Gribbins INSULATION

CAMBRIDGE CENTER FOR BEHAVIORAL STUDIES

Gribbins Insulation Company, Inc.
Evansville, Indiana

July 7, 2015

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Gribbins Insulation Company CCBS Application

A. Identifying information.

Name of organization: Gribbins Insulation Company, Inc.

Location of corporate office: Evansville, IN

Name of company representative in charge of the application:
Trevor Atherton, CSP, CHST, CRIS

Phone number(s) of company representative: Office – 812-422-3340
Cell Phone – 812-483-8049

Address of the representative: 1400 E. Columbia, Evansville, IN 47711

E-mail address of the representative: tatherton@gribbins.com

B. The background conditions in your company.

The division of the company involved in PBBS program:

Gribbins Insulation Co., Inc. performing work at Marathon Oil Company's Illinois Refining Division

Their geographic locations:

Robinson, IL

Goods/services provided at each site:

Founded in 1985, Gribbins Insulation is a commercial and industrial mechanical insulation contractor. Our mission is to provide the highest level of safety, quality and productivity, resulting in customer satisfaction, employee fulfillment and financial success.

We install fiberglass, calcium silicate, mineral wool, elastomeric insulation, as well as others, on piping, duct work, equipment and vessels. Insulation is cut using knives or hand saws and then installed using weld pins, adhesives or tape. Once the insulation is installed, depending on the application, it is covered with PVC jacketing or aluminum jacketing and secured by screws or bands. To access our work we use ladders, scaffolding and aerial lifts. The various locations we work at include refineries, pharmaceutical manufactures, power houses and commercial sites.

Kinds of jobs in which workers are involved:

Industrial insulation construction, industrial insulation maintenance and management functions. Some of the hazards our employees face during their job include laceration from knives or metal, foreign debris in their eyes, burns from hot pipes and equipment, punctures from wires, outdoor weather conditions, awkward body mechanics and elevated heights while working from ladders, scaffold and aerial lifts.

Recent non-safety initiatives and company changes

2014 – General Foreman was replaced by existing foreman onsite.
2013 – National Maintenance Agreement
2011 – Assist Marathon in walk down and planning of winterization insulation work.
2010 – Material Storage area was moved off site to a warehouse location.

Recent non-PBBS safety initiatives:

2015 – OSHA VPP Site Recertification Audit
2014 – Leading Indicator Dashboard was introduced.
New Safety Coordinator was hired.
2013 – Twelve annual training topics were introduced.

Other background factors:

Safety is one of our core values at Gribbins Insulation, and we take great pride in being awarded the IRD Contractor Safety Excellence Award every year since the program started in 2005. Our current EMR is 0.67 and has been below .77 for the past 11 years. We have also received numerous awards for our program over the years. The full list of safety honors over the past year:

- Indiana Construction Association (ICA) Gold Summit Safety Award
- Indiana Governor's Workplace Safety Award – Innovation in Construction
- Metro Indianapolis Coalition for Construction Safety (MICCS) Safety Achievement Award
- Metro Indianapolis Coalition for Construction Safety (MICCS) Safety Leader Award
- National Maintenance Agreements Policy Committee (NMAPC) Zero Recordable Injury Certificate of Merit – for two different jobsites
- The Association of Union Constructors (TAUC) Thomas J. Reynolds Award for Excellence in Construction Safety – 8th consecutive year

C. Description of the workers

Their ages:

The median age is 42 years, with a range of ages from 24 to 59 years.

Experience:

The median years of experience is 6 years, ranging from 1 to 20 years.

Safety Training:

When an employee arrives at the Marathon jobsite to work for Gribbins Insulation, the employee must first complete the Marathon Illinois Refining Division's site orientation. Once the Marathon training is complete, the employee will attend Gribbins Insulation's new hire orientation, if they have not done so in the past 12 months. Gribbins New Hire Orientation Training covers the following topics:

- Company Policy
- Drug & Alcohol Policy
- Review of the safety manual
- Disciplinary program
- Introduction to OSHA
- Hazard Communication
- Incident & Injury Reporting, Recordkeeping
- Emergency Action Plans
- Types of Training
- Incentive Program
- Personal Protective Equipment
- Fall Protection
- Aerial Lifts
- Confined Space Awareness
- Electrical Safety
- Fire Protection & Prevention
- Lockout / Tagout Awareness
- Hand and Power Tools
- Lead Awareness
- Pneumatic Tools
- Scaffold User
- Stairways & Ladders
- Hot Work
- Bloodborne Pathogens
- Cranes and Rigging
- Trenching and Excavations Awareness
- Walking/Working Surfaces
- Housekeeping
- Asbestos Awareness
- Signs, Signals & Barricades
- Job Hazard Analysis

