overlook a safety violation/unsafe behavior is asking me to compromise the value I place on your life."

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What is the biggest risk we face?

It won't happen to me

Complacency

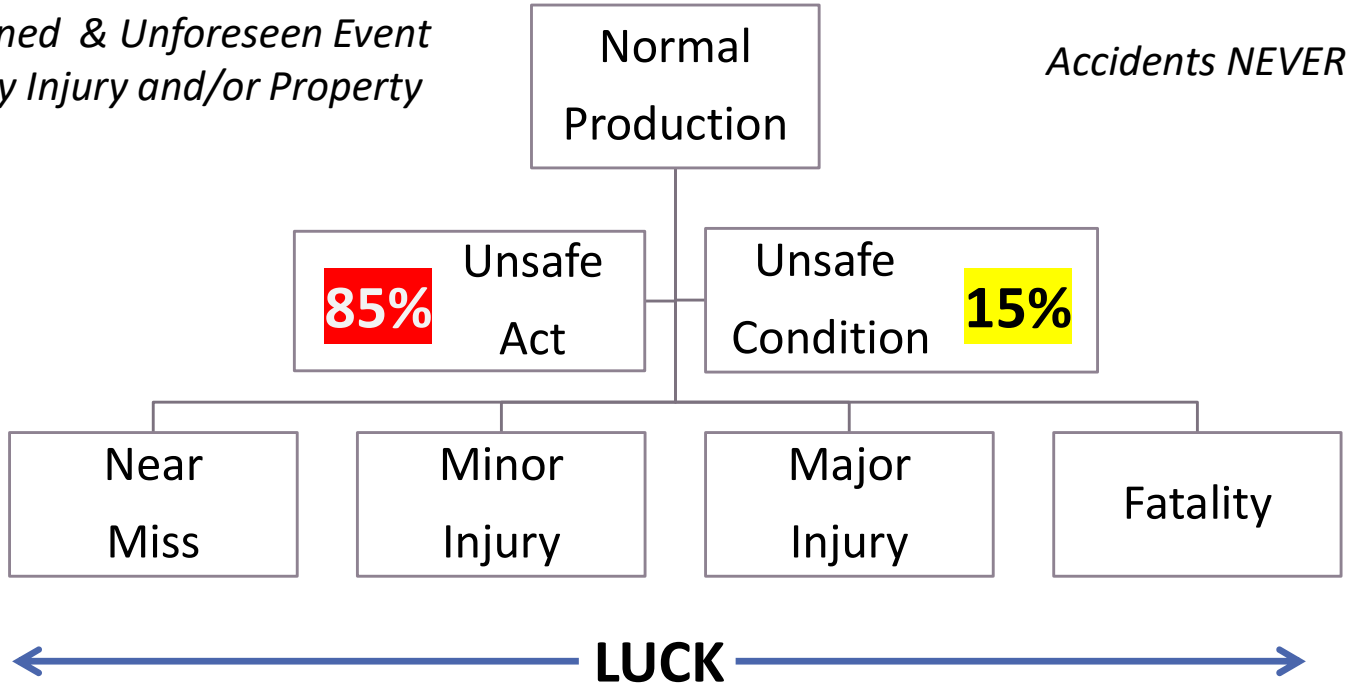




Essence of Accident Prevention

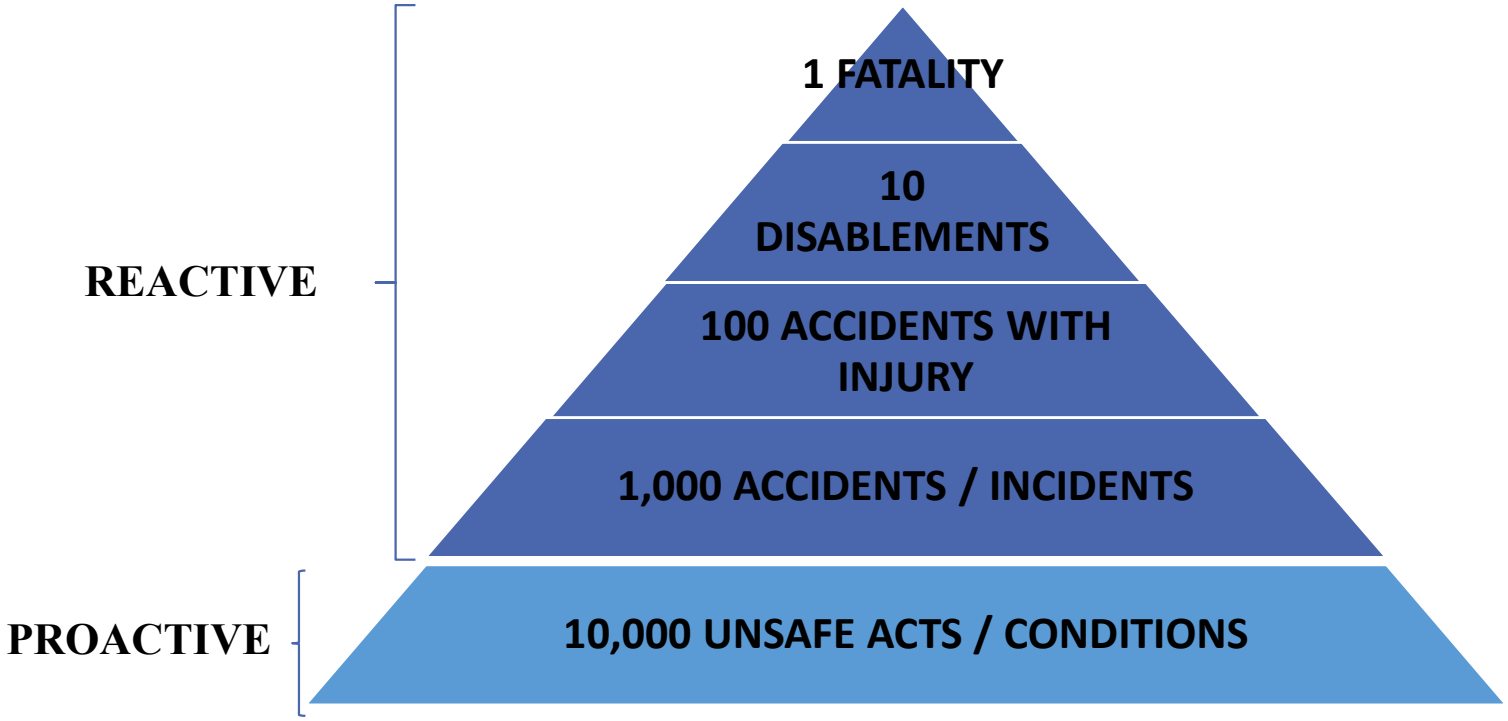
Accident: Unplanned & Unforeseen Event Resulting in Bodily Injury and/or Property Damage

Accidents NEVER Just Happen



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Accident Pyramid
