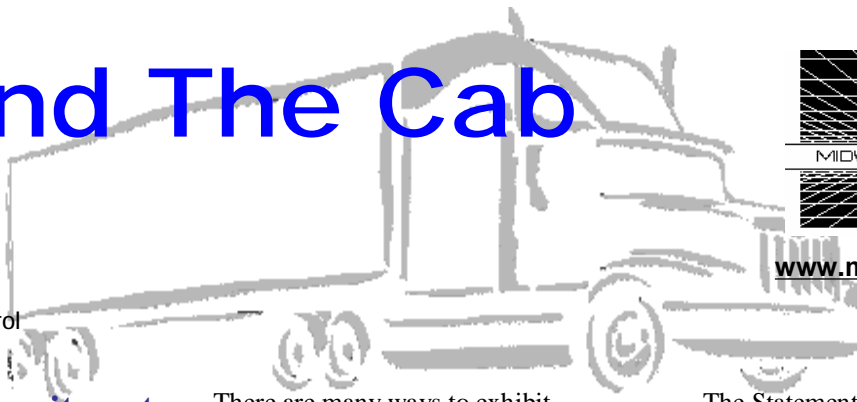


# Beyond The Cab

The only safety management newsletter dedicated exclusively to addressing injury prevention and workers' compensation cost control for trucking companies.



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## Management Commitment

No employer or safety director of a trucking company wants a driver, mechanic or other employee to be injured. But there is a night and day difference between desiring the absence of injuries and being committed to it. For many trucking companies (particularly smaller companies that have had few workers' compensation claims, if any) the focus of safety efforts... for obvious reasons, is on driving safety and DOT compliance.

The paradox, as indicated in many previous issues of *Beyond the Cab*, is that the overwhelming majority of workers' compensation claims in the trucking industry occur while the driver is not even inside the cab of his truck (*hence the name for this newsletter*).

For some, the transition from wanting to have no injuries to being committed to a structured plan for achieving that goal comes only after a significant injury or a dramatic increase in workers' comp premiums (or both).

← Strong Desire ----- Strong Commitment →

Think about the continuum presented here. Where does the management of your company fall (*no pun intended*) when it comes to intentionally trying to prevent non-driving injuries? Are you closer to the "strong commitment" end of the spectrum, somewhere in the middle, or would you regrettably (but honestly) rank your company's level of management commitment to that effort as being closer to the "strong desire" end of the continuum? Perhaps a better question is, "Where would your drivers, mechanics and other employees rank you?"



There are many ways to exhibit management commitment to a workers' compensation loss control program. *MIA's Certified Loss Control Program* lists nearly 30 of them... to include conducting routine safety training; making injury prevention a central component of new-hire orientation; implementing a modified duty policy, etc. Because of government regulations and insurance requirements, several very effective methods of preventing injuries, such as drug-testing and employment screening are used virtually universally within the trucking industry.

For now, let's concentrate on some of the most fundamental aspects of management commitment.

First, how can you make your drivers, mechanics and other employees become confident in their knowledge that you are committed to preventing injuries? And just how important is it that they know?

The reality is that employees (regardless of industry) take a more active interest in their personal safety when they know that their employer is solidly committed as well. For that reason alone, making all of your employees confidently aware of your commitment to injury prevention is perhaps the most important aspect of management commitment.

To make drivers, mechanics and other employees aware of the level of management commitment in your company, *MIA's Certified Loss Control Program* suggests that employers develop and conspicuously post 2 documents. The first is a *Statement of Commitment to Safety*. The second is a much more specific *Safety Plan*.

The *Statement of Commitment to Safety* is exactly what is implied. It is a written statement from the most senior company representative identifying the safety and health of employees to be to paramount in company decision-making.

The *Safety Plan* is also exactly what is implied. It is a "plan" for addressing employee "safety." Instead of being very broad in context it contains very specific actions that management plans to take in its effort to prevent injuries. In short, it is a list of what employees can expect from management. A documented and conspicuously posted *Safety Plan* not only serves to communicate the level of management commitment to all employees, it also helps keep management focused on injury prevention by making them accountable to employees for following-through with the plan.

Samples of both of these recommended documents are located on our *Certified Loss Control Program* website (address below) then click on "Helpful Resources."

## Get the Recognition You Deserve



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