- Lifting and Carrying
- Behavior Based Safety Awareness
- Pre Work Stretching
- Hazard Recognition
- Cell Phone Policy

Aerial Work Platform Training:

Before any employee is authorized to operate an aerial work platform they must first successfully complete the Gribbins Insulation Aerial Work Platform Training Course. This training includes a basic understanding of the machine and its operation, a written test, a practical hands on inspection of the machine and an evaluation of the operator on the same model or one consistent with the actually aerial work platform that will be used to complete his or her job. Training sessions usually consist of 4 to 8 employees. Each employee is retrained every three years or when the employee demonstrates a need for retraining. Aerial Work Platform trainers have all completed Equipment Depots "Train the Trainer" course on aerial work platforms.

Respiratory Protection Training:

When a respirator is required for work, the employee is taken to Senco's Safety Annex. After filling out the medical questionnaire, the employee undergoes a Pulmonary Function Test to determine if they are able to wear a respirator. The employee is then fit tested to determine the model and size the employee needs to wear. Once this is completed, the employee is then trained on the proper care and maintenance of the respirator, proper donning and doffing, storage and cleaning, and Gribbins Insulation's respiratory protection program. The evaluation, fit testing, and training must be repeated every 12 months or when the employee demonstrates a need for retraining.

Confined Space Training:

Each employee is given Confined Space Awareness training during new hire orientation. This training reviews the following information: definition of a confined space; possible confined space; not to enter these spaces without being properly trained; and requirements for confined spaces. Additional confined space training occurs for any employee whose work requires him/her to work in a confined space. This training includes the definition of a confined space and possible hazards, as well as what the requirements are for the attendant, entrant, and entrant supervisor. Gribbins Insulation's confined space entry program is discussed as well as the facility's program in which the work is to be performed.

Hazard Analysis/Pre Job Planning:

A Job Hazard Analysis is performed on routine jobs to look for all hazards before the job begins. JHAs look for all of the hazards on the job that could affect our employees.

For example, analyses could include:

Lacerations – the use of cut resistant level 3 gloves
Flying debris – safety glasses, hardhat, face shield
Elevated heights – 100% fall protection above 4 ft. Anchor point must be capable of withstanding 5000 lbs. Inspect equipment before use.

The foreman, with the help of his crew, completes and reviews a Safety Task Assignment (STA) each day before work begins. The STA is broken down into different sections including: a description of the job to be performed, hazards of that job, steps to eliminate those hazards, personal protective equipment to be used, training requirements, inspection of equipment and tools, fall protection planning, aerial lift inspection, scaffold hazard assessment, emergency action planning for they specific work location and weather conditions that could impact that task. Employees review and then sign the STA once it is completed and all questions and concerns have been answered. Once the job or shift is completed, a post safety task review takes place. During this review all incidents that occurred that day are reviewed and what can be done to make sure this issues do not arise again or what could be done to make the job go smoother are discussed. Then again all employees sign the STA once the job and post safety task review is complete. Once this is completed the STA is turned into the general foreman and it is kept on file.

These forms are living documents and are supported by our behavior based process.

Jobsite Inspection:

Gribbins Insulation has implemented procedures regarding inspections and housekeeping. This program details the requirement for conducting health and safety inspections and equipment inspections.

The Safety Coordinator conducts weekly documented inspections. The purpose of this inspection is to ensure that safety programs and procedures are being followed and to look for and correct hazardous conditions on the job site.

The inspection examines the following areas:

- Job site information
- Housekeeping and Sanitation
- Hand and Power Tools
- Powder Actuated Tools
- Ladders
- Scaffolding
- PPE
- First Aid Kits

- Floors, Stairs and Walkways
- Aerial Lifts
- Electrical
- Fall Protection
- Confined Space
- Cranes and Rigging
- Compressed Gas Cylinders
- LOTO

At the bottom of the inspection form there is a section for corrective actions. In this section any corrective actions are listed. There is also a section for stating when these corrective actions have been completed. The Safety Coordinator keeps the form until he can confirm that all corrected actions have been completed. Once they are completed the inspection form is kept on file. On occasion that Safety Coordinator requests that one of the employees assist him in conducting this inspection. This gives the Safety Coordinator the opportunity to discuss hazards or concerns that the employee may have and also used as a teaching tool for the employee to learn more of the hazards to look for when performing their job tasks.