Eliminate Unsafe Act/Behaviors



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Key to Accident Prevention:

Elimination of UNSAFE ACTS and UNSAFE CONDITIONS

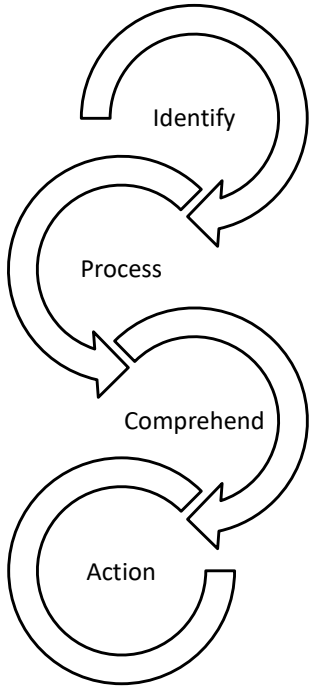


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SITUATIONAL AWARENESS

SITUATIONAL AWARENESS IS THE ABILITY TO IDENTIFY, PROCESS, AND COMPREHEND THE CRITICAL ELEMENTS OF INFORMATION ABOUT WHAT IS HAPPENING TO THE TEAM WITH REGARDS TO THE MISSION. MORE SIMPLY, IT'S KNOWING WHAT IS GOING ON AROUND YOU.

