



REBUILDING AFTER AN ACCIDENT A STRONG SAFETY CULTURE WINNING HEARTS & MINDS

WHAT? WHY? WHEN? WHERE? HOW?



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COMPANY HISTORY

Preconco Limited, formed in 1991 with just eight employees, has rapidly grown to a multi-million dollar operation with over 200 staff members and comfortably matured into the role of leading manufacturer of precast and prestressed concrete in the Caribbean. The name Preconco Limited is synonymous with the finest buildings available today.

Commencing with our initial project in Barbados, Preconco Limited has since worked on numerous hotels, condominiums, townhouses and private residences in the region. Our scope of works has included marinas, cricket and other stadia, prisons, low and middle-income housing as well as drainage alleviation projects in Barbados, Grenada, Trinidad, Jamaica, St. Vincent, St. Lucia, Dominica and St. Kitts.

While some may solely attribute Preconco's success to our state of the art machinery, it is the management team and dedicated workforce who comprise our driving force.

WHAT IS SAFETY CULTURE

Definition: “Culture is the bedrock of change at organizational level”

A culture is a way of doing things that is shared, taught or copied.

Everyone in a particular culture tends to do things in a similar way, which they would consider to be the norm.

Safety culture can also be described as the right to a safe and healthy environment that is respected at all levels, where everyone (government, employers, employees and their representatives) works vigorously towards the principle of prevention as the highest priority.



WHAT CHANGED IT ALL

Preconco Limited prided itself on having great safety policies and a good Safety & Health Committee.

Preventative controls were in place, accidents were being reported and hazards were being assessed and dealt with timely.

On April 5th, 2012, our policies were severely tested. We lost a friend, colleague and to some, a love one.

Where did it go wrong?



BEFORE THE ACCIDENT THEY SAID

**BUT I HAVE BEEN DOING IT
THIS WAY FOR YEARS AND
NEVER HAD AN INJURY**

**YOU SHOULD
JUST WRAP ME
IN COTTON
WOOL**

**SAFETY TAKES TOO
MUCH TIME !**

**I KNOW MORE
ABOUT
CONSTRUCTION
THAN ANY WOMAN**

PROTECTING OUR WORKERS

Preconco Limited has 197 persons, who work at approximately 4 construction sites across Barbados and on site at the company's Lears, St. Michael facility and at times throughout the region.

These employees are exposed various hazards and all steps are taken where possible to eliminate or reduce contact to these by implementing the necessary controls.

The following slides will give four of the top hazards faced in construction some of the controls that Preconco limited has set in place.

Each of these hazards comes with a booklet showing the HOWS, DOS and DON'TS along with repeated training after first implementing hazard control and Risk Management.

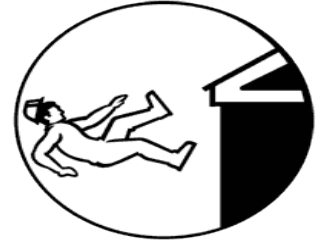


4 OF THE TOP CONSTRUCTION HAZARDS.

The top four causes of construction fatalities are: **Falls, Struck-By, Caught-In/Between and Electrocutions.**

Prevent Falls

- Wear and use personal fall arrest equipment.
- Install and maintain perimeter protection.
- Cover and secure floor openings and label floor opening covers.
- Use ladders and scaffolds safely.
- (LADDERS AND SCAFFOLD SAFETY BOOKLET)**



Prevent Struck-By

- Never position yourself between moving and fixed objects.
- Wear high-visibility clothes near equipment/vehicles.
- (TRAFFIC MANAGEMENT BOOKLET)**



4 OF THE TOP CONSTRUCTION HAZARDS CONT'

Prevent Caught-In/Between

- Never enter an unprotected trench or excavation 5 feet or deeper without an adequate protective system in place
- some trenches under 5 feet deep may also need such a system.
- Make sure the trench or excavation is protected either by sloping, shoring, benching or trench shield systems.

