

Safe + Sound Campaign



WELCOME TO TODAY'S WEBINAR:

Tools for a Successful Workplace Safety & Health Program

Presented by:

Andrew Levinson, Deputy Director, OSHA Directorate of Standards & Guidance

Linda Goldenhar, Director, Evaluation & Research, CPWR

Tom Shanahan, Vice President of Enterprise Risk Management, National Roofing Contractors Association,

& Keith J. Vitkovich, Executive Director, Roofers & Waterproofers Research and Education Joint Trust Fund

FOR TECHNICAL DIFFICULTIES:

jbunting@cpwr.com



www.osha.gov/shpcampaign

Safe + Sound Campaign



EVERY business and workplace needs a SHP that includes:

- Management Leadership
- Worker Participation
- Systematic Approach to Find and Fix

Many valid approaches: choose one

(e.g., OSHA, NSC, ANSI, OHSAS, ISO, state plan standards)

Wherever your business is on the safety curve, take a step in the right direction.



www.osha.gov/shpcampaign



Practical Tools for Improving Safety Leadership and Safety Climate in Construction: Brief Review & Update

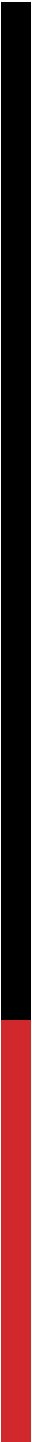
Linda M. Goldenhar, PhD
CPWR – Center for Construction
Research and Training



2017 Webinars

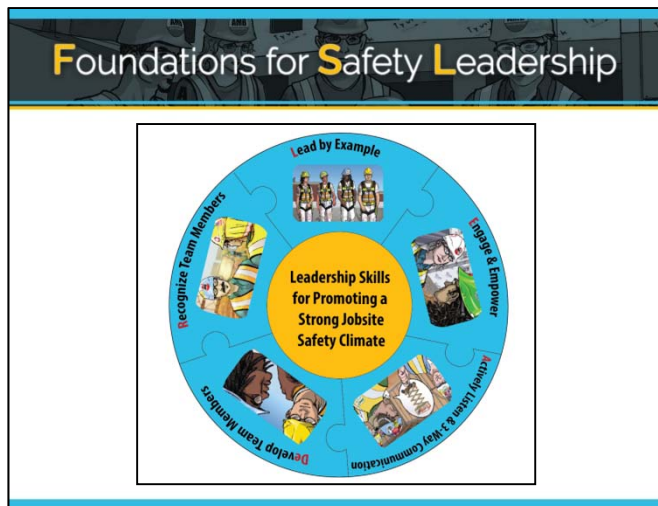
Foundations for Safety Leadership

Safety Climate/Culture



Foundations for Safety Leadership

2.5 hour Foundations for Safety Leadership (FSL)



- Lead by example
- Engage & empowering team members
- Actively listen and practice three-way communication
- Develop team members through teaching, coaching, and feedback
- Recognize team members for a job well done.



Foundations for Safety Leadership

OSHA

- OSHA 30-hour - 16 (of 27) taught FSL in 549 classes - 5929 foremen/lead workers
- OSHA 500-level - National Resource Center taught FSL in 40 classes to 611 outreach trainers

Beyond OSHA

- Nearly 100 companies – large and small
- Insurance companies
- Unions
- Downloads: 5000 power point; 2200 instructor guide



Foundations for Safety Leadership

“It’s like driving a car and using a roadmap for directions. Before you begin you should study the guide . Then during the class, you can pull over (pause) to review the map (trainer guide) to make sure you’re going the right way before proceeding.”