US COAST GUARD SITUATIONAL AWARENESS TRAINING



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Situational Awareness

What has happened in the past?

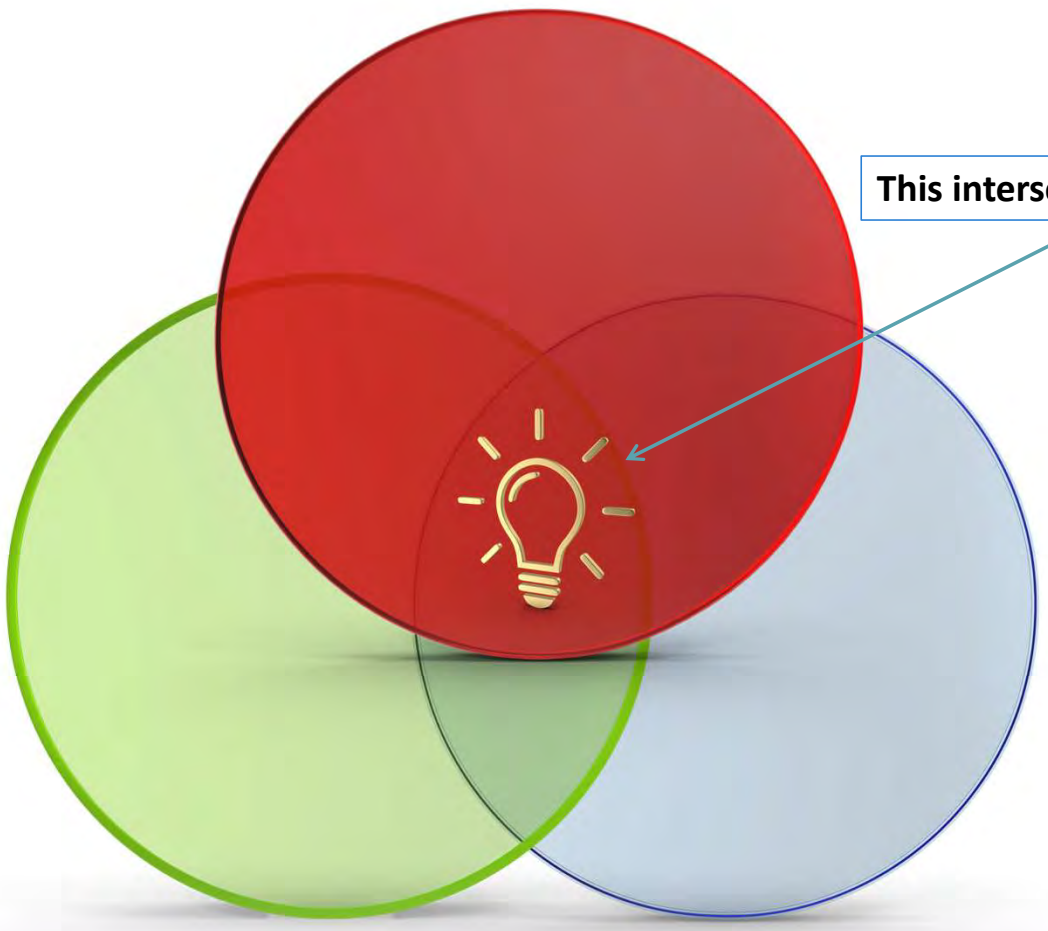


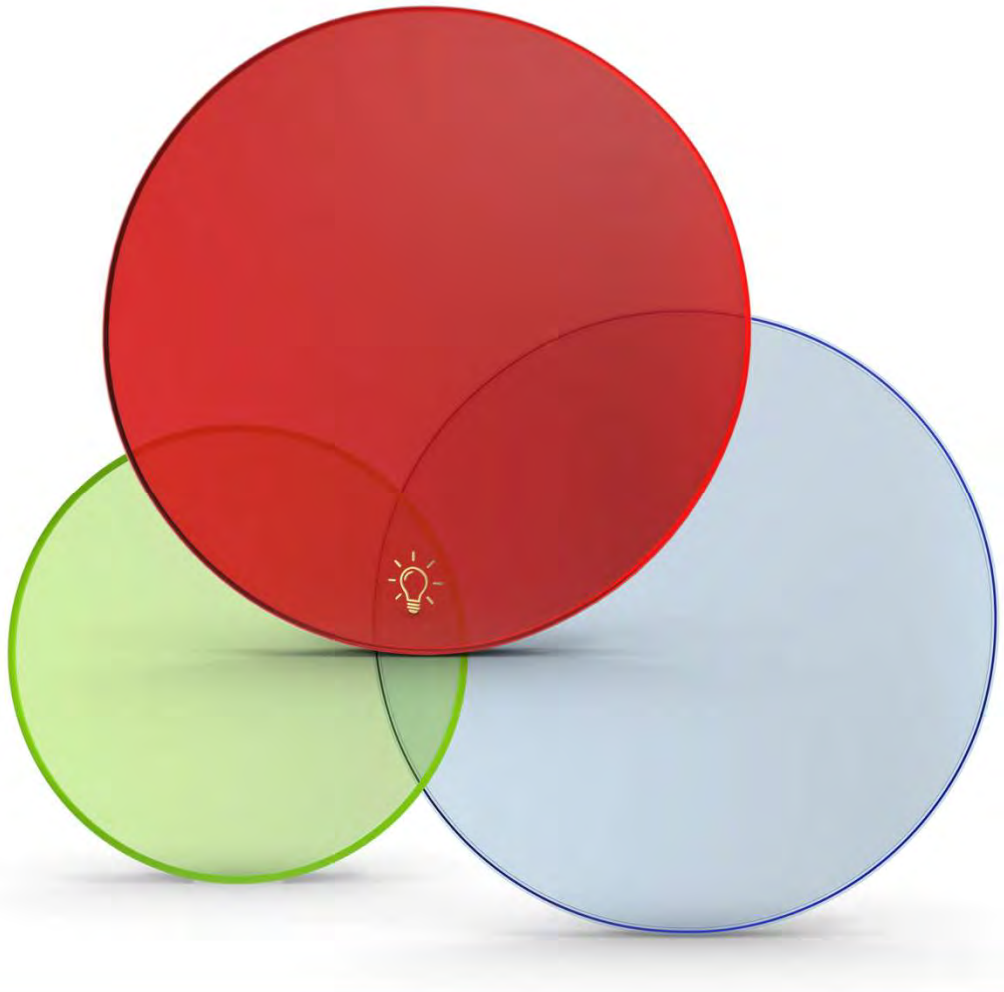
What is happening right now, in this moment in time?

