AUGUST 1982

HOLMES SAFETY ASSOCIATION

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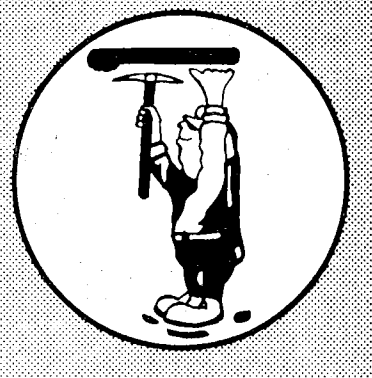
SAFETY EFFICIENCY

MINERAL INDUSTRIES



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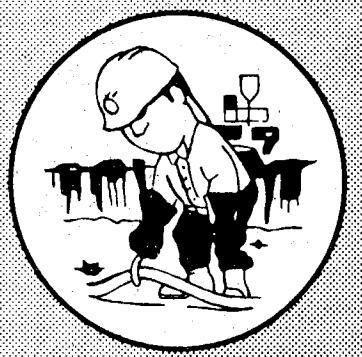
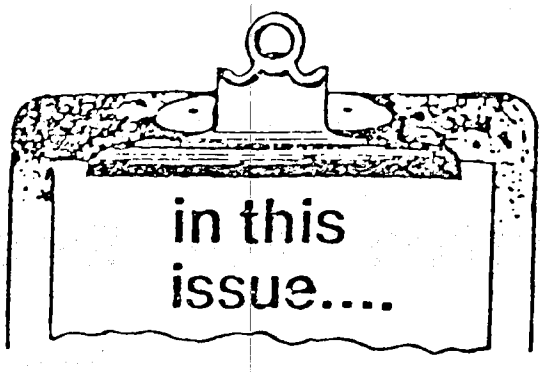


"SAFETY"
It's Up to You,
In '82

HOLMES SAFETY ASSOCIATION



August 1982

Correction: Harry Tuggle, Safety Director, United Steel Workers of America was inadvertently left off the list of Executive Committee members in the July Bulletin "Highlights".

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

What Workers and Bosses Want

I WANT A BOSS

Who had something to do with hiring me and who wants me to work.

Who helps me when I am new to get acquainted with my job.

Who explains to me just what my job is--just what I am expected to do.

Who tells me often how I'm getting along--what I do well and what I don't do well--who shows me how to do better.

Who not only thinks of me for what I am but also for what I may become.

Who takes a personal interest in me and my problems.

Who listens to my ideas for making the job easier and better.

Who has something to do with my pay and does it when the time comes.

Who stands up for me when I am right.

Who is honest with me.

Who tells me about changes before they are made.

Who has a personal faith and confidence in me.

I WOULD DO MY BEST FOR A BOSS LIKE THAT!!

I WANT A WORKER

Who likes the job.

Who knows the job.

Who stays physically fit.

Who wants to do a day's work for a day's pay.

Who wants to get ahead.

Who is always on the job unless excused.

Who is cheerful--not sullen.

Who works safely--with due consideration for everyone else.

Who enjoys getting a job done well.

Who tries to avoid waste and cut costs.

Who looks for a better way to do the job.

Who tells the truth; who is sincere.

Who gripes little and looks ahead.

Who keeps a spirit of team work.

Who asks questions when uncertain.

Who is willing to face personal problems squarely.

Who knows what it must feel like to be in another person's place at times.

Who feels that a job is a privilege and not a right.

I WOULD GIVE A WORKER LIKE THAT MY BEST ATTENTION!!

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

Safety Questions

1. Are workers' minds any different today than they were 50 years ago?

2. Are you using the attention-getting factors that work?

3. How do you know when a worker is sold on safety?

4. Why must you be part psychologist, part educator, part engineer, and part salesperson to be a good supervisor?

5. How can you put your ideas across painlessly?

6. What are some of the qualifications of a good safety person?

Do you find it curious to suggest that you must be part psychologist, part educator, part engineer, and part salesperson in order to be a good supervisor. I believe you must possess these characteristics for the following reasons:

A psychologist because you must understand human nature since you are working with people. An educator because you must teach. An engineer because you must know how machinery and equipment work. A salesperson because you must put your ideas across to others.

If you are strong in each of these characteristics, your job as a supervisor will be so much easier.

Your attitude as a supervisor will determine, to an extent, how your safety messages will be received. Some suggestions follow.