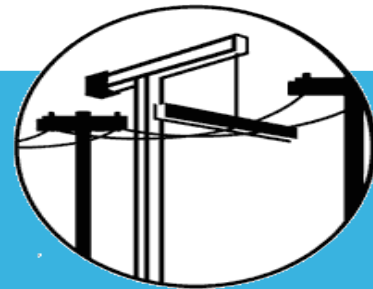
• **(SHORING PROTECTION IN CONSTRUCTION BOOKLET)**



Prevent Electrocutions

- Locate and identify utilities before starting work.
- Look for overhead power lines when operating any equipment.
- Maintain a safe distance away from power lines; learn the safe distance requirements.
- Do not operate portable electric tools unless they are grounded or double insulated.
- Use ground-fault circuit interrupters for protection.
- Be alert to electrical hazards when working with ladders, scaffolds or other platforms.

• **(LOCK OUT TAG OUT PROCEDURES \ ELECTRICITY SAFETY BOOKLET)**



CHANGING BEHAVIOR AT WORK AFTER THE ACCIDENT

Employees' commitment to safety and health is influenced by how they perceive "our commitment to safety and health".

Visible and active support, strong leadership and commitment from all levels of management are essential for successful safety and health management.

Ensuring that it is an integral part of the management process

Setting clear safety and health values and standards

Thinking strategically about corporate safety and health responsibilities

Being open and constructive about safety and health regulations

Rewarding good safety and health behavior

Creating a culture of integrity and responsibility for safety and health matters

ELEMENTS OF OUR STRONG SAFETY CULTURE

An informed culture – our organization collects and analyses relevant data to stay informed of its safety performance. •

A reporting culture – people are confident they can report safety concerns without fear of blame. •

A learning culture – our organization learns from its mistakes and makes changes to unsafe conditions. •

A flexible culture – our organization is able to reconfigure the chain of command if faced by a dynamic and demanding task environment. •

A just culture – people understand the boundary between behaviors considered acceptable and unacceptable. Unacceptable behaviors are dealt with in a consistent, just and fair manner.



WHY WE NEEDED A STRONG SAFETY CULTURE

- **A poor culture encourages an atmosphere where not complying with safe working practices is acceptable, and it doesn't help the organization to take effective action to solve health and safety problems.**
- **Quite often, organizations that have a poor safety culture can have the same underlying attitude to all processes and procedures.**
- **This can result in poor product quality and financial control as well as poor health and safety.**



WHEN A STRONG SAFETY CULTURE BEGINS

A strong safety culture is as important as the finance of any organization as it can also affect the company's viability.


During initial planning of the organizational structure, the Director, General Manager or Operations Manager should factor in safety and health and resources needed to chart the company's safety culture.

After an accident is not the ideal time to begin improving your company's safety culture but is usually is the time when most people see the problem.



LOOKING AT OUR COMPANY'S CULTURE

Culture is a combination of our organization's:


- **Attitudes,**
 - **Behaviors,**
 - **Beliefs,**
 - **Values,**
 - **Ways of doing things, and**
 - **Other shared characteristics of a particular group of people.**
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HOW WE GOT STARTED

