

# ICP

## IDAHO CLEANUP PROJECT

### Employee Involvement

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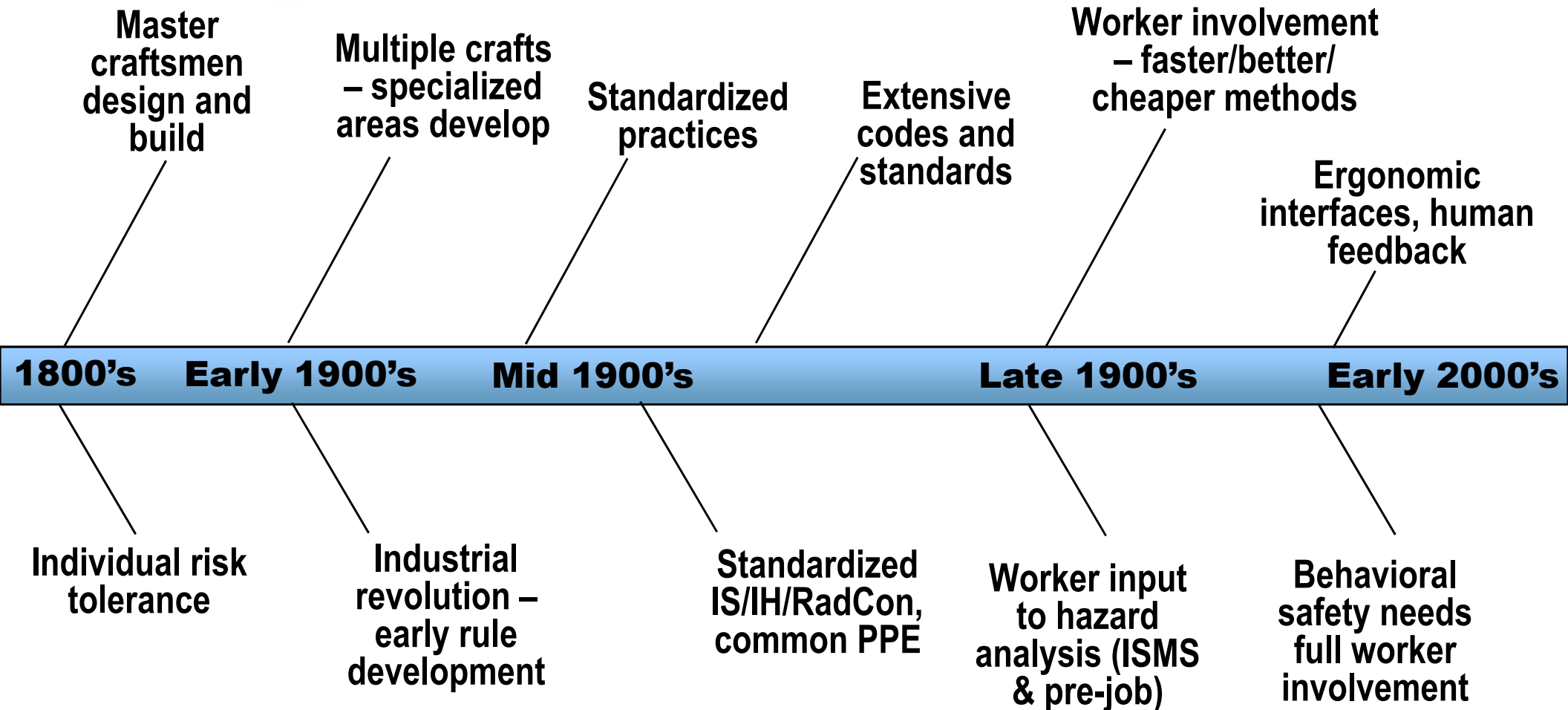


