Engagement as defined in the workplace

• An environment in which everyone is empowered to identify opportunities and work jointly to improve workplace safety.
Why do we need engagement for a safety culture?

• Engagement is the foundation of ownership.

• Safety is based on conditions and behaviors; both can be positively influenced when “buy in” exists.

• The people doing the work generally know the hazards associated with the work.

• Everyone wants to be part of “something bigger”, especially improving safety.
Approach to Engagement in Ashdown

• Mill / Union leadership formulated a plan for safety improvement based on the following beliefs:
  – All incidents are preventable.
  – All incidents have a hazard component and a behavior component.

• The team agreed that the following components were vital in eliminating injuries:
  – Engagement
  – Empowerment
  – Hazard Recognition
  – Hazard Elimination
Approach to Engagement in Ashdown

• The mill chose to implement both Safe Start and Hazard Mapping concurrently:
  – Incident analysis drove the decision.
  – Conducted a review of multiple tools.

• Safe Start provides our team with a basic behavior awareness foundation.

• Hazard Mapping engages the workforce in identifying and eliminating hazards in the work place.
Approach to Engagement in Ashdown

• Joint Committee drives Safe Start and Hazard Mapping
  – Consists of members of USW Union and Domtar Leadership.
  – Goal is to drive both processes jointly and concurrently.
  – Focus is on ensuring Safe Start and Hazard Mapping are a part of our core culture.
Additional Focus Points

• Additional focus points include:
  – Management expectations
  – Clear / accessible policy language
  – Standardized training system with tracking mechanism
  – Risk assessment training / tool for work activities
Results

• Increased engagement across the mill but still a ways to go
• Larger core group of safety advocates is emerging due to the energy around safety
• Hazard mapping has become more than an abatement process
  – Now being used as an awareness and training tool
24 Month Rolling RIR Average

Safe Start and Hazard Mapping Jointly Implemented
Questions?