Education:

All employees are required to have a high school diploma or equivalent, and many have had some college education. All employees must complete a four-year apprenticeship training course through the International Association of Heat and Frost Insulators and Allied Workers Local 37. During this apprenticeship period, employees receive training on tools, insulation materials and applications, math, and layout and fabrication techniques. Through the apprenticeship program employees can obtain an Associate's Degree from Ivy Tech.

Health:

Gribbins Insulation employees are encouraged to participate in voluntary stretches each morning before they begin work. Employees have health insurance available to them through the International Association of Heat and Frost Insulators and Allied Workers Local 37 as an employee benefit. Employees have access to Marathon's on-site nurse throughout the day, as well as Senco's Safety Annex and Wabash Valley Occupational Medicine Clinics. Foremen are required to be trained in First Aid and CPR and all other employees are offered this training at no cost.

Safety Records

Safety records are kept on all training, near misses, first aids, proper damage, recordables and hazards reported.

All training conducted is documented through sign in sheets or evaluations. Once completed the training is sent to our main office and is tracked in a spreadsheet.

Our accident/incident investigation policy starts by assisting the injured employee and sealing off the area where the accident happened. It is management's responsibility to investigate the accident or incident within 24 hours of its occurrence. The Safety Coordinator will interview the injured employee, determine and interview witnesses, inspect the area, and determine both the direct and underlying causes. Once the individual obtains all of this information, he or she will fill out our incident investigation form. While filling out the form the person must document corrective actions and track them to completion. When this form is completed the individual will fill out a guide for identifying casual factors and corrective actions to get to the root cause of the accident. Once the form is completed by the Safety Coordinator, it is forwarded to the Safety Manager, Superintendent and Upper Management for review and further corrective actions.

The purpose of the investigation is not to place fault or blame. It is to investigate all possible causes of the accident and to take the necessary corrective actions to prevent future accidents or incidents and continually improve project safety. Accident investigations are completed on all first aid cases. Near misses may be filled out on the accident investigation form, Gribbins Insulation near miss form, or a SOS.

Hazards that are reported are entered into our hazard tracking systems which follows the date the hazard was reported all the way to completion in which the person entering the hazard must sign off that it has been corrected.

D. Safety Concerns

When Marathon's Illinois Refining Division asked contractors to join their Behavior Based Safety Contractor's Advisory Panel (CAP) group in 2006 we felt that this was a way to further improve our safety program. As seen in the graphs in later sections, since 2002 we had not had an OSHA recordable onsite, but wanted to further our program to keep this from happening and also reduce our first aid rate onsite.

E. The PBBS Data

What safety data are particularly important at your work site?

- Injury/Illness Records – Employees have access to file of first aid reports. Also, OSHA forms are completed if the severity of the injury is beyond a first aid. The Safety Department initiates the OSHA forms and tracks them to completion. Injury/Illness records are trended by body part and type of injury. They are tracked monthly, quarterly and annually and review in our monthly safety statistic report.

- PBBS Data – This data is pro-active not reactive information. PBBS data is collected by 15 trained observers we have onsite at this time, performing peer-to-peer job observations. This data include safety behaviors as well as at-risk behaviors, and the barriers that drive these actions. The data are entered into an in-house-developed database that has several trending options. We can trend the number marked safe or at-risk, percentage of safe or at-risk and employee participation. Trends in at-risk percentages are then addressed in safety meetings. Safe behaviors are reinforced and at risk behaviors are addressed at the time of the observation. Safety concerns are addressed through a follow up system designed in the program and administrated by the ACTS Coordinator.
- Incident Reports – These reports include all incidents from near misses to a lost time injury. These are recorded in our incident tracking spreadsheet. Incidents are reviewed in our weekly team safety meeting attended by the safety coordinators, Safety Manager and President.
- Safety Opportunities Shared (SOS) reports – These near miss reports are submitted by employees using the Safety Opportunities Shared form. These near misses are then used as learning tools and distributed back to the work force through monthly safety bulletins.
- Hazard Tracking – All hazards reported, both formally and informally, in the field are entered into our hazard tracking system. This system tracks the hazard once reported until the hazard is corrected and must be verified by our site Safety Coordinator before it can be closed out.

Why are these data important?

All safety data are trended with the objective to use the data to eliminate injuries. Ultimately the trends in lagging indicators, such as the overall OSHA recordable rates and lost time rates, indicate that the BBS program is making a positive impact on the safety at Gribbins Insulation. The behavioral safety and injury data are reviewed in detail during monthly, quarterly and annual safety meetings. Peaks in data indicating an increase in the number of injuries for a particular body part or type of injury are highlighted, discussed, and acted on.

How do you collect data on each of them?

