

5WH SAFETY CONVERSATION

WITH PAUL RIVERA, OPERATIONS MANAGER
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WHO have you recognized recently for safety?

Each month we recognize several employees who have demonstrated safety leadership through our PIP (Positive Interaction Process) and STAC (Stop Think Act Communicate) process. For example, the leadership team recently recognized an assembler named Floyd who noticed a coworker pushing a torque wrench with a closed hand. Floyd stopped the employee, concerned that his hand would be hit if the wrench were to slip. The two talked through the correct technique of pushing a torque wrench with an open palm, and then Floyd talked about it with his team in their next start-up meeting. All employees at the facility, myself included, complete multiple PIPs per month, thanking other team members for working safely.

WHAT does “visible commitment” to safety mean to you?

Visible commitment means my actions and my words are in alignment. When I’m in the factory or in a conference room I should lead by example. Every meeting starts with a safety briefing. My daily start-up meetings and my weekly staff meetings start with a “safety share,” an example of putting safety into action in the workplace or at home.

WHERE do most of your safety conversations occur?

Most of my safety conversations occur in a conference room because I am in several meetings each day, but safety is a part of every discussion. When I am on the factory floor I search for someone doing a task safely. It can be as simple as wearing the proper Personal Protective Equipment (PPE) or following a safety practice. I take the opportunity to thank the employee for their commitment to safety.

WHEN do employees have the opportunity to talk with you about safety?

Any time! If I am in the factory or a conference room I will always take time to listen to safety concerns or recognize people for working safely. In our all-employee meetings we have an entire section dedicated to safety and we give the employees the opportunity for a safety share.

WHY is safety so critical to your business?

Safety is critical to our business because people are the key to our success. It is our responsibility to ensure every team member is safe in the workplace. If we have a great safety culture our business will be successful.

HAVE MORE QUESTIONS FOR PAUL?

Contact him at rivera_paul_j@cat.com