



SAFETY ALERT

What Is Safety Discipline?

Employees are not punished for having an accident, but may be disciplined for failing to perform safe work or committing unsafe acts. Safety discipline is proper performance, with “GOOD DISCIPLINE” in a workers day-to-day activities which result in acceptable conduct. Therefore, with no exception, safety discipline is intended to reinforce proper performance. The only negative disciplinary action is discharge, because all other forms of disciplinary action are taken with the expectation that the employee will work safer in the future.

All of us are involved in Safety Discipline, from those who plan work to those who execute the plan. For an effective “enforcement program” built on trust and teamwork, there should be self correction, peer correction, supervisory correction, and safety counseling actions taken on the scene at the time of the problem.

What constitutes a lack of safety discipline?

- . Willful violation of a safety requirement, rule, or practice that demonstrates a disregard for safety, and which may result in an imminent danger situation to self, others, or the general public.
- . Repeat violations of safety rules.
- . Allowing unsafe conditions, by act or failure to act, as is reasonably expected.
- . Failure to follow written procedures involving or impacting personnel safety.
- . Committing an unsafe act.
- . Failure to intervene and stop someone else from committing an unsafe act.

The level of discipline to be applied is dependent on the severity of the incident. It has been a long established practice that violating a lockout / tag out / redtag requirement will result in immediate dismissal, whereas committing an unsafe act may well be verbally corrected at the scene of the act.

The effectiveness of safety discipline will be compromised if it is not consistently applied.

The focus for this safety alert is to promote good SAFETY DISCIPLINE, so that all employees can work in a safer environment.