

Safety 101

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Safety 101

Most folks are as happy as they make up their minds to be.

[Abraham Lincoln](#)



WHY SAFETY??

During these economic conditions, workplace safety efforts have become even more imperative to decrease costs and keep employees working. When a workplace injury occurs, how much does that injury truly cost an organization? The financial answer is not always clear, but the cost is often underestimated. Typically, actual injury costs are between 5 to 50 times the size of the obvious direct costs of medical expenses and salary for the injured worker. An organization may also be surprised to analyze the revenue required to recover the costs associated with a workplace injury.

According to the Occupational Safety and Health Administration, costs associated with occupational injuries and illness can comprise as much as 5% of a company's total costs. These costs include direct and indirect costs.

IT COSTS \$\$\$\$

Direct Costs

Direct costs of an injury include medical costs, lost wages and higher insurance premiums. Insurance costs increase based on the rise in claims frequency and severity, which will directly influence an organization's experience modifier, or e-mod. An organization's e-mod is calculated by the National Council on Compensation Insurance and is based on your payroll and claims costs history compared to other similar organizations in the company's industry. (Circle of Excellence)

Indirect Costs

Similar to the invisible portion of an iceberg, (hint: Titanic) there are a number of indirect costs associated with accidents that are not as easily seen. These indirect costs have been estimated to be from 5 to 50 times the size of the direct costs. Indirect costs include money spent on things such as repairing damaged equipment, lost time to fill out accident reports, time/money spent on hiring and training replacement personnel and lost productivity/quality because less experienced employees replace key injured employees.

HOW?

How do you lower costs?

An effective safety program can help prevent injuries, reduce costs and make a substantial contribution to a company's bottom line. The most **effective** safety program is one that is fully integrated into the way the company conducts its business. Companies should focus safety programs on the systems and processes that have the greatest potential to cause injury.

TIPS

The following tips can increase workplace safety, reduce injuries and accidents, and save your bottom line.

- Adopt written safety/health and substance abuse (drug and alcohol) programs.
- Ensure that every employee and manager takes safety seriously. (2 excuses)
- Properly train employees on all equipment and safety procedures.

TIPS (cont.)

- Encourage employees to voice their safety concerns to a supervisor. Many times, employees only raise concerns after an accident occurs. (I knew that)
- Hold employees and managers accountable for non-adherence to safety rules and “recognize” them for adherence.
- Consult your workers' compensation provider or ISRI Safety Rep. They can advise businesses on workplace safety without the threat of being penalized.

BE AWARE

Take note of injury trends. (hint-Proactive)

Example: If workers are taking time off due to back injuries, it's a good idea to place proper lifting posters around the workplace and even conduct a proper lifting seminar.

Moral of the story:

“Most folks are as **SAFE** as they make up their *minds* to be...”



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QUESTIONS??