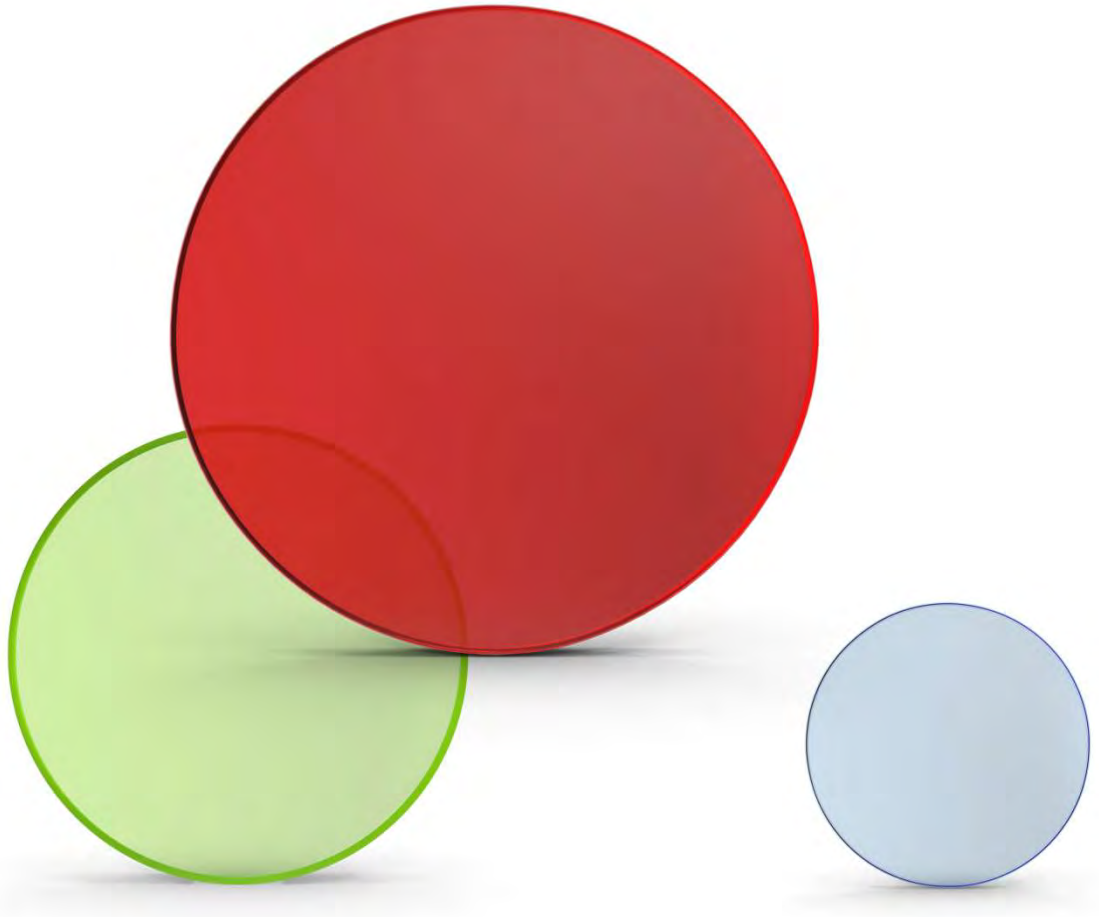


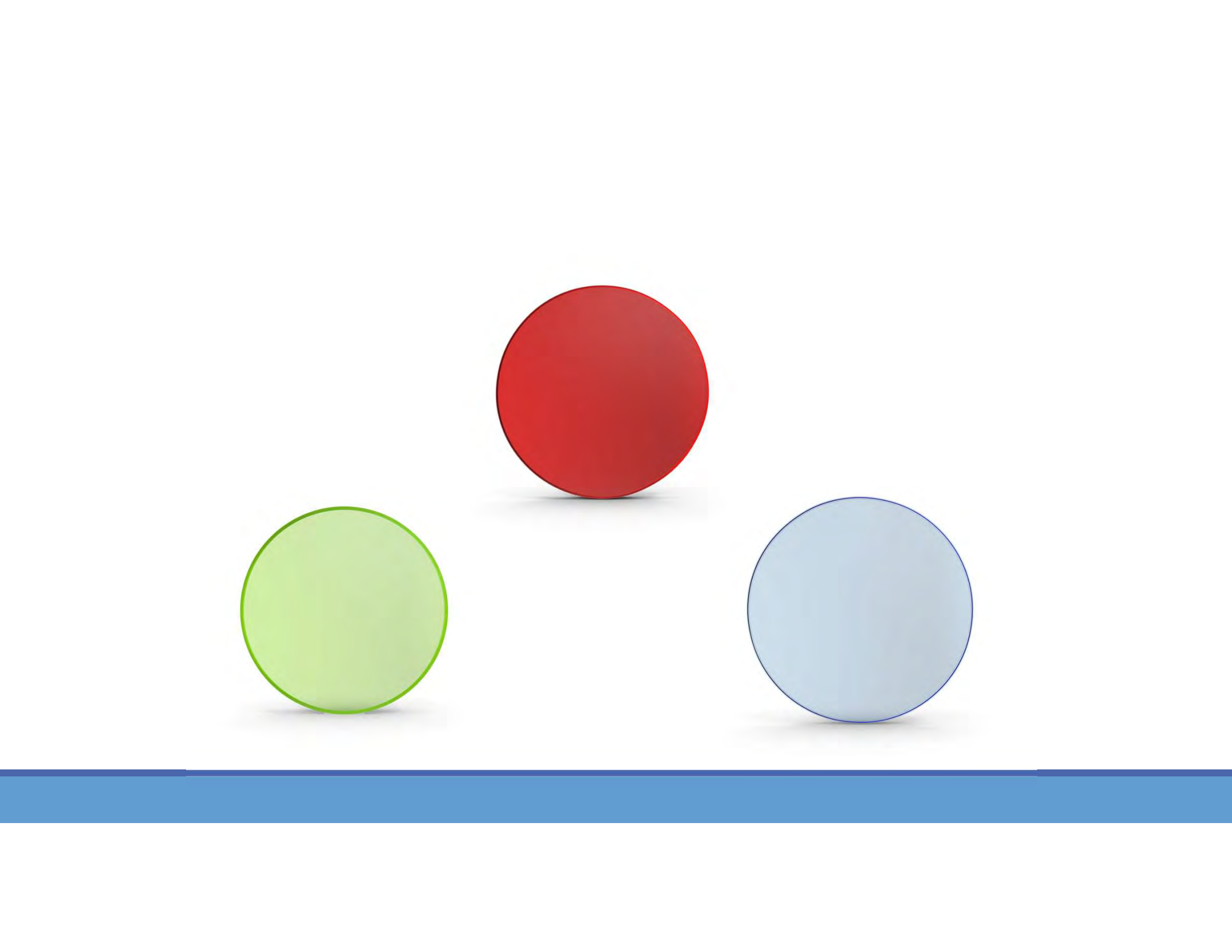
What could happen in the immediate future?




