

Employee Involvement

Building a Safety & Health Management System

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Employee Involvement

- Employee involvement means... "participation by employees at every level."
- When used as part of the term employee ownership, "employee" does not refer uniquely to line or hourly workers, but to everyone in the organization at every level and in every department.

Employee Involvement

- Companies that effectively engage their employees encourage them to participate fully in the safety and health management system.

Employee Involvement

- Employee involvement and management commitment are essential ingredients of a successful workplace safety and health system that is intended to identify, prevent and control recognized hazards.

Employee Involvement

- There is a wide consensus that the safety and health performance of the American workplace can be substantially improved with more management commitment and more worker involvement. But there has been little consensus as to how best to achieve this common objective.

Employee Involvement

- Management commitment provides the motivating force and resources for organizing and controlling activities within an organization.
- Employee involvement provides the means through which workers develop and express their own commitment to safety and health.

Employee Involvement

- OSHA has found that employees who are encouraged to offer their ideas and whose contributions are taken seriously are more satisfied and productive on the job.

Employee Involvement

- OSHA's Voluntary Protection Program has a **20+ year history**, and the average VPP worksite has a Days Away Restricted or Transferred (DART) case rate that is 52% below the average for its industry. VPP participation can also lead to lower employee turnover and increased productivity and cost savings.

Employee Involvement

- American Society of Safety Engineers, Middle East Chapter's study entitled "The Impact of Management's Commitment on Employee Behavior" found that "increasing the frequency of management/subordinate safety interactions positively influences safety performance."

Employee Involvement

- The Society for Human Resource Management's (SHRM) research into employee engagement and commitment found that "Engaged employees can help your organization achieve its mission, execute its strategy and generate important business results."

Employee Involvement

Why should employees be involved?

- Rank and file workers are the persons most in contact with potential safety and health hazards.
- Involvement gives them a vested interest in the effectiveness of protection programs.

Employee Involvement

- Group decisions have the advantage of the group's wider range of experience.
- Employees are more likely to support and use programs when they have input.

Employee Involvement

Encourage employee involvement in the safety and health management system and in decisions that affect their safety and health:

- inspection or hazard analysis teams
- developing or revising safe work rules
- training new hires or co-workers
- assisting in accident investigations