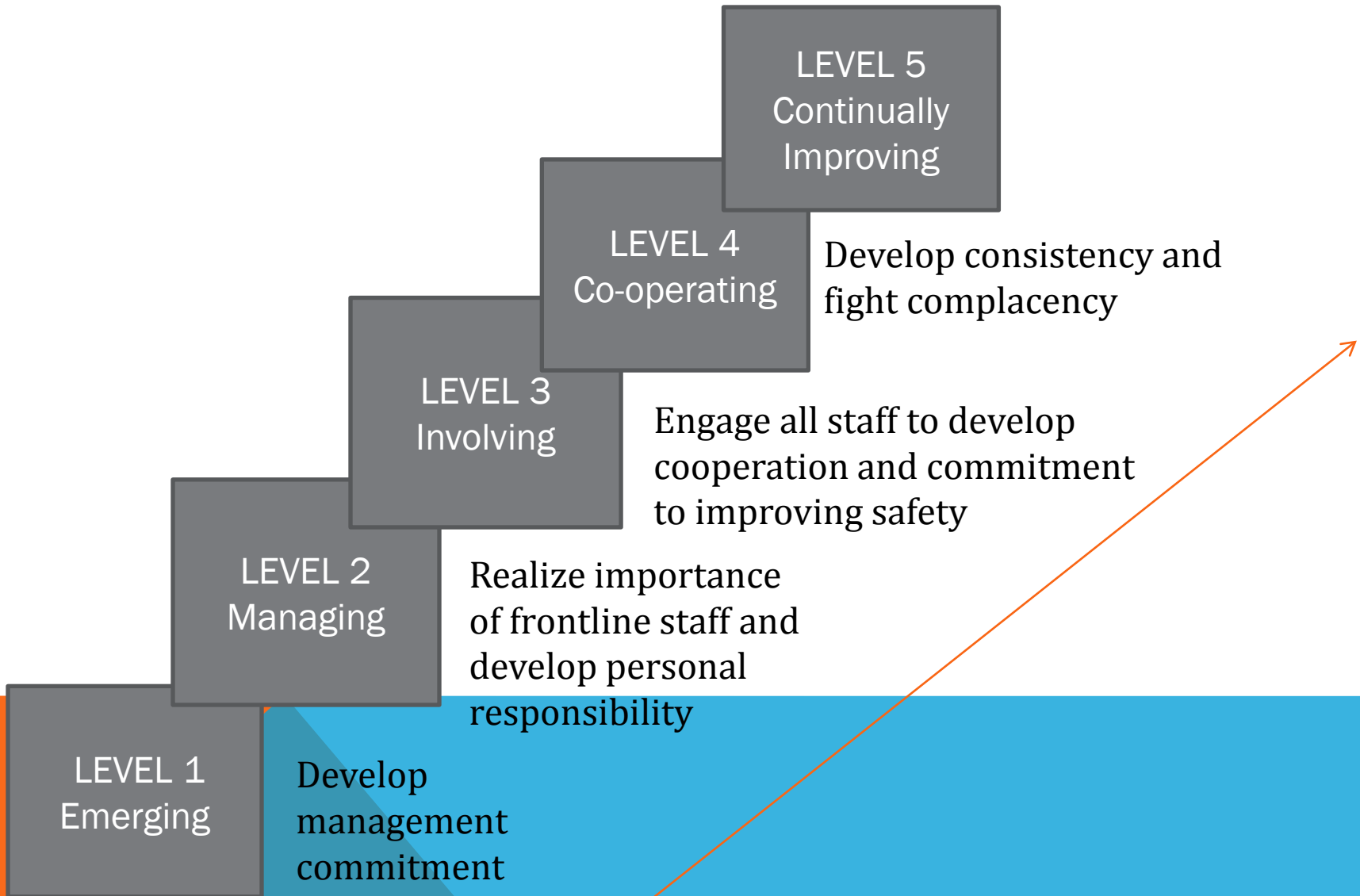
IDENTIFY

- **Size**
 - **Type of industry**
 - **Type of company**
 - **Work tasks**
 - **Relationships**
 - **Rewards**
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THE STEPS WE TOOK TO IMPROVE OUR SAFETY CULTURE

- **DELEGATION** – choosing the right people
 - **EMPOWERMENT** - giving the tools and knowledge
 - **REWARD RECOGNITION** – recognizing all positive safety outcomes
 - **SOCIAL NETWORKS** – having an open door policy on safety with department and general meetings
 - **INDIVIDUAL RESPECT** – everyone opinions mattered
 - **AUTONOMY** - allowing personal independence and the capacity to make moral decisions and act on them.
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BUILDING OUR STRONG SAFTY CULTURE



FINALLY ALWAYS REMEMBER

There are four (4) reasons for managing Safety and Health.

- 1. Financial*
- 2. Legal*
- 3. Moral*
- 4. Social*