This intersection is situational awareness

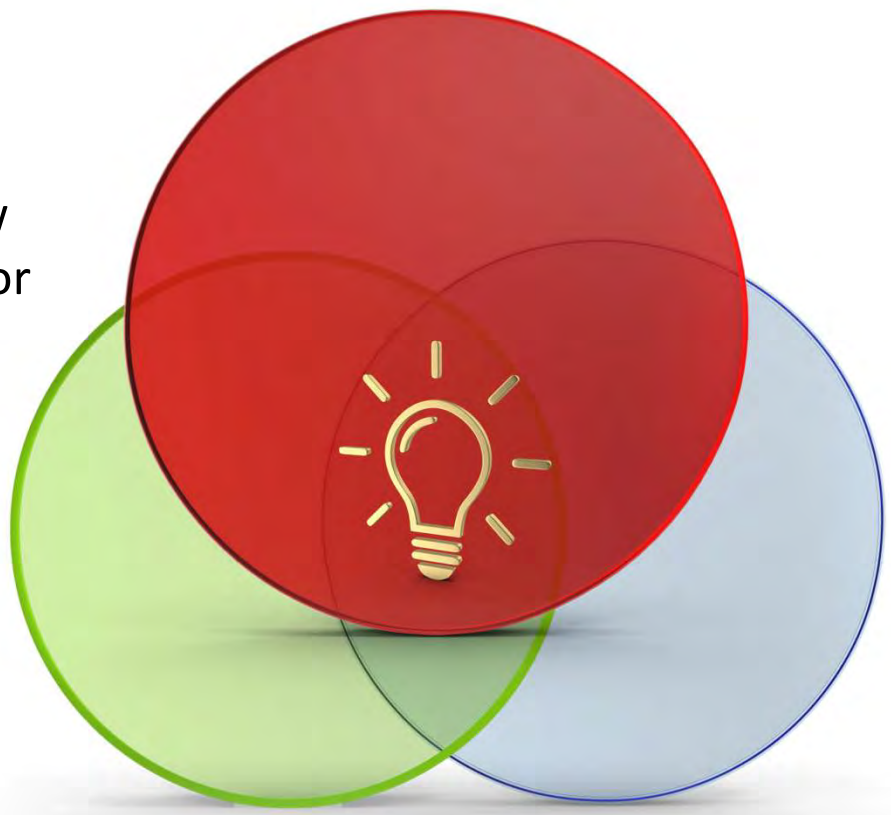






Situational Awareness

Understand your environment, it's elements, and how that environment might change with respect to time or other factors…and react appropriately.



Think about Y.O.U.R. Safety

Yield to your situation

Observe your surroundings

Understand what's happening around you

React accordingly

What is Culture?

Merriam-Webster: The set of shared attitudes, values, goals, and practices that characterizes an institution or organization

Al what is culture: The shared set of learned behaviors, beliefs, values, customs, languages, and material objects that characterize a group of people and are passed down through generations

Social behaviors: The "social glue" that binds communities together through common habits, rituals, and communication styles

Knowledge: The information and capabilities that are passed down through generations

Values: The shared attitudes and goals that characterize a group

Beliefs: The ideas and convictions that are part of a group's culture

Culture is important because it helps define who we are and how we see the world. It's expressed in the ways we celebrate, remember the past, and imagine the future.

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SAFETY CULTURE

- Safety **is not** about more rules and regulations.
- Safety **is** about changing the behavior of an employee to create a culture of prevention.
- Safety **is** a strategic choice that owners make that produces profound bottom line profits.
- Is Safety your Top Priority?
  - Priorities change
- Safety is a Core Value

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SAFETY CULTURE

WHAT IS THE BASIS OF A SAFETY MINDED CULTURE?

- Situational & Risk Awareness
- Involvement
- Commitment
- Intention
- Mindset
- **"The way we do things around here"… "the _____ way"**
- People + Process = Safety Culture
- This doesn't mean that you will never again have a work-related accident in your area, it's a personal belief system that says accidents are **NOT** a part of our production or logistics process.

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Foundation of a Safety Culture: Three T's

Treatment: Know more beyond the job they do

Transparency: Give them the respect to tell them the "why"

Trust: This is the core of any relationship



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Safety Minded Culture: What is the Mindset?

Traditional Responses | Old School

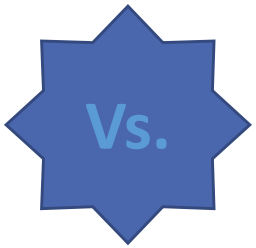
"I'm not in the Safety Department"

"Accidents are a part of doing business"

"Accidents will happen"

"You can't prevent all accidents"

"See, I knew that was going to happen"



Safety Minded Responses | New School

"Safety is a part of everyone's job"- No Silos

"Accidents are unacceptable"

"We can predict and prevent all accidents"

"All accidents are preventable"

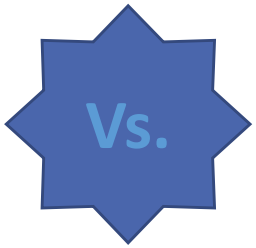
"Ok, so we've had an accident: what are we going to do to prevent a reoccurrence?"

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Are You a Boss or a Leader?

Boss (push)

Drives team members
Depends on Authority
Inspires Fear
Says “I”
Assigns the Task
Knows How It Is Done
Places Blame
Makes Work Drudgery
Says “Go”



Leader (pull)

Coaches Team Members
Relies on Good Will
Inspires Enthusiasm
Says “We”
Sets the Pace
Shows How It Is Done
Accepts Blame
Makes Work a Game
Says “Let’s Go”

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Where do Policies & Procedures fit in?

