

VOLTS Newsletter

VALUING OUR LIVES THROUGH SAFETY

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Volts Process Review Results

The VOLTS process was first introduced and implemented in September 2013. Safety observations began December 2013. The first observations were conducted by members of the VOLTS Steering Committee who had been trained as observers by a professional Behavioral System Technologies (BST) consultant. Members of the Committee were also trained to provide observer training for every IPSC employee. This training began January 2014 and took 2 1/2 years to complete. By the end of June 2016, every employee had received the observer training. New hires were trained within a couple of months of being hired. Since the conclusion of the training, 310 employees have conducted and submitted observations voluntarily. This equates to about 73 percent of IPSC employees actively participating in the process as observers, with others participating as observees and/or offering input and suggestions for improvement. As a result of this participation, with efforts made on other fronts such as the Central Safety Committee, the Union, and Management, safety awareness has increased for most employees both at work and at home.

On May 16, 17, and 18, DEKRA Insight (formally BST) conducted a process review of the VOLTS process at IPSC. The process review was conducted to provide the

VOLTS Steering Committee and Management with an evaluation of the process's current strengths and weaknesses and to provide improvement opportunities. This knowledge will help IPSC focus on issues that will help ensure the ongoing health and success of the process as IPSC plans its future activities.

The process review focused on assessing the following aspects of the VOLTS process:

- ◆ Steering Committee functionality
- ◆ Observer training and coaching
- ◆ Quality of the observation data
- ◆ Data use and action planning
- ◆ Employee involvement and support
- ◆ Roles, responsibilities, and accountabilities

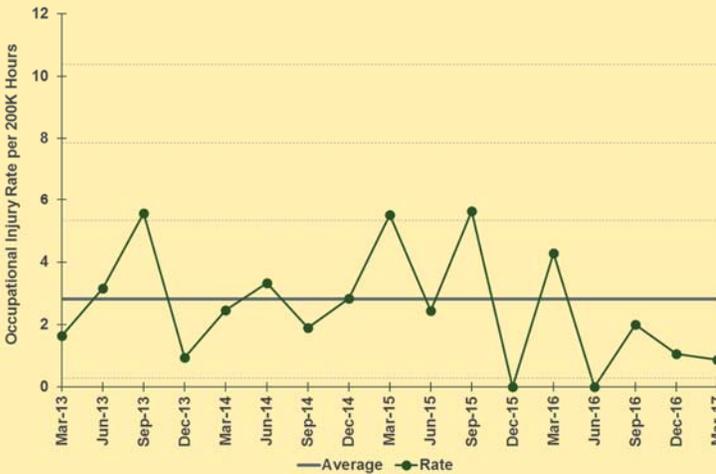
To assess these aspects of the VOLTS process, the process review consisted of the following activities:

- ◆ Completing a process implementation sustainability index with the Steering Committee
- ◆ Interviews with two groups of employees
- ◆ Interviews with two groups of supervisors
- ◆ Interviews with two superintendents
- ◆ Interview with the Union President
- ◆ Interview with the process Facilitator
- ◆ Interview with the President and COO

- ◆ Data review
- ◆ Meeting with the VOLTS Steering Committee

The DEKRA consultants also analyzed data taken directly from IPSC observations and examined IPSC's injury rates for the past four years. The following charts indicate a direct correlation between decreasing exposure to risk and a reduction in occupational injury rates. According to DEKRA's study of the past three years, IPSC has experienced a 34 percent reduction in the occupational injury rate at our facility during that time period.

Injury Rate Trends



CBI® Item Analysis Summary

Results	Item
↑	1.1 Body Positioning- Line of Fire
↑	1.2 Body Positioning- Pinch Point
↑	1.3 Body Positioning- Eyes on Path
●	1.4 Body Positioning- Eyes on Task/Hands
↑	1.5 Body Positioning- Ascending/Descending
↑	2.1 Body Ergonomics- Lifting/Lowering
↑	2.2 Body Ergonomics- Twisting
↑	2.3 Body Ergonomics- Pushing/Pulling
↑	2.4 Body Ergonomics- Over-Extended/Cramped
↑	2.5 Body Ergonomics- Ergonomics
↑	3.1 Tools/Vehicle- Tool Selection/Condition
↑	3.2 Tools/Vehicle- Tool Use
●	3.3 Tools/Vehicle- Vehicle Select/Cond /Use
●	4.1 Procedures- Power Source De-energized
●	4.10 Procedures- Clearance / OK_TO
●	4.2 Procedures- Confined Space
↑	4.3 Procedures- Communication of Hazards
●	4.4 Procedures- Pre-Job Inspection/Briefing
↑	4.5 Procedures- Hot Work
●	5.1 PPE- Head
↑	5.2 PPE- Eyes and Face
↑	5.3 PPE- Hearing
↑	5.4 PPE- Respiratory
↑	5.5 PPE- Hand
↑	5.6 PPE- Body
↑	5.7 PPE- Fall
●	5.8 PPE- Foot
↑	5.9 PPE- Seat Belt
↑	6.1 Environment - Walking/Working Surfaces
↑	6.2 Environment - Housekeeping/Storage

Legend

- ↓ Risk Exposure Increasing
- Risk Exposure Unchanged
- ↑ Risk Exposure Decreasing
- Risk Not Regularly Identified
- Rarely Scored

Change in Exposure

Exposure to risk decreasing	↑	22
Exposure to risk increasing	↓	0
Exposure to risk is unchanged	●	6

Total items regularly scored 28

The study and review performed by DEKRA shows that the increased involvement and participation of IPSC employees in making safety awareness a priority is having a positive impact on our safety. By working together and sharing ideas, we can continue to develop a safety culture where safety becomes a habit and our #1 job priority. Your input and contributions to safety are essential and appreciated. Thanks for all you do!



*Safety isn't a number,
it's a mission.*