- Injury/Illness Records and Incident Reports are completed by our onsite Safety Coordinator with assistance from the injured employee and any witness(es). Once completed these reports are forwarded to the Safety Manager for review.
- PBBS Data – Observation forms are completed by the employees and then turned into a drop box located in our break trailer. They are collected by our Safety Coordinator or Foremen and then entered into a spreadsheet by our Project Administrator.
- Safety Opportunities Shared forms are completed by our employees who have safety concerns or near misses. These forms can be filled out

anonymously if the employee wishes as long as there is enough information to correct the hazard. Once completed they can be turned into our Safety Coordinator or anonymously via drop box.

- Hazard Tracking – This data is obtained in several ways. Hazards are entered from corrective actions on incident investigations, observations, safety opportunity shared or informal communication between the employees and supervisors.

How do you ensure data is accurate?

Prior to 2011, extensive PBBS training was given only to those individuals interested in the program, and PBBS awareness training was given to all other employees to ensure they understood the program. In 2011 we began fully training everyone on PBBS. Employees that had been trained on the Marathon site were retrained on our new program in 2011 when we rolled it out. The facilitators coaching guide was rolled out in 2008 by the IRD BBSCAP facilitator to better aid the individual groups in coaching their employees. In 2014, observers were given refresher training on the program and plan to continue the refresher training annually.

F. Description of your PBBS Program

In 2006, Marathon Petroleum Company asked Gribbins Insulation to join the Contractor Advisory Panel (CAP). Marathon handled all PBBS training, and one Gribbins employee joined the CAPs group.

In 2008, the training was passed on to Gribbins Insulation to train our employees to conduct observations. Gribbins Insulation used the same form as Marathon, which allowed the data to be combined with that of other crafts and workgroups. These observation sheets are called short shoots. This form includes the following: the employee conducting the observation; number of people being observed; who is being observed (operations, maintenance, contractor or self-observation); location of the observation; and date. The observation sheet itself is a check list of five sections with different items in each section. They are as follows:

Procedures

- Permits
- Material Handling
- Lockout Tagout

Work Environment

- Job Surroundings
- Proper Lighting
- Housekeeping

Tools and Equipment

- Proper Selection and Use
- Transportation

- Condition
- Process Equipment
- Storage Guards

Personal Protective Equipment

- Hand Protection
- Foot Protection
- Eye and Face Protection
- Respiratory Protection
- Hearing Protection
- Fall Protection
- Protective Clothing
- Head Protection

People

- Body Mechanics
- Line of Fire
- Pinch Points
- Communication
- Pace
- Eyes on Task
- Carrying/Moving
- Handrail

Each section on the checklist is to be examined during the course of the observation although some may not apply. If an item is determined safe it is marked as such. If the item does not apply to the observation it is left blank. If an item is determined unsafe, it is marked as such and then the observer tries to determine the barrier to that unsafe behavior while talking to the employee(s) under observation.

The six barrier options include business systems, facility and equipment, personal factors, culture, personal choice and unsure of / disagreement on safe work practices. There is also a section on the form to determine if follow up is needed if the unsafe item cannot be corrected on the spot and who is to follow up on that item. The observer discusses with the person they are observing the at-risk behaviors noted to try to determine the barriers. The discussion is meant to positively change the employee's behavior in the future.

In 2011 Gribbins Insulation wanted to make their PBBS process more tailored to our work force and our employees. This process was developed with assistance from our BBS steering committee, consisting of field employees. We named our internal program "Surveying At-Risk For Elimination (SAFE) Program." First, we reviewed where most of our injuries and negative audit findings were coming from. In a collaborative meeting, we compiled a list of six areas we wanted to focus our attention towards. With our own form and process, we now have the ability to change our focus areas according to information from audit finding or incident reports. The categories we have used to date are:

- Employees wearing proper eye protection for the task at hand (Safety glasses, goggles, face shield).
- Employees using proper body mechanics (awkward positions, reaching, etc).
- Employees wearing the proper hand protection (Cut resistant when working with metal, box knife, etc).
- Employee is working form ladder correctly (Not using step ladder as straight ladder, not using top or top step of ladder, not extending beyond rails, etc.).
- Employee is flat footed with chain closed while working from scissor lift.
- Employee using fall protection and using correctly when required (Above 4 feet, harness worn properly, adequate anchor point, etc.).

In 2013 we added:

- There are no unusual variations from the process employees are working around (Leaks, spills, corrosion, vibration, etc.)

A sample of Gribbins Insulation's observation form is available at this end of this document – Appendix 1.

The purpose of our internal program remains the same as Marathon's program: to conduct observations on fellow employees and increase open communication. Once the communication begins, the observing employee tries to find out the barriers to safe choices and behaviors, including procedures, culture, equipment/facilities, personal choice, personal factors, training or unsure of/disagreement of safety practices.