Foundations for Safety Leadership

- Trained 286 foremen/frontline leaders, 20 different specialty subcontractor companies
- Improved understanding and practice of leadership skills at 2 and 4 weeks after
- No significant improvement in crew-reported outcomes

Numbers may not tell the full picture



Foundations for Safety Leadership

"I think the crew is more willing to bring up items to the foreman, and we've actually made changes on site or brought it to the attention of people who can make changes..." (Company President)

"In my opinion, a successful training that benefited not only the foreman/superintendents/stewards in the field but also the overall safety climate of the project." (Company Safety Trainer)

"It's rare that Construction leaders thank us for a training, but that's what we received after the FSL training. What's even better is that they've been able to improve their communication and engagement with their team. This training was a key component of our Workplace Safety program that earned us the AGC Construction Safety and Health Excellence award in 2016." (Company Owner)

Foundations for Safety Leadership

3 new scenarios



Train the trainer
presentation &
instructor guide



Create your own
scenario worksheet

Foundations for Safety Leadership

Create a Safety Leadership Scenario

To reinforce the safety leadership skills taught in the FSL course, you can create the scenarios with your crew or you can use this template to create your own. It will work best if the scenarios you create is based on a safety situation you, or you and your crew, have experienced. We suggest that you make up names rather than using those of your crew members.

CREATING THE SCENARIO - 3 steps.

STEP 1: Come up with a typical safety situation that you've experienced or observed on the jobsite that had, or could have had, a bad safety outcome.

Provide Safety Situation: Fall situation, Slight between, Confined space, PPE/equipment, Post hoisting/lifting, Struck by or object, Hazardous, Weather condition, Other

Provide Site: Residential, Commercial, School use, Motor Highway, Bridge, Other

Write your safety situation and jobsite description here:

Safety Situation: _____

Site: _____

STEP 2: Determine how many characters are involved in the situation and using the ideas below, decide on their names/gender, trade, position/site on the jobsite, and if they work for the general contractor or a sub-contractor.

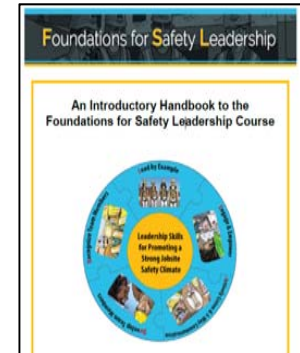
	Male	Female
Characters	Adam, Bob, Carl, Dave, Fred, Fred, George, Hank, Ivo, Other name	Alicia, Beth, Cathy, Barbara, Eva, Fran, Gloria, Helen, Isha, Other name
Positions/site or jobsite	Apprentice/Trainer, Foreman/Lead worker, General Foreman, Superintendent, Construction manager, Company owner, Project manager	
Trades	Electrician, Carpenter, Dry wall installer, Insulator, Iron Worker, Laborer, Operating Engineer, Painter, Plumber, Roofer, Sheet metal worker, Other	

Foundations for Safety Leadership

FSL Handbook

Personal Assessment & Action Plan

SELF-ASSESSMENT ON THE 5 LEADERSHIP SKILLS			
How often do you...	Always	Sometimes	Never
1. Lead by example			
Enforce a positive attitude about safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consider the safety implications of all your decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Set high expectations for team members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Walk the talk - always follow safe work practices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicate with your team that someone cares about safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Engage and empower team members			
Engage team members in job safety meetings or morning safety huddles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empower team members about safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourage team members to identify and report safety issues such as Hazards, Incidents, Near-miss and lost time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Actively follow and practice 3 safety communication skills			
Lead team members with respect when communicating with them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actively listen to team members when they speak to you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practice 3-way communication with team members to ensure clear directions and understanding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Recognize Team Members Through Praise, Coaching, and Feedback			
Thank and reward members in a regular manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Focus on the problem rather than judging the person after giving feedback.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make sure team members know how to be a team leader before actually doing so.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Recognize Team Members for a Job Well Done			
Take time to thank and reward team members who go above and beyond to create a safe place.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognize and appreciate team members to encourage positive safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total number of checks for each column: _____			



6 Leadership Skill Toolbox Talks

Recognize Team Members

Key Story
 To be an effective leader, you need to be able to recognize the good work of your team members. It's important to take the time to recognize the good work of your team members. This is not only a good practice, but it also helps to build a strong safety culture. When you recognize your team members for their good work, you are showing them that you care about them and their safety. This is a key leadership skill that every leader should have.

