Employee Involvement

Frank Downs
Safety Specialist — Cane Run
Employee Involvement — Capitalize on the company’s most valuable resource — employees — by actively creating and facilitating opportunities to become involved in loss-prevention efforts.
What YOU Can Do To Get Involved

• Lead by example
• Correct unsafe or unhealthy acts promptly
• Provide job-specific safety recommendations
• Assist with workplace inspections
• Stop and report unsafe acts or conditions
• Safely operate equipment and tools for which you have been trained and are specifically authorized to use
• Report immediately incidents, injuries, illnesses or near misses/close calls
• Help ensure the safety of co-workers
• Provide input about incidents, close calls and near misses
Ways To Get Involved

- Safety committee and focus group
- Incident investigations
- Procedure development
- Safety and health audits or surveys
- Development and implementation of safety and health training
- Job safety analyses
- Recommendations for specific actions in response to employee safety suggestions
- Problem-solving techniques to seek solutions to identified safety and health problems
“Why I Choose to Work Safe”

GET INVOLVED

PPL companies
Empowerment

Larry Dodson
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Actually Minister it doesn't really matter what you say as long as you include a combination of the words "choice", "empowerment" and "customer focussed".

Ministry of soundbites
What is true employee empowerment?

a. Unleashing a person’s knowledge and skills to make decisions and accomplish goals

b. Forcing an employee to work on his own

c. Developing skills for the benefit of the business

d. Allowing an employee to work without a supervisor
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Empowerment

Key Elements of Employee Empowerment

- Trust
- Communication
- Commitment
- Awareness
- Training
- Positive attitude
- Ownership
Empowerment

Why It Matters...

- Reduces incident rates
- Supports the best safety programs
- The job being done the right way
Empowerment

Why Employee Empowerment Fails
Management Mistakes

Empowerment fails when managers fail to:

• Really understand what employee empowerment means

  Employee empowerment is a philosophy that enables employees to make decisions about safety and their jobs
Management Mistakes

**Empowerment fails when managers...**

- *Fail to define the decision-making authority and boundaries with staff, but then micromanage the work*
- *Second-guess the decisions of employees they have given the authority to make a decision*
- *Abdicate all responsibility and accountability for decision-making*
Employee Mistakes

Empowerment fails when employees fail to:

• Seize the opportunity
• Be responsible and accountable
• Develop the courage to make decisions and mistakes
• Communicate openly
• Gain the knowledge on which to base decisions
Ask Yourself How The 3 “P’s Relate to Empowerment

- Purpose
- Passion
- Pride