The Gribbins PBBS training program was enhanced as well. The training program now consists of the "No Name, No Blame" philosophy, PBBS definitions, objectives of the program, the ABCs of PBBS, review of the observation form, at-risk behaviors we are observing, barriers to those behaviors, how to conduct an observation, data analysis, and communication.

Each month we compile a spreadsheet of the observations completed and the findings of these observations. Safe and At Risk numbers are examined along with reported barriers to further understand what areas we need to focus on during upcoming training and toolbox talks.

Gribbins Insulation employees are encouraged to actively participate in the observation process. Trained observers have the ability to observe any craft and anyone onsite, regardless of employer.

With the addition of our own program, we received feedback from our steering committee that we should start using this process outside of Marathon Petroleum Company. We have successfully expanded this program to other large projects, and we look forward to having all Gribbins Insulation sites participating in this program in the future.

In 2012 we started our "Stop Me" program. An employee who takes the "Stop Me" pledge receives the below hard hat sticker. An employee wearing this sticker invites other employees to do any observation without asking the

employee first. According to the pledge, other employees may stop the employee if they see them doing something unsafe.

Throughout this process, we have had a steering committee, which has changed and at times not been in place due to low employee numbers. The steering committee consists of mainly hourly field employees with the Safety Manager also sitting in on these meetings. During these meetings, at risk behaviors and barriers are discussed along with other concerns that employees may have or concerns brought to them by other employees.

We review trends bi-annually to access the need to remove certain topics from the observation card or add new one. In 2015, we recognized that eye protection has not been at-risk and are going to replace it with hearing protection that we have seen an increase in at-risk during jobsite inspections.

G. Graphic Displays of the Data

Figure 1: Recordable Rate and First Aid Rate / 10 by Year

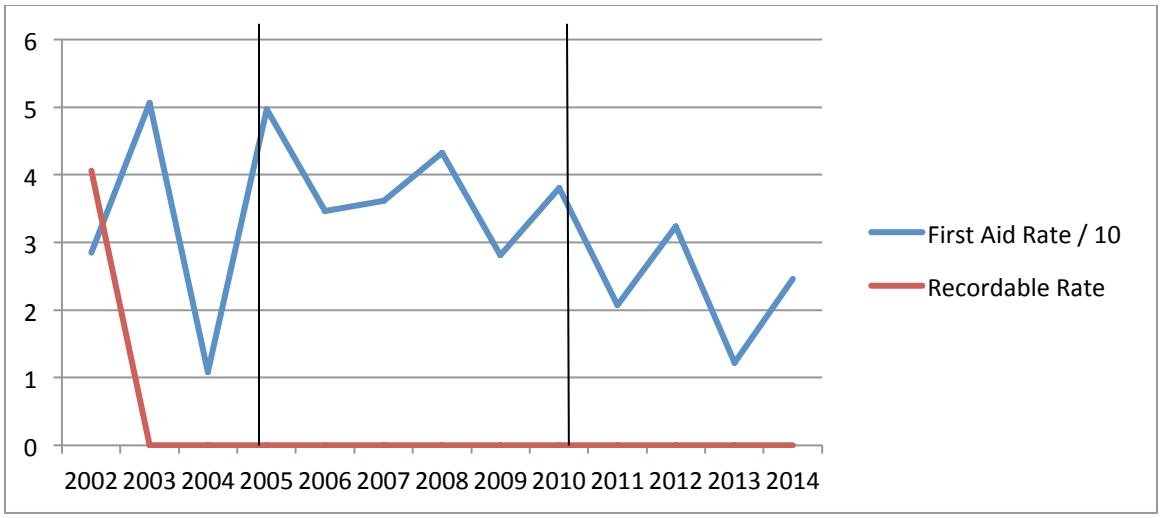

Figure 1 displays our OSHA Recordable Rate vs. our First Aid Rate divided by 10. Our First Aid Rate is calculated using the same formula as the OSHA Recordable Rate but substituting First Aids. ((First Aid Cases x 200,000)/ Hours Worked). As the chart shows since implementing the PBBS process in 2006, there has been a downward trend in the first aid rate and saw another sharp decrease in 2011 and 2013 after implementing the SAFE Program. The low rate in 2004 could be attributed to a below average number of hours worked that year.

Figure 2: Gribbins Insulation Company (Marathon)TRIR and DART Rate vs Gribbins Insulation Company Total TRIR and DART Rate vs BLS.