Leadership actions we will practice today and every day

- As your business supervisor and safety leader, I will:
 - Take time to recognize my team members for their good work.
 - Give my team members praise for their good work.
 - As a team member and safety leader, I expect to:
 - Recognize my team members for their good work.
 - As a team member, I will:
 - Recognize my team members for their good work.
 - As a team member, I will:
 - Recognize my team members for their good work.

Frontline safety leaders (Supervisor/Team Members) for giving praise and feedback should:

- Keep praise straightforward.
- Be specific in what you are praising.
- Be sincere in what you are praising.
- Be timely in what you are praising.
- Be public in what you are praising.
- Be specific about why they are giving praise.
- Recognize team members for their good work, regardless of the person's current role.

Safety leaders have the capacity to demonstrate they value safety by recognizing and communicating with all team members. It is important to recognize the good work of your team members for their good work, regardless of the person's current role.

CPWR | Foundations for Safety Leadership

Recognize Team Members

Recognize Team Members

Leadership Skills for Promoting a Strong Safety Culture

Lucky Events

Everyone, from the company owner to the foreman to the new employee, should be a safety leader. Effective safety leadership can help prevent jobsite injuries and illnesses.

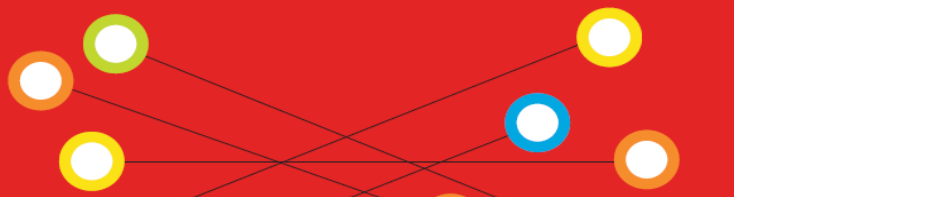
CPWR | Foundations for Safety Leadership



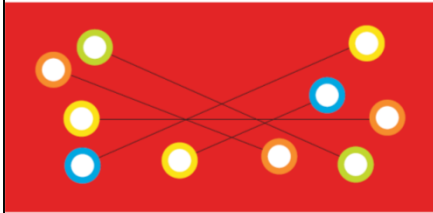
8 Leading Indicators of a Strong Jobsite Safety Climate

1. Demonstrating Management Commitment
2. Aligning & Integrating Safety as a Value
3. Ensuring Accountability at all Levels
4. Improving Supervisory Leadership
5. Empowering & Involving Employees
6. Improving Communication
7. Training at all Levels
8. Owner/Client Involvement

Safety Climate



Worksheets and a Rating Tool to Help You Strengthen Jobsite Safety Climate



CPWR
CONSTRUCTION PRACTICE
RESEARCH AND TRAINING

JUNE 2016

Safety Climate Assessment Tool (S-CAT)

Demonstrating Management Commitment

Management demonstrates commitment by engaging in the following activities:

- Being present and visible on the jobsite.
- Always using safety behaviors and safety practices on the jobsite.
- Identifying and reducing job hazards.
- Having processes for corrective action following a safety incident.
- Compassionately reacting to employee injuries.
- Developing and analyzing safety policies, procedures and trends.

For each item below, carefully read the descriptions in each box going from **inactive** all the way to **exemplary**. Circle the one that best describes management's commitment to that activity.