- Demonstrate that management is serious about the adherence to expected safety standards
- Explaining what is expected regarding safety-related behavior & actions
- Ensuring employees are treated fairly regarding safety-related issues & incidents
- Fostering trust between management & employees, which can further encourage adherence to the safety-management system
- Stating clearly that bias & favoritism is unacceptable in the workplace

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Culture Tools & Considerations

- Training: Orientation/Onboarding/Review
- Look for Teaching/Coaching Opportunities
- Peer Mentors - identify your leaders & use this resource
- Dress for Success & Safety
- **Employee Survey**
- **Family Involvement**
- Promote Professional Pride
- Make it a BIG Deal!
- Accident/Injury Investigation
- President / Mentor Call
- Cost of an Accident Exercise
- Create an Internal "Safety Brand"
- **Incentives/Recognition**: Production/Culture/Safety
- **Culture Contract/Safety Contract/Pledge**
- Eliminate Culture Killers
- Listen/Ask
- Make the Hard Decisions

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Claims Management – Best Practices

- Make EVERY claim a big deal - this impacts Safety Culture
- Report claims as soon as possible
- Investigate incidents carefully and thoroughly
- Caring and Non-judgemental
- Provide quick post injury response
- Communicate with the injured employee AND your adjuster
- Coach drivers to obtain photos (not just for MVAs)
- Supervisor Training
- Build strong relationships

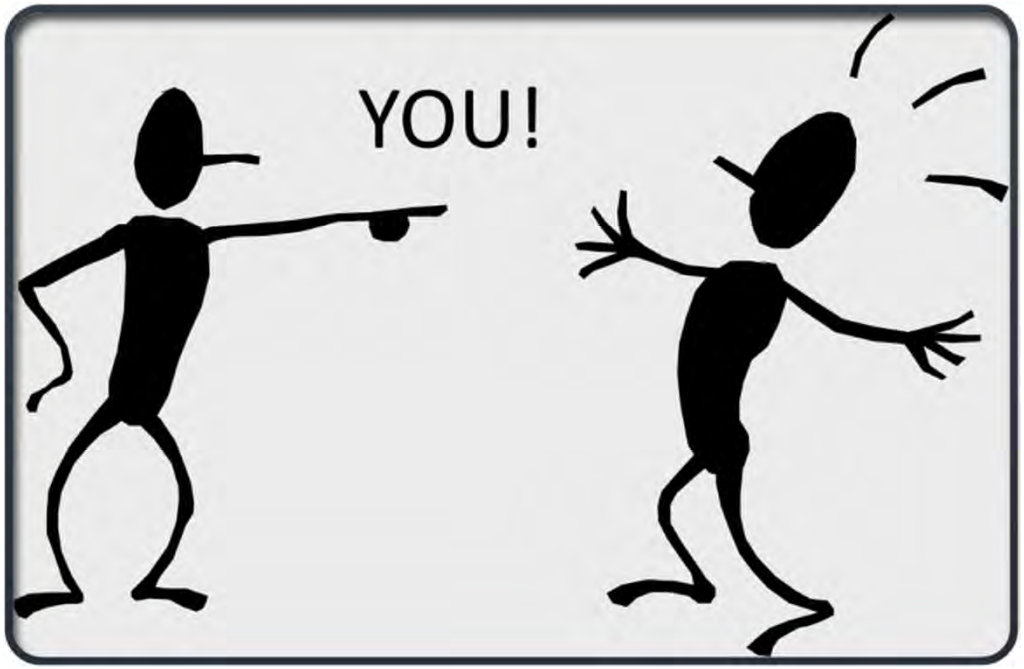
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FINAL THOUGHTS

- A “SAFETY MINDED CULTURE” will never exist with out top management’s commitment. Employees have the right to a safe workplace and injuries should not be a part of the job.
- Safety is an INVESTMENT not an EXPENSE!
- Focus on unsafe behaviors, not just DOT/OSHA violations and implementing RM techniques. This will better ensure a culture of safety, lead to lower accidents/injuries, increase driver retention, as well as company profits.

It’s a WIN - WIN

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….WHO IS RESPONSIBLE FOR SAFETY?