

Challenges the Safety Professional Faces



CAREER
PROFESSIONAL
MANAGER
LEADER
WORKPLACE

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InPhinite Potential





Bureau of Land Management

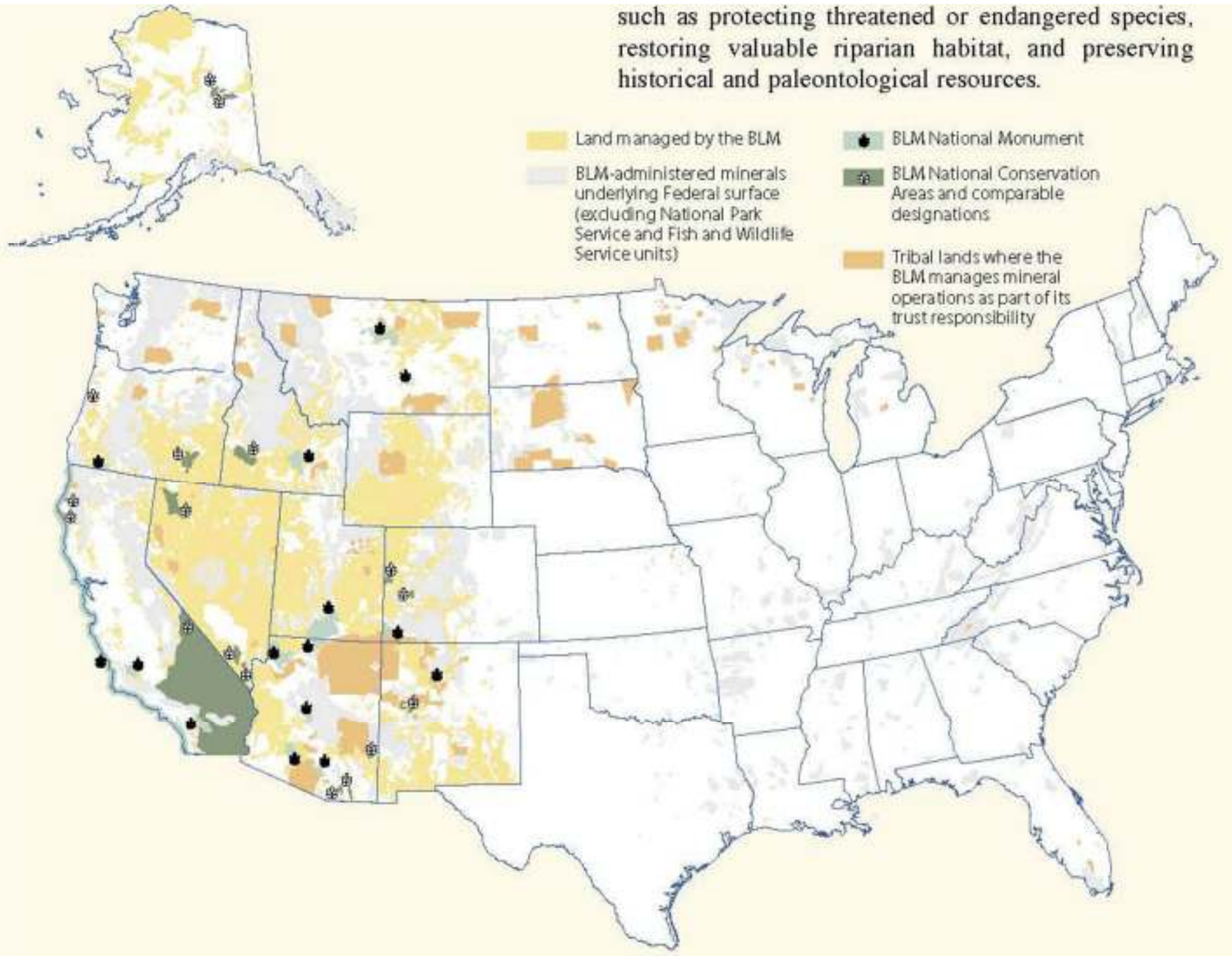




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such as protecting threatened or endangered species, restoring valuable riparian habitat, and preserving historical and paleontological resources.