INACTIVE	REACTIVE	COMPLIANT	PROACTIVE	EXEMPLARY
1. In my company, management... Usually means to be absent when the job is available for work.	Only means to be absent when the job is available for work.	Only means to be absent when the job is available for work.	Meaningful means to be absent when the job is available for work.	Frequently means to be absent when the job is available for work.
2. The job site is generally safe and well-maintained. There are no obvious safety hazards or unsafe conditions.	Job site is generally safe and well-maintained. There are no obvious safety hazards or unsafe conditions.	Job site is generally safe and well-maintained. There are no obvious safety hazards or unsafe conditions.	Job site is generally safe and well-maintained. There are no obvious safety hazards or unsafe conditions.	Job site is generally safe and well-maintained. There are no obvious safety hazards or unsafe conditions.
3. In my company, management... Only participates in safety activities as required to do the job.	Only participates in safety activities as required to do the job.	Only participates in safety activities as required to do the job.	Only participates in safety activities as required to do the job.	Only participates in safety activities as required to do the job.
4. In my company, management... Does not take any action to improve safety conditions.	Does not take any action to improve safety conditions.	Does not take any action to improve safety conditions.	Does not take any action to improve safety conditions.	Does not take any action to improve safety conditions.
5. When employees are injured, management... Does not take any action to improve safety conditions.	Does not take any action to improve safety conditions.	Does not take any action to improve safety conditions.	Does not take any action to improve safety conditions.	Does not take any action to improve safety conditions.
6. In my company... The safety climate is poor and needs to be improved.	The safety climate is poor and needs to be improved.	The safety climate is poor and needs to be improved.	The safety climate is poor and needs to be improved.	The safety climate is poor and needs to be improved.

**S - Safety Climate
CAT - Assessment Tool**

...completing the S-CAT at our company has illuminated specific areas for improvement through the use of objective analytics.

*Dimco Construction Company
Corporate Safety Director*

Safety Climate Assessment Tool (S-CAT)

The Safety Climate Assessment Tool (S-CAT) is a free tool available to any construction contractor or safety and health professional who wants tailored and actionable information to improve the safety of every worker at every job-site. The S-CAT allows a company to obtain information regarding employee safety perceptions. These safety perceptions provide a snapshot view of the company's jobsite safety climate. A strong jobsite safety climate has a positive impact on a company's overall safety culture, just as a strong safety culture positively affects jobsite safety climate.

Feedback is provided on 8 leading indicators of safety climate that have been shown to be predictive of employee injury rates. With just a few clicks, company employees or an individual can answer questions about each indicator and then receive a personalized feedback report with benchmarking and comparative information indicating their current areas of success and ideas for making improvements. Companies can have their employees take the S-CAT periodically to track their progress at improving their jobsite safety climate.

What is Jobsite Safety Climate?	What is the S-CAT?	Improve Jobsite Safety Climate
The safety climate on a construction worksite refers to management's and workers' shared perceptions about the extent to which safety is rewarded, expected, valued and reinforced.	The S-CAT is a new tool construction companies can use to self-assess their safety climate across eight research-based leading indicators. Results can pinpoint areas of success and areas for future improvement.	After completing the S-CAT and receiving your safety climate report, you may need ideas and tips for moving along the path to achieving an exemplary safety climate.
Learn More	Learn More	Learn More

Safety Climate



Workbooks

- 7500 hard copies
- Over 10,000 downloads

Safety Climate Assessment Tool (S-CAT)

- Over 1800 responses
- Statistically reliable and valid
- Group reports for over 50 companies, DOE site and The National Fire Service
- Translated into Spanish

S-CAT^{sc}

Safety Climate Assessment Tool(S-CAT^{SC}) for Small Contractors

Roofing r2p Partnership:

Tom Shanahan

**Vice President of Enterprise Risk
Management, National Roofing Contractors
Association**

Keith J. Vitkovich

**Executive Director, Roofers & Waterproofers
Research and Education Joint Trust Fund**

Need for an S-CAT^{SC}

Premise:

All construction companies can benefit from assessing their performance for each leading indicator

But...

Smaller companies – those with 50 or fewer employees – may not have the time to take full advantage of the S-CAT and access to resources to strengthen their safety climate



Development of the S-CAT^{sc}: Streamlined the S-CAT worksheets

From this....

To this...

Demonstrating Management Commitment

Management demonstrates commitment by engaging in the following activities:

1. Being present and visible on the jobsite.
2. Always using safety behaviors and safety practices on the jobsite.
3. Identifying and reducing job hazards.
4. Having processes for corrective action following a safety incident.
5. Compassionately reacting to employee injuries.
6. Reviewing and analyzing safety policies, procedures and trends.

For each item below, carefully read the descriptions in each box going from inattentive all the way to exemplary. Circle the one that best describes management's commitment to that activity.