1. Don't try to exaggerate your importance. Walk, do not strut.

2. Encourage the employees to ask questions even if they seem repetitive or obvious.

3. Don't worry about being the "boss." Keep communications lines open between yourself and your employees.

4. Don't hesitate to praise an employee for taking the proper safety steps.

5. Recognize each employee as an individual and treat them accordingly.

6. Try to keep workers informed regarding company procedures. An employee who feels a part of the company usually has better morale.

7. Explain to your workers the reasons why behind things. A natural curiosity is healthy.

8. Encourage social contacts with and among workers. Employees that know each other will work together better.

Remember, in order to give good safety advice, it must be good advice. You must also consider your audience and target your speech to them.

★★★★★★ Safety Is a State of Mind ★★★★★★

Safety is a state of mind. If your mind is on matters at home or if you are wondering how much work John Doe is doing, you cannot be doing your job safely. A main concern of workers today seems to be: "Am I the only one working right now? Where are the rest of the workers? I wonder what everyone else is doing?" This is about the time that you hit your finger with a hammer or maybe roll a set of car wheels on your foot.

If our minds are wandering, we are not doing our best work and this means we are not working safely. Both mean that we are not an asset to our employer. We may even wind up in a hospital bed or if we are lucky with just an uncomfortable cut or bruise.

So, what should we do to be at our best safety-wise? First, fully understand the job and know how it can be done with the least danger of injury to ourselves. If someone else is working with you, be sure each one knows what the other is going to do as part of the job. Do it with a desire of accomplishment; don't just shove your end into place and let your partner struggle.

Don't leave a job half finished unless you know it will be safe, even though you might not get back to it immediately.

The best safety measures are in knowing your job, cooperating with everyone else concerned, and having consideration for others. Practicing these, we should be able to avoid all accidents.

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

SAFETY-Both On and Off the Job

★ CHOKING EMERGENCIES

Choking emergencies require prompt but thoughtful action if the stricken individual is to be saved. Such an emergency permits a very limited time for taking the necessary lifesaving actions--usually only from two to eight minutes.

Since a person having a stroke or heart attack can usually speak if conscious, a choking seizure can in most cases be recognized by the inability of the stricken individual to speak or breathe.

What should a witness do?

Of course, appeal orally for assistance by any doctor, dentist, or nurse who might be in the vicinity of the choking person. This is particularly important since many choking seizures require emergency surgical action to make it possible for the victim to breathe, as the obstruction may be too far down to permit manual removal.

If no medical personnel are present, one of the following emergency actions should be initiated at once:

First Method--(An emergency method, recommended by Dr. Heimlich of Cincinnati, that has actually saved lives.)

The rescuer should stand behind the victim and put both arms around the victim just above the belt line, allowing the head, arms, and upper torso to hang forward. Then, the rescuer should grasp his/her own right wrist with the left hand and rapidly and strongly press into the victim's abdomen, compressing the lungs, and expelling the obstructing bolus.

Second Method--(Recommended by Drs. Haugen and Eller of Ft. Lauderdale, Florida.)

Put the victim's head back and open the mouth. Pull out tongue with a napkin. (Often this alone will dislodge the object.) If the object can be seen in the throat, reach down the side of the throat with one finger and try to flip it out. If if cannot be dislodged in this manner, use tongs or a long spoon, being careful not to injure sensitive throat tissues. Do not use a fork because the pointed tines could puncture membranes. Special plastic tongs designed specifically for this type of emergency are commercially available.

Third Method--(Dr. Hursh, Director of the University of Illinois Health Service, suggests the following method.)

1. Place an immediate call to the police, who will in turn obtain an ambulance.

2. While awaiting the ambulance, place the patient face down on a table. Move the patient forward off the table until the trunk bends at the hips. At this point the head should be near the floor. Strike the back forcefully to dislodge the food causing the obstruction.

Don'ts For Choking Victims--

1. Don't give artifical respiration or oxygen. The windpipe is blocked by the obstruction like a cork in the throat of a bottle. Neither air nor oxygen can get past the obstruction.

2. For the same reason, don't give water -- water will not pass the obstruction.

3. Don't depend upon an ambulance or rescue vehicle to arrive in time. Death can occur in less than eight minutes.

4. Don't just stand there. Get the object out.

★ SAFETY AT HOME----

Are you doing everything you can to keep your own family safe from accidents. The five leading causes of deaths from home accidents are falls, fires, suffocation, poisoning and firearms.

If you can answer yes to the following questions, your home is relatively safe from serious accidents.