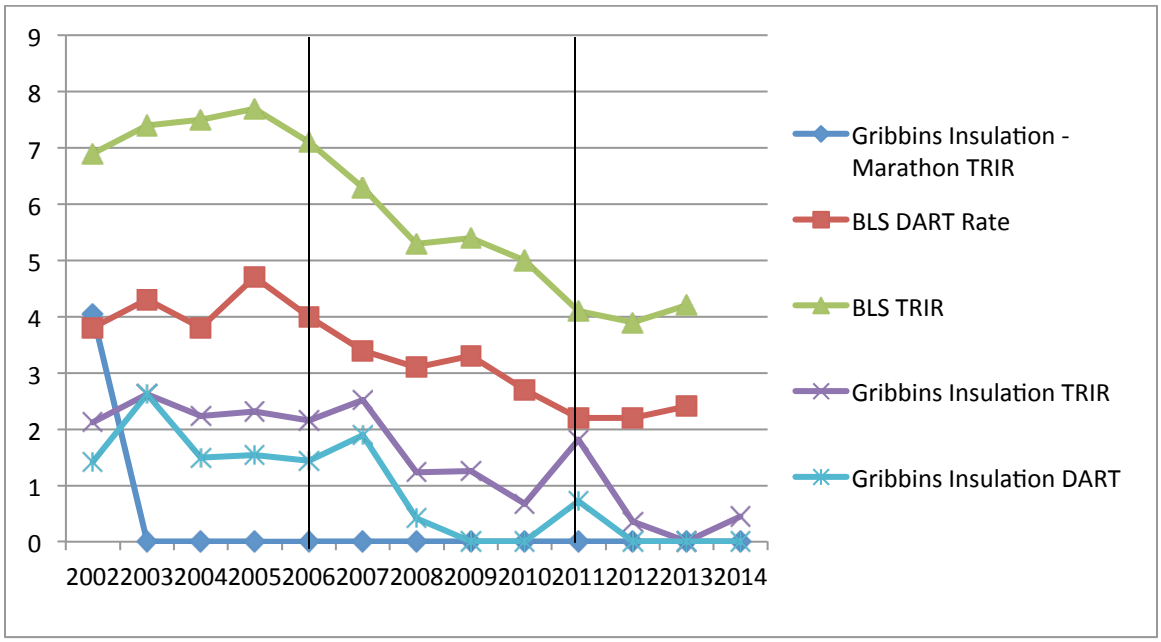

Figure 2 displays Gribbins Insulation (Marathon Jobsite) vs Gribbins Insulation Company vs the BLS statistic for total recordable rate and DART rate. The line in 2006 indicates the start date of the BBS Program at Marathon and the line in 2011 indicates the start date of the SAFE Program.

Figure 3: Hours Between Observation vs Hours Between Chance of Being Observed Before and After Implementation of Safe Program.