**SAFELY PLAN • MOTIVATE • DELIVER**

# A 2-minute history of construction and safety



## Design / Build



## Safety

# Employee Involvement on the Idaho Cleanup Project



**‘CWI-Light Zone’  
safety lessons based  
on current safety  
observations**



## The 'CWI-tles' and other musical safety spoofs



# Employee Involvement on the Idaho Cleanup Project



## Employee-driven safety campaigns and safety advocacy in the community



## 'ICP Idol' safety song contest



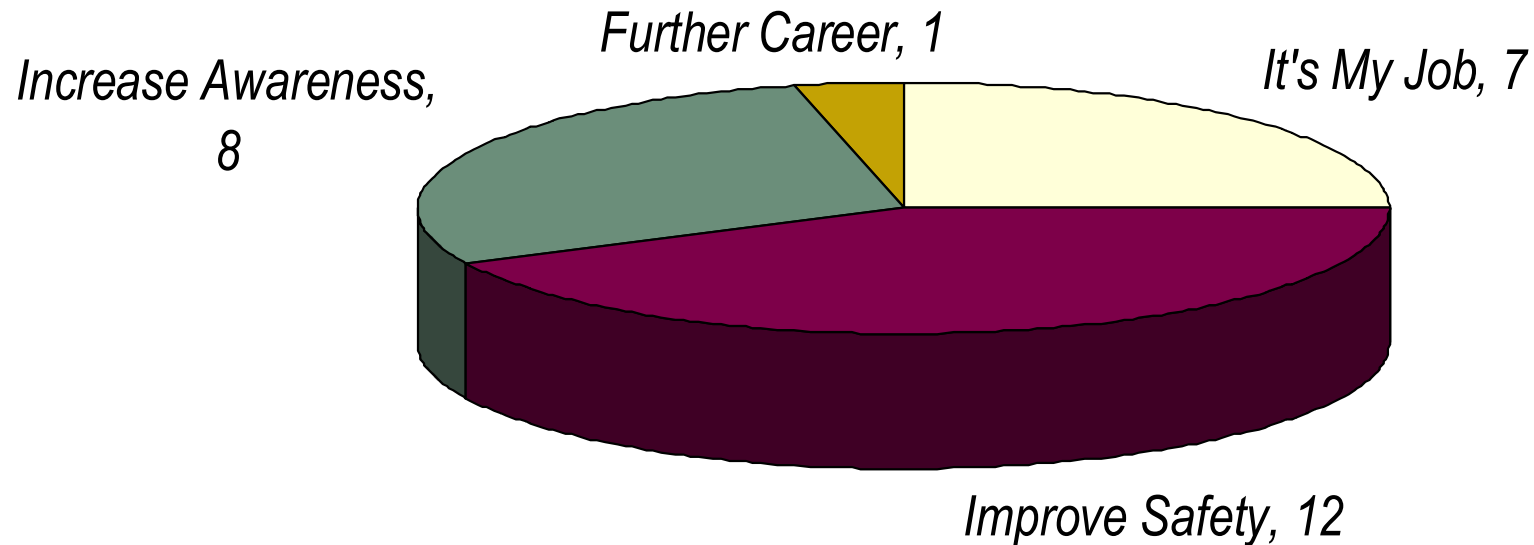
# Employee involvement in safety programs



- ◆ **Recognize importance and necessity of worker involvement**
- ◆ **Integrated Safety Management Systems**
  - Hazard analysis incorporated into operational processes & procedures
    - ◆ Hands-on workers can best recognize hazards and safe job *methods*
  - Worker feedback improves processes
- ◆ **Voluntary Protection Program**
  - Created worker-led safety culture
  - Implementing VPP helps give employees ownership of their programs
  - Adds employee ownership to rules and procedures
  - Develops into involvement in all aspects of safety program

# Soliciting and engaging volunteers

- ◆ **Surveyed 25 VPP leaders from 17 companies**
- ◆ **Biggest drivers are a true desire to improve safety and safety awareness among co-workers**



- ◆ **Using employees' ideas is a strong motivator**
- ◆ **Management encouragement and recognition is important**



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- ◆ **Motivation** – encouraging and rewarding genuine concern for co-workers' safety
- ◆ **Opportunity** – strong, management-supported program and structure
- ◆ **Capability** – training, experience, and individual qualities – almost everyone has something to contribute

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- ◆ **Actively seek and never turn down volunteers**
- ◆ **Peer solicitation – ‘bring a friend’**
- ◆ **Union safety representatives**
- ◆ **Keep eye out for silent contributors & encourage them to come forward**

# Global perspectives on employee involvement



## ◆ Initiatives under way in:

- United Kingdom
- France
- Italy
- Spain
- China

## ◆ Most address regulatory requirements or union agreements for worker involvement

## ◆ One paper by HSC (European Health & Safety Commission) discusses three pillars for worker involvement:

- Legislation – requirements
- Guidance – how
- Encouragement – actions, relationships

# Management role in employee involvement



- ◆ Create opportunity (through program structure)
- ◆ Encouragement and recognition
- ◆ Reasonable funding
- ◆ Your participation in their activities

***Then... Get out of the way!***

**Let them run with their ideas**