1. Do you have non-skid mats in your bathtub or shower?

2. Is your home wired to safely handle all the electrical appliances you use?

3. Are your stairway runners securely tacked down?

4. Do you have the proper type of fire extinguisher in your kitchen?

5. Do you keep front and rear steps free of ice and snow?

6. Do you insure that power tools are properly grounded before using them?

7. Do you wear safety goggles when using power tools in your home workshop?

8. Do you observe all of the safety precautions when operating power lawn mowers and snow blowers?

★ UNAVOIDABLE ACCIDENTS----

How many accidents do you think are really unavoidable? Consider this:

A man working in a large industrial plant had removed a guard from a machine to do some oiling. The oil can he was using had a long spout for getting into the more remote parts of the machine. While he was oiling the machine, the guard he had removed fell over, struck the oil can, and knocked the spout over so that it cut an ugly gash across the man's right eyebrown, just missing the eye itself.

Later this man was in the emergency hospital room receiving treatment for the cut. He spoke about the accident to the nurse who was attending him.

"You know," he said, "that was an unavoidable accident. You can talk safety as much as you please, but there are always unavoidable accidents and this was one of them."

The nurse asked, "Do you mean that you are going to let that same thing happen again?"

"No," answered the man. "It will never happen to me again."

"But how will you avoid it?" she asked.

"By laying the guard in another position," was the answer.

So this man, who began by proclaiming this to be an unavoidable accident, concluded by explaining just how it might be avoided.

Keep in mind two things about unavoidable accidents: 1) Accidents for which we are to blame, we want to call unavoidable; and 2) ninety percent of unavoidable accidents are really preventable.

★ AVOID FALLS----

Are you aware that your landing impact in an ordinary fall is almost as great as the landing impact of a paratrooper who has parachuted from a plane 30,000 or more feet in the air?

Paratroopers receive months of intensive training on how to hit the ground correctly and safely at their ordinary landing speed of 14 miles per hour. This landing speed is approximately the same, whether they jump from a height of 10,000, 20,000 or 30,000 feet.

Paratroopers know that the hazard is not in the fall--but in the landing. The shock of landing at 14 miles an hour is still their greatest hazard. The same hazard applies to any type of fall--at home--or on the job. It's not the fall--it's the landing.

In the one second that it takes from the time you start to fall until the time you land, your landing speed can be a bone-shattering 11 miles an hour.

Think of it! Every time you run the risk of falling, you are taking almost the same chance as a paratrooper jumping from an airplane thousands of feet in the sky. That is why it pays to use hand rails while climbing or descending stairs. Stay inside designated walkways. Use safe and approved ladders and scaffolding. Avoid short cuts. Walk to your destination--never run.

Why expose yourself to injuries that can result from any fall? Practice all safety rules and procedures and remember, whenever you are tempted to take a chance always bear in mind that a one second fall is practically the same as falling thousands of feet by parachute. Why take a chance on slipping, tripping and falling?

★ HEALTH AND SAFETY GO HAND IN HAND----

Prescription for health and longevity:

1. Do things gradually but permanently. In seeking fitness, train don't strain. Become fit and healthy over years, not overnight. Exercise a little every day.

2. Your feet are the foundations of your health. Wear comfortable shoes.

3. Eat to live, don't live to eat. And eat only when you are hungry. Be selective in your food shopping.

4. Always, especially when trying to lose weight, make breakfast your biggest meal and taper off for lunch and dinner. You should be hungry at bedtime.

5. Go to sleep when you are tired. Always get adequate rest.

6. If you feel like a drink before dinner, resist the urge. Wait it out and you'll be further down the road to positive health.

7. Find ways to test your level of health so that you can get satisfaction and motivation for further efforts. Lowering your pulse is one way to check fitness. Of all health indexes, fitness is best.

8. Simplify your life as much as possible.

9. Sing and whistle when you can; these are good for the soul.

10. Dance!

11. Tell and show love and appreciation.

12. Be thoughtful, thankful and kind.

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

The Triple Impact of Motivation

One of the biggest problems facing management today is the motivation of employees to higher production goals. And the principal reason it remains a problem is because too many supervisors and other executives think that "motivation" is just a synonym for "incentive" or "award."

Actually, employee motivation is both impractical and impossible without true understanding and empathy.

It is a simple psychological fact that the average employee, no matter what position or job he or she holds in the organization probably acts like the kind of person he or she thinks they are.