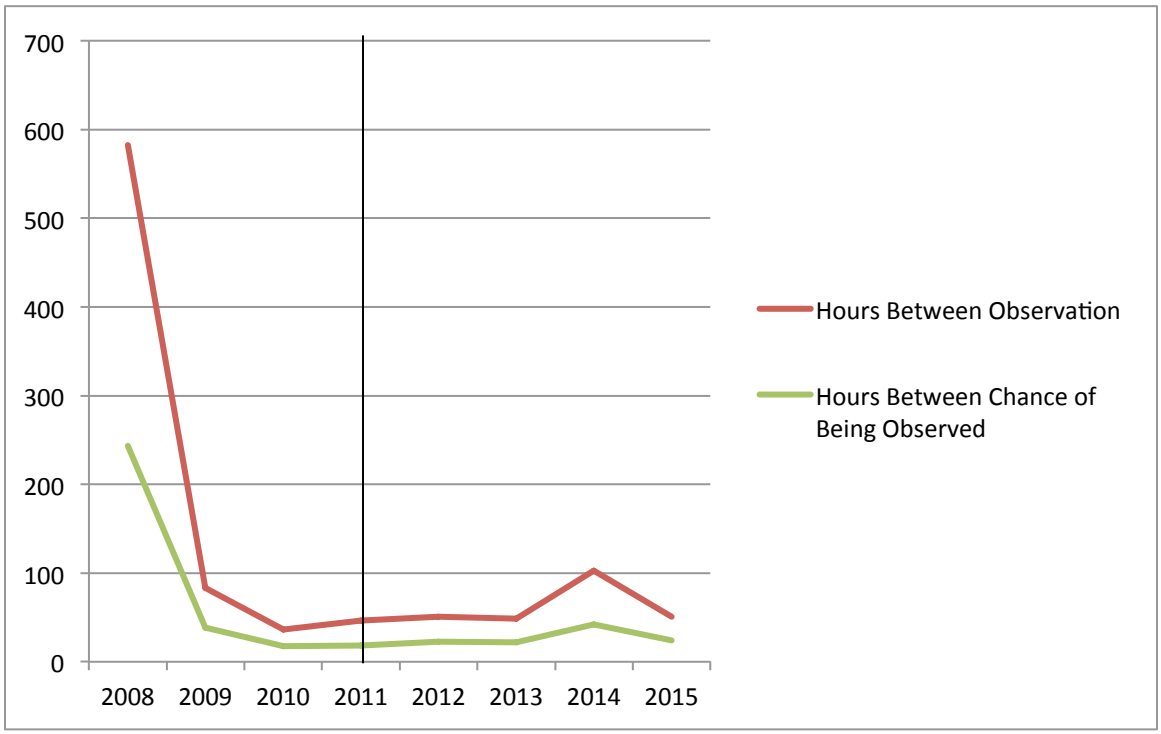

Figure 3 displays the hours between observation vs the hours between the chance of being observed before and after the implentation of the SAFE Program. Before the implementation Gribbins Insulation Company was using Marathon Petroleum Company's Observation form. The graph displays that since starting the SAFE Program the hours between in both categories have remain relatively constant with an increase in 2014 due to a large increase in hours worked.

Figure 4: Employee Involvement

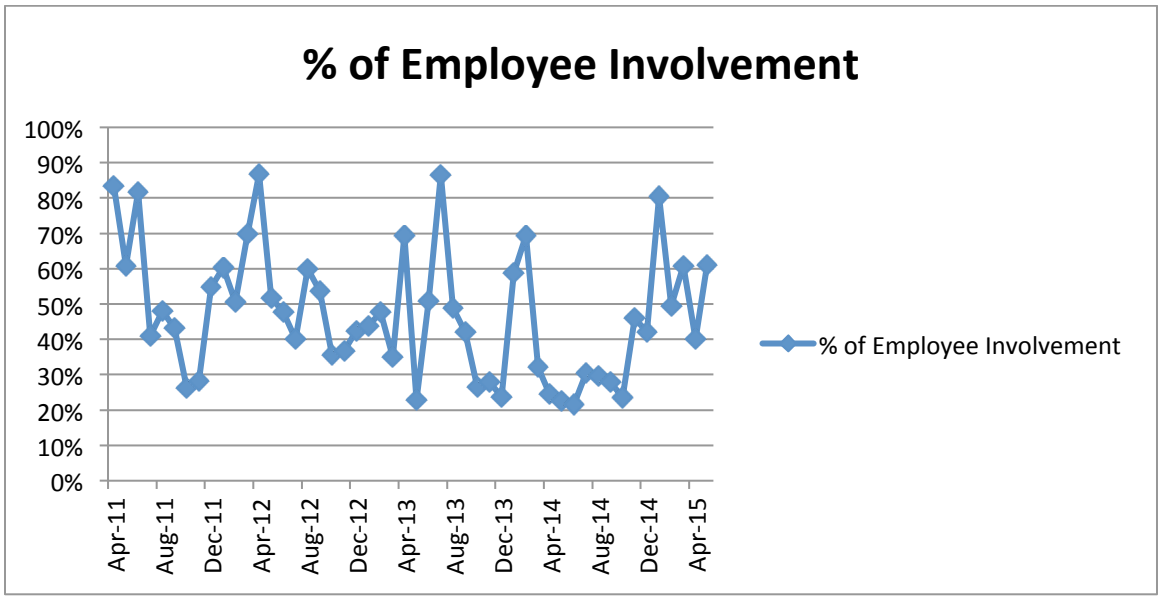

Figure 4 shows the percentage of employee involvement since implementing the SAFE Program. Displayed here is high participating when the program was inicially rolled out and then rises and falls since. The sharp drops are attributed to a large increase in employees to the site. Although these employees were trained it usually takes time for us to get employees comfortable with the process and being able to approach other employees if they are coming from a jobsite with a different safety culture.

H. Analysis of the Data

Observations are entered into an Excel spreadsheet and analyzed to determine what the at-risk behaviors are as well as barriers to those behaviors. The information is discussed during the monthly BBS Steering Committee meetings, and the information is disseminated back to the work force through safety meetings. Trends from observation data are also compared to first aid and near miss reports.

Figure 5 below is the observation report we use to look at the data. Each category is examined for the number of safe behaviors marked, number of at-risk behaviors marked, the percentage of safe and at-risked marked and the total number and percentage marked in each category.