INATTENTIVE → REACTIVE → COMPLIANT → PROACTIVE → EXEMPLARY

1. In my company, management...	2. When management is present on the jobsite, they...	3. In my company, management...	4. In my company, management...	5. When employees are injured, management...	6. In my company...
Rarely comes to the actual jobsite.	Only comes to the jobsite after an incident has occurred.	Only comes to the jobsite when required, or makes infrequent visits.	Makes regular visits to the jobsite. Interacts mostly with management.	Frequently visits the jobsite, seeks out interactions with employees.	
Typically act as poor safety role models by breaking regulatory and organizational safety policies and procedures.	Are only concerned with adhering to OSHA regulations and organizational policies and procedures after an employee injury has occurred.	Strictly conform to required OSHA regulations and organizational safety policies and procedures, never more or less.	Demonstrate safety behaviors above and beyond what is required.	Consistently model safety behaviors above and beyond what is required and recognize employees who do the same.	
Does not participate in safety audits.	Only participates in safety audits in response to an employee injury or adverse safety event.	Participates in safety audits only when required.	Initiates and actively participates in internal safety audits.	Actively participates in internal safety audits and uses the information for management performance evaluation.	
Does not want to know about any safety incident, unless it's a fatality. There are no investigations into incidents or close calls.	Resists taking steps to correct or prevent future incidents. Investigations into incidents or close calls result in punitive action toward employees.	Investigates incidents but not in a "blame-free" manner. Initiates corrective actions that comply with codes or regulatory directives.	Includes employees in both a root cause analysis and helping to come up with solutions to prevent future incidents and foster continued improvements.	Relies on a formalized process for conducting a detailed root cause analysis that reviews both processes and behaviors. Findings are discussed with everyone and preventive solutions are implemented.	
Immediately blames and punishes the employee (e.g., fired).	Typically blames employees for injuries, threatening them with suspension or even termination.	Only holds employees accountable for injuries according to organizational guidelines.	Demonstrates appropriate organizational support for the employees involved in injuries.	Proactively provides support to injured employees to facilitate return to work. Seeks to learn from employee injuries.	
There is no formal safety management system; safety trends are not analyzed.	The safety management system is reviewed and safety trends are only analyzed in response to employee injury or an adverse safety event.	The safety management system is reviewed and safety trends are analyzed from time to time.	The safety management system is reviewed and safety trends are analyzed annually to ensure effectiveness and relevance.	The safety management system is reviewed and safety trends are analyzed bi-annually to ensure effectiveness and relevance.	



S-CAT^{sc} Worksheet for Small Contractors

For each of the following statements, please put an X in the column that best describes what your company is currently doing:

My Company...		Already does this well	Could do this better	Would need help doing this	Is not able to do this	I don't know
DEMONSTRATES MANAGEMENT COMMITMENT TO SAFETY	1. Has safety policies and procedures and shares them with all employees					
	2. Includes money in project budgets to implement safety measures (such as purchasing or renting safer tools and equipment, and conducting training)					
	3. Frequently visits jobsites and interacts with employees about safety					
	4. Always obeys safety rules and wears proper personal protective equipment (PPE), such as gloves, hard hats, etc. when on the jobsite					
	5. Provides appropriate PPE for all employees on every jobsite					
	6. Recognizes employees for obeying safety rules and wearing proper PPE on the jobsite					
	7. Identifies and takes steps to correct hazardous situations					
	8. Collects information about and follows up on injuries and incidents with managers, supervisors, and employees					
	9. Helps injured workers so they can return to work					



Development of the S-CAT^{sc}:

Modified the terminology slightly – for example:

From this....

#1 Demonstrating management
commitment

#2 Aligning and integrating
safety as a value

#7 Training at all levels

To this...

Demonstrates management
commitment **to safety**

Promotes and incorporates
safety as a value

Provides training at all levels



Development of the S-CAT^{sc}:

Revised activities and ideas for improving each indicator

From this....

#7 Training at all levels - The best way to ensure that all employees know and understand how they can improve jobsite safety climate is to provide ongoing, effective training for specific roles and responsibilities in the company.