It is impossible for a person to act otherwise, no matter how much will power is exercised. The person who thinks of themself as a "failure" will inevitably fail, regardless of how hard they try to succeed. For example, a production worker with a low self-concept is so convinced that he cannot remember and follow safety procedures that he unconsciously creates the conditions necessary to bring about an accident. This is just one cycle in a destructive downward spiral many an individual follows.

This is basic: a person's personality consists of numerous ideas which are more or less consistent with each other. Any single idea which doesn't agree with this consistent group will be rejected. And at the center of all these ideas which form a human personality is the person's concept of themself, a unified, well-crystallized set of propositions which form the self-identification.

It is as though this self-concept forms an invisible ceiling that stops the person from attempting to rise or progress.

If the self-concept is essentially negative, every decision made must necessarily filter through motivational blocks and memories of past failures. Such a person is burdened with doubt; convinced they are not entitled to much and not capable of much, so they never reach for anything higher.

When a self-motivated supervisor helps an employee burdened with low self-esteem to set high goals and when the employee converts all of these goals into short affirmations that are repeated, in the present tense, over and over every day, eventually that employee will change his or her self-image.

The former low opinion will be replaced by confidence and self-assurance. These positive affirmations soon become internalized. They become a characteristic way of responding to life and interpreting experience.

If an employee is fortunate enough to be associated with a motivated supervisor, it is inevitable that the employee will learn to think the wholesome, positive thoughts of strong and healthy people and begin to grow in this image. Instead of concentrating on problems, the employee will begin to look at solutions. An attitude will develop of positive expectancy; each day will be started without giving mental recognition to the possibility of defeat. Low self-concept will become a thing of the past--not immediately, but eventually and inevitably.

No one really enjoys failure. Yet, remembering past failures is so common among so many people that an unbiased observer might mistakenly think they do enjoy it. The all-too human experience of attempting something and failing to accomplish it should be relatively unimportant.

Such experiences become significant only when they become so strongly entrenched in memory that they create a motivational block.

A common example could easily be found in the game of football, or any participation sport. If a man in his youth tried to play football and failed, even though this failure may be subjectively defined by him, he may develop an aversion to football in general that has no basis other than his imagined failure.

A similar block may have its origin in something as unimportant as forgetting a speech in a high school play. The person who holds this inhibition relives his or her youthful experience as vividly as though it happened yesterday. Consequently, although several decades may have passed, there is a refusal to make even the simplest comment from a public platform. An unimportant failure is relived every time the situation comes up.

Negative thinking can be reduced and more often than not, completely eliminated by stressing the following points of self-discipline:

--Minimize past failures.

--Reinterpret failures maturely.

--Accent past successes.

--Bolster your own ego by believing in yourself.

--Set reasonable goals that are attainable.

--Share responsibility.

--Be ready to help. Every time you help someone else, you help yourself.

--Looking backward to re-experience failure is a strange but not uncommon quirk of human nature that inevitably interferes with an employee's maximum use of potential. Employees should learn to motivate in the present tense.

A good rule for a consistently progressive life is: "Don't ever look back . . . unless you plan to go that way."

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

Blasting Caps

An article in a newspaper carried the headline "Boy Injured by Blasting Cap." The article contained the story of a 15-year-old boy suffering injuires to his eyes and face as the result of an exploding blasting cap with which he was playing. Pieces of the cap were embedded in the face of the youngster and the possibility existed that the boy would loose his sight in one of both eyes.

What comes to mind immediately is, "How did the youngster come into possession of the blasting cap? Was the cap carried home from a mine by one of his relatives, or did he come upon it at some nearby mine site while wandering around the countryside?"

If the blasting cap was carried home for some purpose by a relative, that individual is now suffering for being instrumental in the injuries to the youngster. No one wants to feel responsible for an injury to another person, expecially a youngster with a life time to lead. As miners, we are aware of the hazards of blasting caps and handle them accordingly, but young persons do not ordinarily know these dangers. They can become innocent victims of some other individual's neglect.

If this youngster found the blasting cap at a nearby mine, either at an unlocked storage magazine or lying loose in the area, then the individuals at the mine are guilty of neglect and are indirectly responsible for the injuries to the boy.

Perhaps the blasting caps were left lying around on outside construction jobs and the youngster just wandered upon them. But one thing remains. However they were obtained, this accident would have been avoided if the blasting caps were stored in their proper containers. Do not be responsible for the creation of a situation that could lead to an injury for any person.

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

Handling Explosives and Detonators

Don't hesitate to take a second look and size up our work habits and attitudes regarding each job that has built-in hazards. An example is blasting. All of us are not shot firers; however, we should be familiar with the safe practices involved in handling explosives.