NIOSH: OHS Disciplines



- Occupational safety (59%)
- Industrial hygiene (15%)
- Occupational health nursing (9%)
- Occupational medicine (3%)
- Ergonomics
- Health physics
- Occupational health epidemiology
- Occupational health psychology
- Occupational injury prevention

EHS Professional Survey



- 70% of safety professionals are highly satisfied
- 70% of EHS professionals are baby boomers
- 31% (almost one-third) of respondents envision leaving the EHS profession in the next 5 years
- 27% will increase international work
- 35% say their stress levels will increase
- 33% (one-third) say they take no measures to deal with stress

EHS Professional Survey



- Almost one-half of EHS pros (49%) say their company encounters a shortage of qualified candidates when hiring.
- 33% say this shortage is a significant problem.
- NIOSH assessment (2011)
- The survey data from employers show a desire for new OSH hires to have additional training, primarily relating to leadership and various forms of communication,

What do safety professionals do?

- Hazard recognition
- Inspections/audits
- Fire protection
- Regulatory compliance
- Accident/incident investigation
- Advising management
- Managing safety programs
- Product safety
- Health hazard control
- Ergonomics
- Hazardous materials specialists
- Security
- Environmental protection
- Training
- Recordkeeping
- Evaluating
- Emergency response

What was your safety career path?



- Safety and health degree
- Safety by assignment
- Craft-to-Professional
- Safety by Experience

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- Generalist or Specialist?

Workplace Safety Challenges



- Dramatic changes due to economic, technological, legal, political and other forces
- Restructuring, downsizing, increased reliance on temporary workers and contractors
- More flexible and lean production systems
- Increased demands on individual employees for greater output
- Aging and increasingly diverse workforce
- Growing trend for greater employee engagement
- Several issues remain the leading cause of injury at work



- Globalization and threats from terrorism,
- pandemics, and natural disasters resulted in
- opportunities to contribute in new settings

Safety and Occupational Health Program Change



Compliance driven

- Regulatory driven
- External pressures
- Safety program focused
- Reactive
- Tactical thinking

Beyond compliance

- Management systems
- Interdependence identified
- Proactive
- Organizational alignment
- Strategic thinking

Where do you want to see S&H in 3-5 years?



- **Culture/Visibility/Value:**
 - Visible and consistent management commitment
 - Responsibility, Authority and Accountability
 - Recognized value to the organization
- **Competencies of our safety professionals**
 - More than technical
 - People skills; communication skills; management style
- **Resources**
- **Training:**
 - Supervisors, managers, employees
 - Hazard awareness/risk management
- **Communication**
 - All levels of the organization
 - Effective

Safety Vision Statement



- *Safety and occupational health is seen by everyone in BLM as an organizational value which is demonstrated by:*
 - *leadership's and management's commitment,*
 - *the integration of safety and health policies into daily operations,*
 - *supervisors understanding their roles and responsibilities, and*
 - *all employees following safe work practices*

3 Year Safety and Occupational Health Goals



- Everyone in BLM prevents exposures to hazards and mitigates risk through recognition and following prevention programs/processes.
- Safety and occupational health is communicated at all levels of the Bureau frequently and is widespread in scope
- Competency levels for our safety and health professionals and CDSOs have been defined and reached
- Safety and health training is an integral part of the supervisor's and employee's education and development
- Effective evaluation, analysis and oversight fosters continual improvement of the safety and occupational health program throughout the BLM

Strategies



- **ENGAGE** (proactive expertise, relevancy, train, empower others; emotionally and intellectually);
- **INTEGRATE** (leverage resources, technology: real time integration, continuous communication), and
- **LEAD** (anticipate-respond-guide, agile-mobile, vision) and **INFLUENCE**
- **SELL SAFETY** (build a common purpose)