



Roxsand



September 1, 2023

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Safety, Who is Responsible?



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Safety: Who is responsible for safety? If you Google the question, you will see the employer is ultimately responsible for ensuring their employees' health, safety, and well-being. This does not relieve employees from having responsibility for safety; all employees, regardless of their level, must meet the organization's expectations for a safety culture.

Safety is more than just policy, procedures, and specific programs. It is the

attitude and beliefs in a positive perceived safety culture. Studies show that **10%** of accidents result from conditions and **90%** result from at-risk behaviors. So, how do we ensure everyone is involved in creating a positive safety culture? We can see quality results by following the 6 Criteria for Safety Excellence by Dr. Dan Petersen.

1) Top management is visibly committed.

Take advantage of visiting mines and job sites. Actively engage with site personnel to understand their unique situations and their response to it. Managing the safety accountability actions that cascade down through the organization demonstrates the importance of safety.

2) Middle Management is involved.

We need to manage safety the same way we manage quality and production: checks and balances. Discussing safety, developing their roles within the safety culture, and demonstrating a commitment to our safety culture is crucial to success.

3) Supervisors are performance-focused.

Supervisors need to do something regularly and daily to emphasize the importance of safety. This includes investigating incidents to determine root cause, site inspections to recognize hazards, coaching employees to perform better, and creating a positive and motivating work environment.

4) Hourly employees are actively participating.

Actively soliciting and valuing employee involvement and engagement develops trust between hourly team members and management. This allows frontline team members to be actively involved in our safety program.

5) System is flexible to accommodate site culture.

Safety systems can not be static or continue to follow the same playbook. It must be dynamic and evolve with the workforce.

6) Safety system is positively perceived in the workplace.

Feedback loop- How is the safety system perceived by all team members? Measuring the perception and testing innovative solutions throughout the company drives safety culture in a positive upward motion and keeps it from growing stagnant.

In conclusion, everyone is accountable for safety, not just the safety manager. We must actively engage all executives, managers, supervisors, and frontline

employees by setting clear, specific, measurable safety accountabilities and engaging as many team members as possible in the improvement process. Safety excellence only occurs when our attitudes, beliefs, and ideas are demonstrated through a culture of safety.

**Reference: Dr. Dan Petersen's "6 Criteria for Safety Excellence" and "CAT Safety Service Article Safety Excellence" by Zach Knoop.*

Candy's top favorites

Hobbies: Shopping, Exercising & Boating

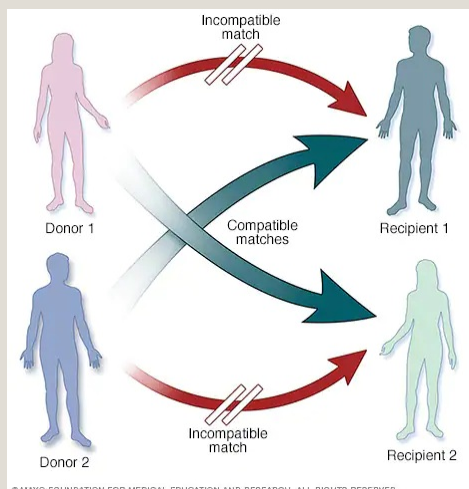
Favorite Restaurant or Food: Prime Rib

Best Vacation: Clearwater, Florida

Favorite Dog Breed: Chocolate Lab

Ultimate Act of Kindness

Did you know you can be a living donor and part of an internal paired exchange program within transplant centers? Brandon Ostert, the mountain division's sales manager, just successfully and unselfishly gave his kidney to someone in need. You see, his mother needed a kidney transplant, but he was not a match. He was a match, however, for someone else, and through the internal pair program. As a result, two individuals received healthy kidneys from living donors. Brandon and his mother are home recovering. If you are interested in organ donation, please visit www.organdonor.gov or www.kidney.org.



Brandon Ostert / Sales Manager - Mountain Division and his mother, Kim

We are so proud of you, Brandon! Our thoughts go out to you and your mother

Happy Birthday!

September 4

Trent Lyle
Myrl & Roy Paving

Herke Joffer
Ace Ready-Mix SF

Jerad Lunsford
Ortonville

September 5

Dean Maude
East Sioux Quarry

September 6

Alexander Holmes
L. G. Everist, Inc.

Michael Hudson
East Sioux Quarry

(Continued)

Rex Benz
Myrl & Roy's Fleet

Ricky Severtson
Myrl & Roy's Fleet

September 7

Cody Carrier
Brookings

Heather Houg
Myrl & Roy's Fleet

Luis Munoz Mendoza
Firestone

September 8

Tara Dokken
L. G. Everist, Inc.

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20 Years

Chad Lueders
Dell Rapids East

We wish
you a safe
& happy
Labor Day
weekend!



We want to express our appreciation for each and every one of you. It is your hard work, day in and day out, that keeps our organization going and our customers happy. Keep up the great work, everyone. Enjoy the time off with your family and friends. You deserve it.

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*Questions, Comments, Ideas or want to share a recipe:
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