We know that explosives have a terrific force, but are we aware that there is a tendency to develop careless habits that could lead to tragic results? Have any of you ever wondered just how powerful explosives are? Roughly, a cubic inch of powder has the potential energy to lift 1,000 pounds to a height of 1 foot. And electrical blasting caps are extremely sensitive to electrical current or shock. Generally, an electrical current is used to heat the wire bridge in the blasting cap like the filament in a lamp, which in turn starts a chain of charges leading to a blast sufficient to initiate the detonation of a primer cartridge. A few good flashlight batteries can supply the electrical current needed to detonate a blasting cap, so we must keep strict control over these helpers which provide a combination of brute strength and a quick temper.

Keeping control is no secret. We must protect powder and caps from the dangers of falls of roof or ribs and isolate them from electricity or stray currents. For this we have special magazines, built substantially and with nonconductive material, to keep them enclosed and separated. Place the magazines in an area free from travel of equipment and sufficiently away from power conductors. Magazines are to be used only for the separate storage of the cartridges and caps which should be kept in their boxes in the magazines so we can easily arrange to make our old stock accessible for use first. Empty cases should be taken from the mine and destroyed on the surface.

When explosives and detonators are needed they are to be carried separately in specially built nonconductive containers. Be sure the containers are closed to prevent loss of an item that could become an instant booby trap. Explosives and detonators should be kept separate at all times until used. At the end of the shift, all unused explosives and detonators should be returned and enclosed in their respective magazines.

We must handle explosives and detonators carefully at all times and protect them from fire, flame, or sparks and keep them from contact with electrical currents or charged surfaces.

Remember, a wrong move in the handling of explosives could be your last move.

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

Danger, Blasting!

Concussion, flying rock, and noxious gases that result from blasting are dangerous; any one of these can cause serious or even fatal injuries if the conditions are right. Everyone working in an open-pit mine must be completely familiar with company rules and procedures concerning blasting operations. Everyone should be notified of any changes in these procedures, such as a change in the time blasting in done. Remember, all it takes for an accident to happen is for someone to be in the wrong place at the wrong time!

Concussion is a factor only in large blasts. A concussion resulting from a blast in an open pit is dissipated very rapidly because of the size and configuration of the pit. However, if the blast is large, some means of protecting ourselves from concussion is necessary if we are working near the scene of the blast. The best way, of course, is to get behind something when the blasting signal is sounded and stay there until the all clear.

Familiarize yourself with the blasting signals in use at your pit. Remember, these are not universal; they will vary from one locality to another. (Supervisor: You may briefly review the blasting signals and procedures used at your operation).

Flying rock present the greatest blasting hazard in an open pit. The trend in open-pit blasting is to so control the factors when setting up a blast that "fly rock" is virtually eliminated. However, if you are working close to the blast area, guard against being injured by flying rock. Again, the best protection is to get under or into something that will protect your entire body. Use the shelters or safety zones provided. Go to them as soon as the blasting signal is sounded and stay there until the all clear. A flying rock can be compared to a bullet, with even more mass and weight; and, like a bullet can cause a serious or even fatal injury. (See fatal abstract report).

In most open pits, the possibility of injury from noxious gases generated by the blast fumes is just about nil. The fact that a pit is big and is open helps dissipate the gaseous products very rapidly. In spite of this, there may be "dead" areas where the gaseous products tend to linger. Avoid these areas until they clear or until the gases become diluted.

(Supervisor: You may add other hazards and indicate practices used at your mine for protection from blasts).

Remember, blasting injuries are usually serious. Stay alert!

ABSTRACT FROM FATAL ACCIDENT

August 1982

HOLMES SAFETY ASSOCIATION
MONTHLY SAFETY TOPIC

Explosives Accident

General Information: An explosives accident with a resultant fatal injury occured when a man was buried under about 30 feet of blasted overburden. The victim was not an employee of the coal company where the accident occurred.

Description of Accident: Mining activities were proceeding normally as the blasters were loading vertical drill holes with explosives. Seventy holes had been charged. Detonation of the explosives was delayed until coal loading operations were completed in the pit below.

The maintenance supervisor instructed the mechanic to remove a water pump from the pit. After doing this, the mechanic notified the supervisor by radio that two truck loads of coal remained to be loaded. The mechanic also informed the dragline operator and the oiler of the charges to be detonated. He then proceeded to the junction of the mine access and walked to an elevated section of the road which afforded him a better view of the terrain.

