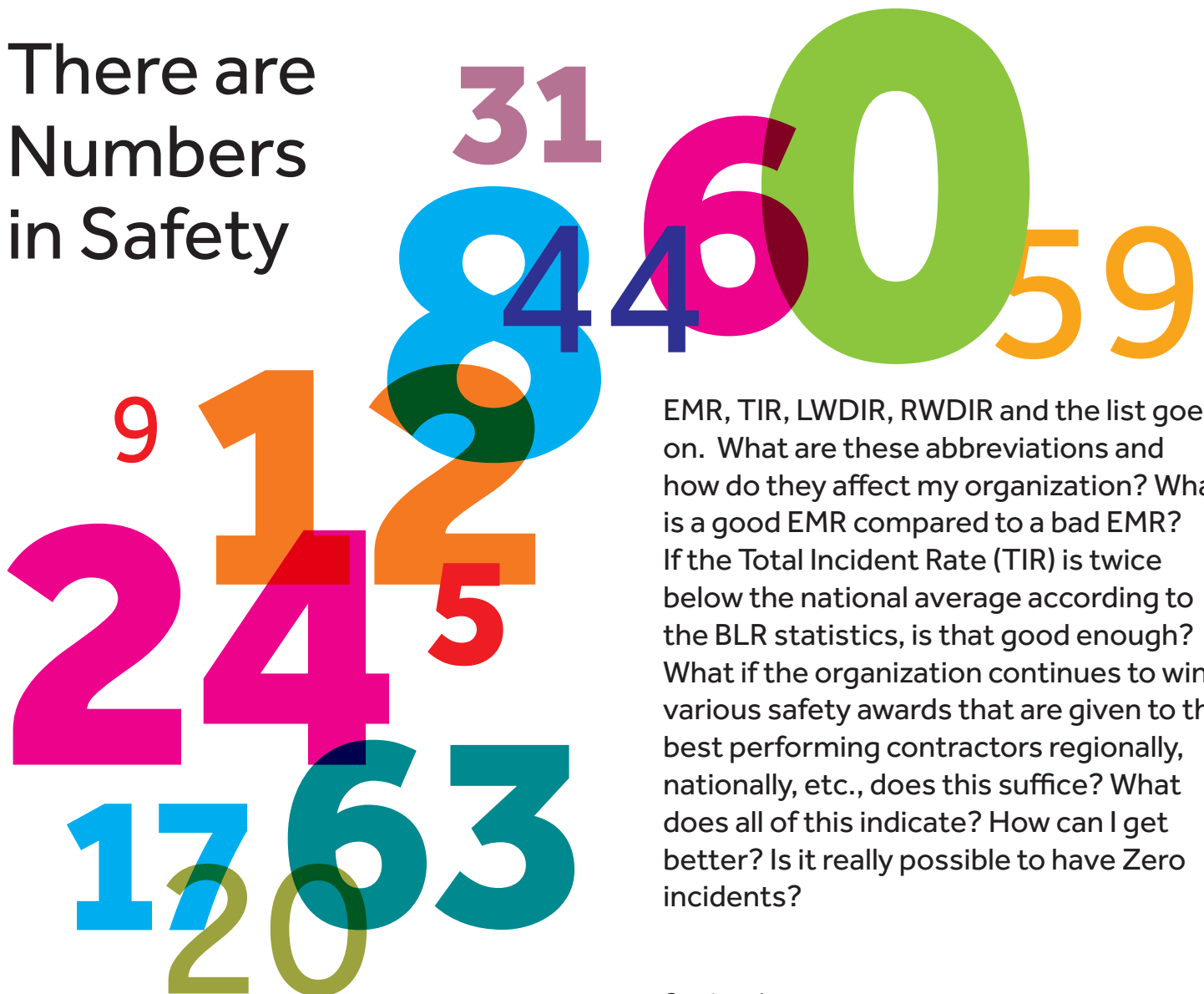




## There are Numbers in Safety



EMR, TIR, LWDIR, RWDIR and the list goes on. What are these abbreviations and how do they affect my organization? What is a good EMR compared to a bad EMR? If the Total Incident Rate (TIR) is twice below the national average according to the BLR statistics, is that good enough? What if the organization continues to win various safety awards that are given to the best performing contractors regionally, nationally, etc., does this suffice? What does all of this indicate? How can I get better? Is it really possible to have Zero incidents?

Continued

While it is true that there is no “silver bullet” that will prevent injuries and accidents, without having a strong safety culture and workplace where the workers are “engaged,” an organization will continue to experience the same results. The fact of the matter is this: construction companies, contractors and most others reading this article are required by Federal Law to have a safety program. They have safety manuals and provide training, too. But why don't they all have the same injury and illness records? One reason: Culture & Engagement! If an organization has not begun to address the cultural aspects of its performance, then that organization is already behind the leaders in the industry. But the good news is that it is not too late to start.

The reality is this: behind every TIR of anything greater than 0.00 you will find an injured worker. And that worker is experiencing some form of pain and suffering. The injured worker's employer also experiences losses in terms of costs as well as productivity. So what is a reasonable goal? What message is appropriate with the publication of that goal? More importantly, how will that goal be achieved?

Reaching an injury and illness rate of ZERO does not and will not happen on its own. Achieving a goal of ZERO incidents & accidents will not happen without a concerted effort within the Senior Leadership of the organization and the proper level of employee engagement. The organization will continue to achieve the same results as they have in the past without making a corresponding change in their organization's safety culture. If having a “metric” target that is below national average is merely “good” and ZERO is great, how does an organization make that shift? In my opinion, it starts with the leadership.

Jim Collins, wrote an article titled, “Aligning Action and Values,” in *The Forum* (June 2000). He began the article saying, “Executives spend too much time drafting, wordsmithing, and redrafting vision statements, mission statements, values statements, purpose statements, aspiration statements, and so on. They spend nowhere near enough time trying to align their organizations with the values and visions already in place.” This speaks volumes

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and brings us back to the idea of employee engagement, which ultimately drives the culture and performance of the organization. The leaders of an organization must create an environment that promotes the desired behavior and it is up to the employees to make it happen. Knowing that the level of engagement is a critical aspect as it relates to culture, XL Group has teamed up with Keith D. Johnson at Consitrium to deliver to our customer base the Consitrium Climate Report ®. By having employees at all levels of the organization complete this survey, we can help our customers identify the degree to which employees are engaged so that they can align their organizations with the values and visions already in place. If your core values are properly conceived, then over time you will check and adjust your practices, procedures and processes so you obtain your goal. Obtaining that goal should be recognized as a journey and one that will not be completed in a short amount of time or without great effort.

Achieving ZERO incidents and accidents is reality. It takes work and it is not an easy task. The XL Group North America Construction team is committed to helping our contractors improve their businesses, protect against risk and reduce claims.



## XL Group Construction Insider

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