



Daily Toolbox Talk: Take Action & Thank You Friday May 5, 2023

We all have a voice in safety. There is nothing we do that is worth risking our lives or the lives of our fellow team members. Empowering our craft to raise their concerns AND act goes beyond simply talking about it at Monday toolbox meetings. It's allowing everyone to use their voices to make safe choices.

Our craft team members must be given the resources to speak strongly without hesitation, but we must also have systems in place that offer them the ability to act, provide creative solutions, and make safe choices.

What does this look like at your company? What systems do you already have in place that not only give your craft team members a voice but allow them the resources to act? If you don't have a system in place, consider the following craft empowerment examples:

- **CVIS** – The Craft Voice In Safety program is an excellent tool that ensures all craft are represented and everyone has a voice. Supervision must respond to suggestions.
- **JHA Collaboration** – Supervision solicits craft team members to help develop Job Hazard Analysis. They are solicited for their specific feedback on risk mitigation solutions.
- **The Energy Wheel** – Use this tool in crew settings. Ask which types of energy they are exposed to in their work and what could be done better/safer.
- **Incident Review** – Bring team members in to review the details of an incident or near miss without fear of reprimand. What insights can they offer into potential issues that may have led up to the incident? What solutions would they recommend to prevent similar incidents in the future?
- **Safety Suggestions Box** – Create a jobsite Suggestions Box. Ensure all suggestions are responded to at mass safety meetings.
- **Field Walks** – Supervision and craft team members walk the site and observe the work. What suggestions do they have to improve safety?
- **Job Boards** (You asked, we answered.) – Create a jobsite board that lists all the concerns, suggestions and solutions raised by the craft and the responses. If something could not be accommodated, explain why.
- **Safety Observations App** – Some safety management platforms offer smart phone apps that give every team member a direct line to supervision regarding safety concerns. Observations can be made anonymously and should always be responded to in a timely manner.
- **Recognition Programs** – Be sure to recognize the efforts of any team members that create effective solutions to safety concerns. Some of the most effective methods of recognition are the simplest, such as a thank you from executive management. It is important that recognition is given at mass toolbox meetings to help reinforce the importance of speaking up and creating solutions.

These are just a few examples we can use to create a culture that removes the stigma of raising concerns and offers effective ways for our team members to act.

In closing, we want to thank you all for your participation in Safety Week 2023! Together we are working to make our industry safer, and that takes a commitment from us all. Our topics this week are designed to empower everyone to speak up and be strong in our efforts while improving our ability to recognize and manage risk and make safe choices. We know it's a collaborative effort and one that we all must participate in. Because of your dedication, our industry is better today than ever before. Let us keep our focus on continual improvement and build a construction industry that is better and safer for all.

From all of us to all of you, THANK YOU!