The front-end loader operator brought a front-end loader out of the pit and informed the mechanic that the last truck had been loaded and would leave the pit soon. Shortly thereafter, the mechanic notified a second mechanic, by radio, that the last truck had left the pit. This information was relayed to a shooter who connected the leg wires to the blasting unit, checked the circuit, yelled "fire in the hole" and detonated the explosives.

The dragline operator and the oiler who were observing the proceedings from the dragline arrived shortly after the blast and reported that they observed a red pickup truck in the pit immediately before the blast. They assumed the truck belonged to a local resident; however, their view of the entire pit was limited and they were unable to determine if the truck left the pit before the blast.

The miners began removing the blasted material from the pit and the pickup truck was uncovered with the driver fatally injured.

Causes: The area in which charged holes were awaiting firing was not adequately guarded or barricaded and posted against unauthorized entry--a violation of Section 77.1303(g). All persons were not cleared or removed from the blasting area prior to firing explosives--a violation of Section 77.1303(h). Unauthorized persons were permitted on haulage roads--a violation of Section 77.1600(a). Standardized traffic rules, signals, and warning signs were not posted at the mine--a violation of Section 77.1600(b).

ABSTRACT FROM FATAL ACCIDENT

August 1982

HOLMES SAFETY ASSOCIATION
MONTHLY SAFETY TOPIC

Explosives Accident

General Information: The quarry was a multi-bench riprap and gravel quarry with crushing facilities. Ore was mined on benches up to 40 feet high that were drilled using various types of drilling patterns. Drill holes were locaded with 65 percent powder and fired with an electric blasting machine. The drill hole pattern consisted of three rows of drill holes ranging from 20 to 40 feet deep. A total of eight holes, 3½ inches in diameter, were drilled in the back row.

Description of Accident: The foreman(victim) was working his shift without incident until it was time to blast. The driller had drilled and loaded the round of the third bench of the quarry. The word was passed to take cover as the round was about to be shot. All work ceased and all employees went to take cover under vehicles parked behind the one inch gravel stockpile about 400 yards from the blast site. The company president, checking to see that everyone was under cover, noticed the foreman standing. He told him once to take cover and then again. The foreman replied with "You guys are chicken." The president could no longer see the foreman and assumed that he had taken cover. The blaster was given the all clear sign by visual contact with the president. The blaster saw no persons other than the president. He yelled "fire in the hole" and shot the round. Upon detonation, a section of the face blew out in a shotgun pattern. The flyrock went out over 400 yards and damaged machinery parked in the way.

It was determined later that the foreman left the shelter of the flatbed truck and climbed up on the far side of the one inch stockpile to watch the blast. No one had seen this. While he was standing there, he was struck in the head by an 80-pound rock blown from the blast site. He was found, after the blast, by a loader-operator.

The standard procedure for signaling before a blast was to give blasts on an air horn; however, on this day it was inoperable so hand and verbal signals were given.

Examination of the face showed that a water course ran into the face of the bench and widened out as it went in. The driller did not notice this. The water course was one inch wide and the surrounding rock was oxidized and fractured and such a piece of rock hit the victim. It can only be speculated as to why the victim left the safety of shelter and exposed himself to a danger that he was aware of.

Cause and Recommendations: The direct cause of the accident was the failure of the victim to obey an order from his superior. He recklessly exposed himself to a known hazard. A contributing factor was the fractured rock due to the water course. All employees, except for the blaster, should be evacuated from the blast area.

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

Report All Accidents

How do we prevent accidents and injuries? There are really only three basic ways: 1) by observing, correcting or eliminating unsafe conditions; 2) by following rules that tell you how to do your job safely and efficiently; and 3) by investigating all accidents to prevent a recurrence.

How can you help? Principally, in three ways: 1) by obeying all safety rules and regulations, and doing your work in a safe and proper manner; 2) by observing and correcting unsafe conditions, or reporting them to supervisors or the safety department; and 3) by reporting all accidents and injuries.

Accidents are considered a loss-a loss of time, production and well being. All these losses hurt. They hurt you and your job. Therefore, we must work together to prevent them from happening.

How can we do this? Only through investigation to determine the factors in each accident--what contributed to it, what caused it, and what will prevent its happening again.

In order to do this, we need an accurate description of the conditions that existed immediately before the accident. In this regard, you can be a lot of help, and you should fully cooperate in helping us to protect you better.

