

Why Training Improves Safety On The Job

No one can argue that safety should be paramount for any and all construction companies. And most importantly it needs to be paramount for the very people who do the actual work. The problem is that reality does not measure up in this regard. For far too long many workers are injured and even killed on the job due to a failure on the part of the company owner and or its management to adequately train its employees.

When an employer fails to provide, as they are required to do, proper protective equipment and the appropriate training for its use, they will be held liable when any worker is injured or killed.

The mishandling of power tools can be very dangerous in the hands of a person who has never been trained in the safe use of a power tool. Whether it be a new employee or an Apprentice who is new to the world of construction, the burden falls directly upon the employer to provide the appropriate training and supervision for all its employees but particularly for new-hires or those with virtually no experience or knowledge.

Sufficient training that is monitored and or supervised will motivate workers to learn the right and safe use of tools. Management and front-line supervisors must stress the need to never walk past an unsafe act or condition. You then underscore this by consistently holding people accountable.

When you set clear expectations for workers, and they know that they'll be held accountable if they violate OSHA Standards and company policy, they will comply, if for no other reason than, to keep their job. You should know, I don't want "keeping a job" to be the motivator for workers. Rather, I want people to admit if they don't know how to use a tool by speaking up and then that needs to be followed by the proper training relative to the tool or PPE need to perform work.

Safety protocols must be followed if a company's Culture of Safety is to be successful. Likewise, there can be no excuse for not knowing the skill level of your employees. Part of any company's achievement in work environments is worker safety that needs to have as its primary goal, **Safety Perfection**. What is that you might ask? The answer is simple but succinct. **Every worker goes home safe each and every day!** There can be nothing better than this.

"OSHA has a long and consistent history of interpreting its standards and other requirements to require employers to present information in a manner that their employees can understand." That goes for both verbal and written communication. Any language barrier or ability to comprehend the training material and or method must be tailored to the ability of the worker to understand. You must seek feedback in order to

confirm the worker gets the knowledge they need to safely operate a power tool. As well, all training needs to be documented on a project Safety Log.

Compromise, complacency or a callous disregard for the safety of workers must not be allowed to infect any work environment. Wherever there is failure to buy into the company's Culture of Safety it must be treated like a cancer. Cut it out or take strong action to remove workers who commit unsafe acts so that it cannot contaminate anyone else on your project. As management or a supervisor, when you continually convey your concern for the best interest of all workers you will demonstrate the power of caring and people will connect with it and conform because they really do want to go home safe each and every day.

The bottom line is this; you will not achieve lasting safety success without proper training that focuses on the correct use of PPE and tools.

For more answers and insight, I invite you to look at our book, *Safety Under Construction—A Quest for Safety Perfection Utilizing Inventive Thinking where we discuss in depth the psychological aspects of safety that include how we are affected mentally, emotionally and physically*. It is a must-read for individuals and anyone who wants to dramatically improve the Culture of Safety within your organization and make unlimited strides for safety success.

Go to: <http://www.SafetyUnderConstruction.com> in order to obtain a great sense of this newly published book on safety and risk. There you will see a representative preview and reviews of a book that needs to be read, taken to heart and shared. Lives depend on it.

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