

**\*\*For PSC Insiders Circle Members only\*\***

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# Friday Safety Brief®

## Safety Program = Loss Prevention



Whether you have a very small or a large operation, you need some assurance that the required daily tasks are being done correctly. This requires proactive steps, some of which you might have already taken and continue to do so every day. Some managers view safety programs as costly, time consuming and relatively unnecessary. Others believe that, while safety is important, it remains fairly close to the bottom of their list of priorities. The term *safety* can be somewhat ambiguous to someone who is attempting to develop a program, and the question always arises, "What should it consist of?" One answer is simply "loss prevention" techniques. The term *loss prevention* seems a bit more specific and describes the endeavor better. Why is this important to understand? Because if the term "safety program" leaves you wondering just what type of program(s) would benefit your operation, the term "loss prevention" might help point you to your objective: to prevent, reduce and control losses. Regardless of the size of operation, you can develop effective *loss prevention* techniques. Focus on the following steps and you could cut your loss probabilities.

**Step 1 - Selection:** *Hire the right person for a particular job.* Seek the person(s) whose background most closely matches your job requirements. If that person was very successful in carrying out those functions in past employment, he/she will probably be capable of doing so in your company. Verify experience, training, educational level if needed, etc. If you are applying this to drivers, you also need to verify other aspects such as driving record, accident record, possibly cargo claims record, tie down & securement experience, etc. Also, two of the most important characteristics needed for a job (and probably most difficult to ascertain) are aptitude and desire for this type of work. Training GREATLY improves the performance of those who like the work, and even **better** for those who have a real **passion** for the work, but do you think it works well with one who does NOT like the work?

**Step 2 - Training:** *The more skills and knowledge a person has about the job, the better their performance.* We see the benefits in training in virtually all occupations. Training starts with the basics and continues to the truly professional level. If you are certain you have hired a person who can demonstrate that they have mastered the basics, without undo mistakes, then your training program can start with your basic policies and procedures, and graduate to the operation of YOUR equipment, commodities, operations, etc. After this phase, the person should be able to demonstrate his/her comprehension of that training. You're now ready for a *trial* run. If that's successful, place that person in your "continuing education" program. These sessions should include current drivers who have specific knowledge in a particular area, such as types of loads, equipment, defensive driving knowledge or anything else they use or should use in their jobs. Look for more skill and knowledge details in every facet of your operation. Drivers are an excellent source of this information. Get them involved.



**Step 3 - Supervision:** Now that you have the right person, and he/she is properly prepared through training, *he/she will need periodic assistance with some aspects of the job and regular assistance with many others.* Good interpersonal relationship skills are a real asset to supervisors. The best have an innate ability to empathize. Misunderstood instructions will sabotage the efforts you've put into the training phase and will result in mistakes. Supervisors need to be good *leaders* who have *earned* the respect of those he or she supervises. That's a very important element but not the *only* element in the "Supervision" step. You also have to be **PROACTIVE** in creating the environment necessary for the "human elements" to flourish, which is where the **BIG** payoff is. ☼

### **FMCSA Drug & Alcohol Strike Force Removes Unsafe Commercial Drivers and Carriers from the Road**

US Transportation Secretary Ray LaHood announced last week that 109 commercial bus and truck drivers were removed from the roads and more than 175 carriers face enforcement actions as a result of the FMCSA's annual drug and alcohol strike force sweep that occurred from June 21 through July 2.

During the two-week sweep, FMCSA strike force investigators examined the drug and alcohol safety records of commercial drivers employed by bus and truck companies, including school bus drivers, interstate passenger carriers, hazardous material transporters and general freight long-haul trucking companies. Their goals were to identify motor carriers in violation of federal drug and alcohol testing requirements and to remove from the road commercial truck and bus drivers who jump from carrier to carrier to evade federal drug and alcohol testing and reporting requirements. The 109 commercial drivers identified in the sweep face the prospect of a monetary fine and being barred from operating a commercial motor vehicle.

Additionally, 175 commercial carriers face pending enforcement actions for violations, such as using a driver who has tested positive for illegal drugs and for not instituting a drug and alcohol testing program.