If you see an accident, or are involved in one, make a mental note of everything that occurred and the conditions that existed, so you will have in mind the way the place looked just before and right after the accident. These mental pictures should include your location and the location of others, what you were doing, where machinery or equipment was located, what happened, who was injured and how, how bad the injury was and where the injured person was located.

Impress these things on your memory before you talk about the accident with anyone. Others at the accident site may have seen things a bit differently because they were in a different position, or were more or less observant than you. But, if you talk first and remember later, your recollection may be confused.

Remember, the supervisor or safety engineer who investigates is not trying to place blame but merely trying to get all the facts so that something can be done to prevent a similar accident. True, responsibility will be placed--even to the extent of noting such things as unsafe behavior--but again, remember that supervisors are as much responsible for your unsafe behavior as you are.

We say: "If the student hasn't learned, the teacher hasn't taught," and that means we must improve our training methods to help you do things in a safe manner. In other words, don't keep any details from the investigator, or alter any information with an idea of shielding someone, because that someone could be the victim of a similar accident, especially if the proper corrective or preventive action isn't taken.

Report all personal injuries to your supervisor--even very minor cuts, scratches and bruises. This protects you in case complications arise. Be sure to get all breaks in the skin covered as soon as possible at least with a plastic bandage and have all cuts and punctures treated at the first aid dressing room or the hospital. Untreated minor wounds can develop infection and become serious through neglect.

Finally, please remember: If an accident occurs, tell about it as you saw it. If you see a dangerous or unsafe condition, correct it or report it. If you even suspect that an unsafe condition exists, report it so an investigation can be made. Then, if something is wrong, it can be corrected in time to prevent a possible accident or injury.

Check the Human Factor

If your company has dedicated itself to safe production by providing a safe working environment and by guarding all possible machinery, but your miners continue to have more than their share of accidents, check the human factor.

Accidents can be caused by unsafe surroundings and equipment; but more often, accidents are the result of unsafe acts by the workers.

So, begin by asking yourself serious questions about why your workers engage in unsafe practices.

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

Can A Safety Meeting Be Anti-Safety?

All supervisors, from managers, down to first-line supervisors, use safety meetings as a way to communicate safety information to other supervisors, and to hourly employees. Because accident prevention is a continuing management responsibility, safety meetings are generally scheduled at regular intervals--monthly, bi-weekly, or weekly.

One danger in any regularly scheduled activity is that it tends to become routine and develops into a set pattern--possibly even into a ritual. In religion, ritual may be uplifting; in a safety meeting, it's boring.

Here's one man's comment on ritualized safety meetings: "A safety meeting was scheduled every Tuesday at 9:30 a.m. Every week the supervisor would call the meeting to order with 'underwhelming enthusiasm,' conveying an obvious attitude that the meeting was a chore that he was required to do each week. So let's get it over with. In a dry, monotone voice, he would read from a paper--without once looking up to the people--the previous week's safety statistics. In the same manner, he would read a series of safety memos and bulletins and then end the meeting with a reminder to be sure you wear your hard hat, safety glasses, and safety shoes at all times when working.

"These safety meetings were laughed at. Those attending went knowing that the meeting would be a bore and the time spent in the meeting confirmed their anticipations. It is doubtful that anyone got the message that safety is important and it is possible that some of those forced to attend these weekly meetings may have built up some negative feelings about safety."

If your responsibility includes conducting safety meetings, review your safety meeting procedure to see if you can constructively improve your meetings to make them more effective for communicating accident prevention information. Here are some basic points to consider:

Make Safety Meetings Interesting--Safety doesn't need to be boring. Increase listeners' interest by varying the meeting format, and avoiding ritual. Repetition in safety meetings is useful to a degree, but presenting material in a new, refreshing, and stimulating way is always the challenge for the supervisor who wants to conduct an effective safety meeting. Use gimmicks sparingly. Gimmicks may create interest, but there's a danger of making the tail wag the dog. Too often, the interest and attention is centered on the gimmick and the safety message is overshadowed--even lost.

Don't Read From Written Material--There is a significant difference between spoken English, and written English. People generally find it difficult to follow and comprehend material intended for reading, such as this article, when it is read to them. Check this out for yourself the next time someone reads to you from an article, memo, or bulletin. It is almost always more effective and more interesting if the material is in the speaker's own words. Statistics should be used sparingly, unless the audience can see them.

Promote Group Discussion--This creates interest and dissipates boredom. Ask questions that cannot be answered simply by a "yes" or a "no." Get the group to think individually and collectively. Let them talk, but make sure you keep the discussion on the track.

