



## Do Safety Management Styles Matter?

### What Management Style Sounds Familiar?

*Police Officer* - Do you rule with an iron fist? Forcing your employees to follow the rules by chasing them around with a stick may work for a while, but is not the best management style. According to the experts, it only works when the enforcer is around. Fear of getting caught tells the workers that they only have to comply with the rules when someone is watching over them.

*The Safety Contest Winner* - Does your company offer lots of freebies and incentives for following the rules? Dangling a "prize" in front of your workers to get them to comply is another popular management style that will work-but only some of the time. Safety experts say that as soon as the employees are consistently getting what is offered, they either don't want it anymore or want something different.

*Mr./Mrs./Ms. Personality* - Do you have a charming smile or a charismatic way about you that makes people want to do what you say? Relying on your diplomatic style alone may not be an effective management style when it comes to safety issues. Experts say that this creates loyalty to one person. What happens when you take a day-off? You need your workers to follow safety rules even when your personality isn't there to charm them.

*Competition Against the System* - Do you have a competitive streak in your management style? The experts warn against giving an ultra-competitive impression to your workers. When employees feel competitive pressure they may begin to take safety short-cuts to beat the system because they are too focused on winning. Try to keep safety the goal and not winning the contest.

### Be a Leader, Not a Manager

Think of yourself as a coach of a team, not the boss of a department. According to several safety professionals, motivation through leadership is the key to success. One way to do this is to lead by example. They said that if you make safety important to you-the team leader-they will make safety important to them.

Another way to motivate your team is to present them with safety information. This will build a sense of unification within the team. Metrics can be in the form of a safety scorecard to track person hours, frequency of injuries, turnover rates, etc. This will educate your workers by providing feedback on safety trends within your facility. However, the experts warned against putting the highest priority on metrics. Use it as a tool to get your workers excited about safety, not to find ways to beat the system.

A great motivator can even use peer pressure as a tool for management. Try to get your workers to motivate the people around them and create an air of social acceptance through following the rules.

**2006 Dates:**

**January:**  
Plan Your Safety Training Now!  
Call Cambridge For Ideas!  
312-381-8208

**February:**  
Child Passenger Safety Week

**March:**  
Poison Prevention Week  
Workplace Eye Safety Month  
Save Your Vision Month

**April:**  
Sports Eye Safety Month  
Intl Building Safety Week  
Work Zone Aware. Week  
Playground Safety Week

**May:**  
Clean Air Month  
Melanoma Awareness Month  
Electrical Safety Month  
National EMS Week  
Poison Prevention Week

**June:**  
National Safety Month

**July:**  
EYE INJURY PREV. MONTH

**August:**  
Prepare Your Winter Safety Training!

**September:**  
Farm Safety/Health Week

**October:**  
Nat. Fire Prevention Week  
Drive Safely Work Week  
Radon Action Week

**November:**  
Take advantage of the weather and do your classroom training!

**December:**  
"3D Month" - National Drunk & Drugged Driving Prevention Month

**What's Your Safety Management Style?**  
**Is It Working?**





## ***OSHA Identifies High Injury Employers***

OSHA notified approximately 14,000 employers in April that injury and illness rates at their worksites are higher than average and that assistance is available to help them make needed changes. In a letter sent to each, OSHA characterized the notification as a proactive step to encourage employers to take steps to reduce those rates.

The establishments were identified by OSHA through employer-reported data from a 2005 survey, based on 2004 data, of 80,000 worksites. Those selected had a rate of 6.0 or more injuries or illnesses resulting in days away from work, restricted work activity, or job transfer for every 100 full-time workers. The national average for the so-called DART rate is 2.5.

Employers that received the letter were also provided copies of their injury and illness data and a list of the most frequently violated OSHA standards for their industry. As well, the letter offered the agency's assistance. Among other steps, it suggested the use of free safety and health consultation services provided by OSHA through the states. The full list can be downloaded from [http://www.osha.gov/as/opa/foia/hot\\_12.html](http://www.osha.gov/as/opa/foia/hot_12.html).

## ***Portable Music Players At Work? Safe Or Not?***

As more and more people are working to music these days, the pluses and minuses of using portable music players on the job are getting attention. A recent article in USA Today addressed the issue, noting that "Portable music players such as iPods increasingly are showing up on the job, a trend that's being praised as a boon to productivity as well as criticized as a safety risk and employee distraction."

Among problems identified is communication. It can be hard to get a co-worker's attention if he or she is listening to an engaging song. Think – fire alarm, tornado, work place violence, medical emergency, breaks, etc. And some people play music through speakers, which can be quite annoying to other workers.

Also, music devices can prevent users from hearing other important workplace sounds, such as moving forklifts. Portable music players can mask the sound of strangers, an important security issue.



On the other side of the argument, however, employees say music motivates them and can be a real boost on a down day.

Cambridge Risk Control suggests that employees who wish to use the players ask their bosses first.

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# ***Safety Resource Center***

### *It's Good To Know:*

May is:

**"National Electrical Safety Month".**

June is:

**"National Safety Month".**

### *Upcoming Training*

**Kansas City Safety & Health Conference**

July 20-21, 2006. Safety & Health Council of Western Missouri & Kansas.

Great Wolf Lodge, Kansas City, KS

816-842-5223

[www.safetycouncilmoks.com](http://www.safetycouncilmoks.com)

### *Upcoming Training*

**15th Annual OSHA Summit**

June 15, 2006. Iowa-Illinois Safety Council.

Holiday Inn/Merle Hay Rd, Des Moines, IA

[www.iisc.org](http://www.iisc.org)