

## Creating a Safety Culture

Experts agree that creating a strong safety culture within your company can have a greater impact on reducing injuries — and holding down workers' compensation costs — than anything else.

Here are the necessary steps in establishing a safety culture:

**Management support and direction** — Management must be a role model for safety. This includes establishing the company's safety vision, goals, and rules, as well as "walking the talk" in everyday safety practices.

**Active safety committee** — Safety committees should serve as a conduit for all safety efforts and companywide communication regarding safety. That's why all areas of the company must be represented on the committee.

**Employee accountability and participation** — Everyone must be accountable for safety in the workplace, and feel empowered to take steps to ensure their own safety and the safety of their fellow employees.

**Ongoing safety training** — Routine, effective training must be available (and mandatory) for all employees.

**Comprehensive claims management** — Having a written claims management policy and a return-to-work program are instrumental in helping you control costs if an injury occurs.

**Continuous improvement** — Safety efforts should be reviewed routinely and adjusted when necessary. This includes investigating all injuries to identify causes and implementing prevention measures.

**Celebrating success** — Individual employees and teams should be rewarded in order to acknowledge and build upon positive safety achievements.

As a Pinnacol policyholder you have access to free safety materials. You can order them online at [www.pinnacol.com](http://www.pinnacol.com). Additionally, if you need assistance in building your organization's safety program, please call Pinnacol's Safety On Call hotline at 303.361.4700 or 800.501.4752.