

Safety: What's Your Grade

So many times businesses look to comply with safety regulations. This is become ingrained into the way we operate and manage our safety responsibilities. It's only natural that we "try to comply" with safety regulations as well.

BLR HR Daily Advisor (HR.BLR.com) published an article by Clark Phinney on that stated "If You're Just Complying, You Get a 'D'." In the article, Clark noted that he is "... struck by the simple but profound truth where safety and HR compliance are at risk of taking a back seat to cost savings and short-term financial pressures." Later in the article Clark asks if getting a 'D', which, yes, is technically passing; is this good enough? Would we ask our children to get a 'D' because it is passing, or would we expect more of them? The real question is do we want our businesses to be below par or do we want our businesses to be the best they can be?

In business, not complying with codes, be it product, construction, or service, is not acceptable. We also know that if we pay attention to detail that goes beyond code to address *expected performance*, then the code performs for our businesses. As an example, if you're in construction, then you have a contractor's license required by code. You want the people who enforce the code to go after those without a license, so you'll use the fact that you are licensed in your marketing to prove you're a reputable business. The same can be said for safety.

The world of safety parallels, interacts and mixes within the world of business and all its operations. Too many times safety takes on the one role of compliance; and too many times safety regulations that are "inconvenient" go without being addressed ... I wonder what grade we'd give ourselves for that.

So, take the test and honestly grade your business:

- HOW do we integrate safety?
 - D. Is it in response to OSHA?
 - C. Is it in response to insurance recommendations?
 - B. Is it part of everyday work habits?
 - A. Is it part of the way you do business?