- Supervisors should at the very least have OSHA 30-hour training
- Safety training is provided at all levels of the company, and is ongoing
- **Company implements an STS program certification**
- Safety leadership training is available for supervisors and foremen.
- Empowerment and peer-to-peer training is provided to employees
- **Joint safety committee training is given to all participants**
- All field personnel help to identify training needs and develop materials
- Supervisors are educated on the importance of a good safety role model

To this...

#7 PROVIDES TRAINING AT ALL LEVELS: Employees receive training on how they can improve jobsite safety and specific roles and responsibilities in the company.

- Supervisors have at least OSHA 30-hour training
- Safety training is provided at all levels of the company and is ongoing
- Safety leadership training is available for supervisors and foremen
- Empowerment and peer-to-peer training is provided to employees
- All field personnel help to identify training needs and develop materials
- Supervisors are educated on the importance of a good safety role model

Development of the S-CAT^{SC}:

Simplified scale to capture where small employers need help

Examples from “Ensures Accountability at All Levels”

From this....

For each item below, carefully read the descriptions in each box going from inattentive all the way to exemplary. Circle the one that best describes how well management and employees in your company are held accountable for safety.



INATTENTIVE → REACTIVE → COMPLIANT → PROACTIVE → EXEMPLARY				
1. In my company...				
Employee safety performance is not evaluated at all. If they mess up they are fired.	Employees are punished for not practicing safe behaviors, but they are not rewarded for proactively identifying hazards.	Safety metrics for employee performance evaluation are given lip service and sometimes informally used to evaluate employee performance.	Safety metrics are formally integrated into employee performance appraisal processes to evaluate and reward employees for maintaining and improving a positive jobsite safety climate.	Safety metrics are formally integrated into employee performance appraisal processes to evaluate and reward employees for maintaining and improving a positive jobsite safety climate. Data are used to identify targeted training opportunities.

To this...

For each of the following statements, please put an X in the column that best describes what your company is currently doing:



My Company...	Already does this well	Could do this better	Would need help doing this	Is not able to do this	I don't know
3. Holds everyone, including managers, supervisors, foremen and employees, accountable for safety					



Pre-Test & Pilot

- Pre-tested with 10 Contractor and Labor representatives in the Roofing Industry
- Piloted with 61 contractors



Pilot – Findings

Key activities where contractors ‘could do better’ or ‘would need help’:

Activity	% saying could do better/would need help
Rewards employees for improving safety	82%
Recognizes employees for obeying safety rules and wearing proper PPE on the jobsite	82%
Regularly assesses safety knowledge and skill	80%
Rewards managers, supervisors, and foremen for maintaining and improving safety	79%
Provides supervisors and foremen with leadership training so they are able to communicate and motivate employees about safety	78%

Modified Workbook Instructions

Safety Climate Assessment Tool (S-CAT) for Small Contractors

Safety Climate Assessment Tool (S-CAT^{sc}) for Small Contractors

A construction jobsite's safety climate = an employer's and workers' shared views about how safety is valued and reinforced.

The Safety Climate Assessment Tool for Small Contractors (S-CAT^{sc}) is designed to help small construction company employers and their employees assess and improve their jobsite safety climate. The S-CAT^{sc} uses the following eight leading indicators to assess a company's safety climate:



LEADING SAFETY CLIMATE INDICATORS

1. Demonstrates Management Commitment to Safety
2. Promotes and Incorporates Safety as a Value
3. Ensures Accountability at All Levels
4. Improves Supervisory Leadership
5. Empowers and Involves Employees
6. Improves Communication
7. Provides Training at All Levels
8. Encourages Owner/Client Involvement

Pages 2-5 of this S-CAT^{sc} workbook include the questions related to the eight leading indicators. Pages 6-7 have a "Summary of Ideas" that you can use to make improvements, including a link to resources currently available to help implement them. Please note, new tools and resources will be added as they are developed.

Completed S-CAT^{sc} worksheets shared with CPWR-The Center for Construction Research and Training (CPWR) are being compiled to identify activities where small construction contractors and their employees feel they need help, and to develop materials and resources that contractors can use to help with those activities and strengthen their company's safety climate. Information shared by employers will be kept completely confidential, and only used in aggregate without any company or personal identifiers associated with the entries.