Be Sincere--When you talk about safety, mean what you say. Above all, don't say what you don't mean. For example, it is not uncommon for a supervisor to say in a safety meeting that "safety comes first--ahead of meeting production schedules." Statements such as these, unless sincerely meant and then followed, should be left unsaid. When a supervisor's actions do not measure up to the statements that are made, the credibility of both the supervisor and the safety program suffer. Negative feelings about safety can be caused by supervisors who talk a lot about safety, but don't produce. So, watch what you say in safety meetings, and then live up to what you say.

August 1982

HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC

Supervisory Attitudes Toward Safety

A great deal of safety material developed for supervisors is aimed at improving employee attitudes, supervisory techniques, supervisory accident investigation, and other management aspects of a well organized safety program. Unfortunately, not enough attention is given to the attitudes of supervisors or even the competency of supervisors to motivate or train their workers in important elements of safety and occupational health.

In actual surveys of supervisors an overwhelming number indicate that "carelessness" is the chief cause of accidents, or they claim it is "disregard of safety rules" or "failure to wear safety equipment." However, the same supervisors, when pressed for better and more logical reasons, readily admit that many cases of so-called "carelessness" are really due to these factors:

*Employees are unaware that what they are doing is wrong.
*They misunderstand instructions.
*They consider the instructions unimportant.
*They are not given specific instructions.
*They find it difficult to follow instructions, or the instructions seemingly conflict with "let's rush out production."
*They deliberately disregard instructions by taking chances or "doing it their way."

While these are better reasons for unsafe acts, they point up supervisory deficiencies. Lack of training, poor training, poor communications, language barriers or a lack of communicating skills, and failure of supervisors to understand and cope with poor attitudes of employees are prominent when the facts are known.

Some supervisors recognize such deficiencies but are quick to blame top management. For example, they say that company policy requires them to relegate training and break-in duties to "experienced" employees. So even if the supervisor is competent to do the training, he or she is not doing it because of company procedure or policy. Also there is often no provision for training or even checking the training qualifications of the person who breaks in new employees.

Supervisors often complain that top management expects too much of them. They say that top management takes the "key person" idea too literally and makes the supervisor responsible for specific operations but does not give enough time to train employees or to enforce established rules. Some even claim that top management insists on production first and even condones violations of established safety rules to get out production.

In some instances, management has encouraged supervisors to take safety courses as the easy "solution" to meeting MSHA requirements. In such cases, management has the misconception that supervisory participation in a safety course will take them "off the hook." When management washes its hands of the safety program and even lags begind supervision in safety know-how, supervisors usually become frustrated when they try to get something done for safety.

What's the solution to such a dilemma? First, management must be made aware of supervision's problem. There's an old safety proverb which says, "If you're not part of the solution, you're probably part of the problem."

How do you make management aware of their problem? Communicate in terms they understand -- money! Accidents take money out of profits. Sometimes the hole is pretty big. Profit leaks of this nature can involve hundreds or even millions of dollars of product or services sold to make up for the loss. The safety professional has a major obligation to keep management informed of accident costs (not to hide them).

When management is behind the safety movement, you can begin to make plans. Without such support, planning is futile.

The safety professional must be a good communicator and must be able to monitor communications, both good and bad. The job of this professional is to identify poor communications on the part of supervisors and to help them overcome their deficiencies. Poor supervision leaves little chance for success of any safety program.

United States Department of Labor
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Mine Safety and Health Administration

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HOLMES SAFETY ASSOCIATION
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TOTAL attendance this month _____

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The Joseph A. Holmes Safety Association was founded in 1916 by 24 leading National organizations of the mining industries.

The Joseph A. Holmes Safety Association is named to commemorate the first director of the Bureau of Mines for his efforts in reducing accidents and illness throughout the mineral industries.

The following is the different award criteria:

Type "A" Awards - For Acts of Heroism

The awards are medals with Medal of Honor Certificate.

Type "A" - For Acts of Heroic Assistance

The awards are Certificates of Honor.

Type B-1 Awards - For Individual Workers

(40 years continous work experience without injury that resulted in lost workdays)
The awards are Certificate of Honor, Gold Pins and Gold Decal.

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Type C Awards - For Safety Records

(For all segments of the mineral extractive industries, meeting adopted criteria)
The awards are Certificate of Honor.

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(For 10, 20, or 30 years without injury resulting in lost workdays)
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