You can use the S-CAT^{sc} worksheet in this workbook to assess how your company is doing or complete it anonymously online at <https://tinyurl.com/S-CAT-sc-2018>. If you complete the free online version of the S-CAT^{sc}, a report will automatically be generated that includes your responses and an assessment of how you are doing on each of the eight leading indicators.

You can also use the S-CAT^{sc} worksheet with your employees to see how your responses and your employees' responses align. If you share the completed worksheets with CPWR, you will receive a report summarizing your company's responses in comparison to the overall results for other contractors and their employees in the database. There are two ways to use the S-CAT^{sc} with your employees:

1. **On paper:** Provide each employee with a copy of the worksheet in this workbook. Please emphasize to your employees that they should not put their name on the worksheet because all information collected needs to be anonymous. In addition, please provide a confidential and secure location for employees to turn-in their completed worksheets. Once you gather all the completed worksheets, you can review them to see how your response and your employees' responses align, and use the "Summary of Ideas" and the resources available at <http://tinyurl.com/S-CAT-sc> to help you implement the ideas and strengthen your company's safety climate. **If you would like to receive a company report, please mail copies of the completed worksheets to:**

CPWR-The Center for Construction Research and Training
Attention: Eileen Bettit
8484 Georgia Avenue, Suite 1000
Silver Spring, MD 20910

2. **On-line:** Contact CPWR at cpwr-r2p@cpwr.com and ask for a company-specific URL to share with your employees. You and your employees will use this link (URL) to fill out and submit the worksheet online. The URL will be identified with your company so that a company-specific report can be generated; however, no personal identifiers will be collected and all individual responses will be completely anonymous. The link (URL) will only be used by your company and will be active for the time period you specify. After that date, CPWR staff will send you your company report.

You are encouraged to share your results with CPWR so that materials and resources are developed that are responsive to your needs and those of other small construction contractors. The aggregate data compiled will not include any company or personal identifiers.

Workbook

- Download or copy worksheet
- Do on your own or have your employees complete the worksheets
- Share worksheets to receive a summary report

On-line

- Click on <https://tinyurl.com/S-CAT-sc-2018>
- An individual report is generated
- Request a company URL and a company report will be developed and sent

Created Online Version

<https://tinyurl.com/S-CAT-sc-2018>



Welcome to the Online Safety Climate Assessment Tool for
Small Contractors (S-CAT^{SC})!

The S-CAT^{SC} is designed to help small construction company employers and their employees assess their safety climate. The S-CAT^{SC} uses **eight leading indicators** to assess a company's safety climate.

1. Demonstrates Management Commitment to Safety
2. Promotes and Incorporates Safety as a Value
3. Ensures Accountability at All Levels
4. Improves Supervisory Leadership
5. Empowers and Involves Employees
6. Improves Communication
7. Provides Training at All Levels
8. Encourages Owner/Client Involvement

The assessment consists of 33 questions and should take less than 30 minutes to complete. You will receive a copy of your responses and an assessment of how you're doing on each indicator. You will also have access to free safety climate resources.

Please be assured, **your responses are completely anonymous**. No company information is collected.

S-CAT^{SC} assessments will be compiled by CPWR-The Center for Construction Research and Promotion. The goal is to help construction contractors and their employees feel they need help, and to develop resources that will help them strengthen their company's safety climate. Information shared will only be used in aggregate.

Your Results

Section 1: Demonstrates Management Commitment to Safety

Management's commitment to keeping employees safe is demonstrated through their words and actions. Just saying "Safety is #1!" does not automatically translate into a positive safety climate.

Your responses indicate your program is **DOING WELL**.

Recommended practices for this indicator that you may already have in place are below. Visit <http://tinyurl.com/S-CAT-sc> for ideas and free resources to use to further strengthen your company's safety climate.

- Clearly communicate safety expectations to all employees and spell them out in company policies, procedures, and guidelines
- Make sure adequate resources are available to effectively implement safety activities
- Make safety a top agenda item at all meetings
- Require management to participate in all safety-related meetings
- Make sure management is visible to employees and follows good on-site safety practices
- Make sure employees receive sufficient safety training and have proper PPE (e.g., gloves, eye protection, etc.)
- Design rewards and incentives to encourage employees to actively follow safe work practices
- Track and analyze accidents and incidents
- Establish a formalized process for corrective action when a safety issue is discovered

Section 2: Promotes and Incorporates Safety as a Value

Safety is integrated into all company activities to ensure it is valued as much as all other business functions. This occurs when management clearly and consistently communicates safety expectations. Truly valuing safety means it is never compromised for productivity.

Your responses indicate your company **COULD USE HELP WITH ONE OR MORE ACTIVITIES**.

The following are ideas for improving this indicator. Visit <http://tinyurl.com/S-CAT-sc> for ideas and free resources to use to further strengthen your company's safety climate.

S-CAT^{SC}- Online Resource

<https://www.cpwr.com/research/s-cat-sc-small-contractors>



S-CAT SC for Small Contractors

The **Safety Climate Assessment Tool for Small Contractors (S-CAT^{SC})** is designed to help small construction company employers and their employees assess and improve their jobsite safety climate. In addition, employer and employee S-CAT^{SC} responses shared with CPWR are being compiled to identify and develop materials and resources for small construction contractors to use to strengthen their company's safety climate.

The S-CAT^{SC} uses the following eight leading indicators:

1. Demonstrates Management Commitment to Safety
2. Promotes and Incorporates Safety as a Value
3. Ensures Accountability at All Levels
4. Improves Supervisory Leadership
5. Empowers and Involves Employees
6. Improves Communication
7. Provides Training at All Levels
8. Encourages Owner/Client Involvement

[Click here](#) to download a copy of the S-CAT^{SC} worksheet that your company could do better.

- [Click here](#) to download the S-CAT^{SC} worksheet
- [Click here](#) to download the list of ideas, and

Resources & Materials to Help Implement the Ideas

[Foundations for Safety Leadership \(FSL\)](#) was developed to provide safety leadership skills. This free program can be used with supervisory personnel, management, and workers. It is also an approved OSHA 30-hour elective module.

[Resources to conduct a Job Hazard Analysis](#) – instructions and related resources on how to conduct a job hazard analysis developed by the Maine Department of Labor.

Training & Educational Resources on Specific Construction Hazards and Solutions

- [Toolbox Talks](#)
- [Hazard Alert Cards](#)
- [Health and Safety Videos](#)
- [Materials to Reduce Sprain & Strain Injuries](#)
- [Materials to Avoid Heat-Related Illnesses](#)
- [Avoiding Exposure to RF Radiation \(from telecommunications antennas\)](#)
- [Planning to protect employees from silica exposure – tools and resources](#)

OSHA Safe Workplace + Sound Business Resources

- **Management leadership:**
 - [Deliver a safety and health message](#)
 - [Establish a visible presence to promote safety and health](#)
- **Worker Participation:**
 - [Show you are listening and ask for feedback](#)
 - [Empower workers with safety and health information](#)
 - [Recognize workers or teams for contributions to workplace safety](#)
 - [Partner for safety and health planning](#)

Other:

- [Injury and Illness Prevention Program](#) – California Department of Industrial Relations

Links

The following is a list of the resources and links that were discussed during the event:

- [Learn more about OSHA's Safe + Sound Campaign](#)
- [Intro to Foundations for Safety Leadership \(FSL\) On-Demand Webinar](#) – learn more about what the FSL covers and how to use it
- [Tools to Improve Safety Climate On-Demand Webinar](#) – learn more about the full S-CAT and additional Safety Climate resources
- [Foundations for Safety Leadership \(FSL\)](#) – primary training materials and additional resources can both be accessed from this page
- [Full Safety Climate Assessment Tool \(S-CAT\)](#) – learn more about the tool and take the S-CAT
- [S-CAT for Small Employers](#) – learn more about the S-CATsc and download the worksheet