Figure 6 below is a graph of the at-risk behaviors that have been observed over time. If there is an at-risk identified they are focused on during safety meetings, trends are identified and linked to the types of jobs. Then the JHAs and STAs are updated to add the behaviors, PPE and procedures to mitigate the risk. A few examples include:

- Throughout 2013 we were seeing large spike in risk for correct ladder usage. We added ladder training to our annual training and focused heavily on this topic at tool box talks and on walk throughs and reinforced safe behaviors.
- In March of 2013 we saw a spike in body mechanic. We revised our new hire orientation to put added emphasis on this topic and covered in safety meetings and reinforced safe behaviors.
- The spike in fall protection have been addressed by increasing training and adding a section to our STA to cover a fall protection plan for each job and reinforced safe behaviors.

Figure 5: Gribbins Insulation Observation Report

Gribbins Insulation Observation Report

June-15

Total People Observed 78
Observations Conducted 35

	# Safe	# Risk	% Safe	% Risk	# Marked	% Marked
Tools and Equipment						
Employee wearing proper eye protection for task at hand. (Safety glasses, Goggles, Face Shield)	35	0	100.00%	0.00%	35	100.00%
Employee using proper body mechanics. (Awkward positions, reaching, etc.)	34	1	97.14%	2.86%	35	100.00%
Employee wearing the proper hand protection for the task at hand. (Cut resistant when working with metal, box knife, etc.)	35	0	100.00%	0.00%	35	100.00%
Employee is working from a ladder correctly. (Not using step ladder as straight ladder, not using top or top step of ladder, not extending beyond the rails, etc.)	10	1	90.91%	9.09%	11	31.43%
Employee is flat footed with chain closed while working from scissor lift.	12	0	100.00%	0.00%	12	34.29%
Employees using fall protection and using correctly when required. (Above 6 ft., harness worn properly, adequate anchor point, etc.)	32	0	100.00%	0.00%	32	91.43%
There are no unusual variations from the process employees are working around. (Leaks, spills, corrosion, vibrations, etc.)	24	0	100.00%	0.00%	24	68.57%
Grand Total	158	2	98.01%	1.99%	184	76.19%

Figure 5 displays the report that is generated each month to display safe and at-risk behaviors.

Figure 6: At-Risk Behaviors

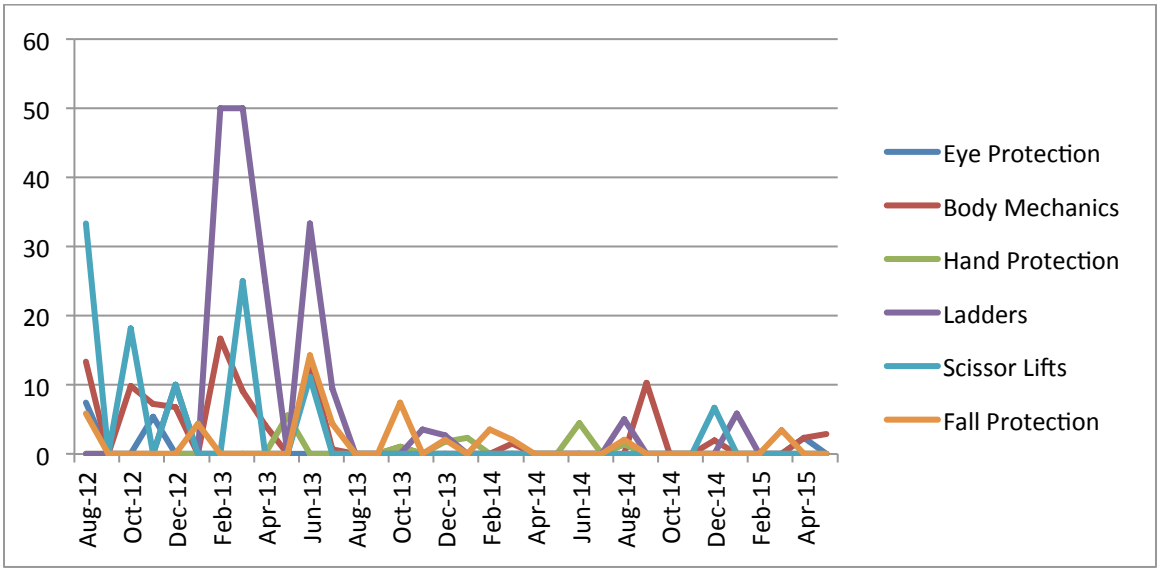

Figure 6 displays the at-risk behaviors that have been observed over time. The large spikes in at-risk ladder use are from an at-risk marked with a low number of the total marked in that category.

Figure 7: Observations of Time

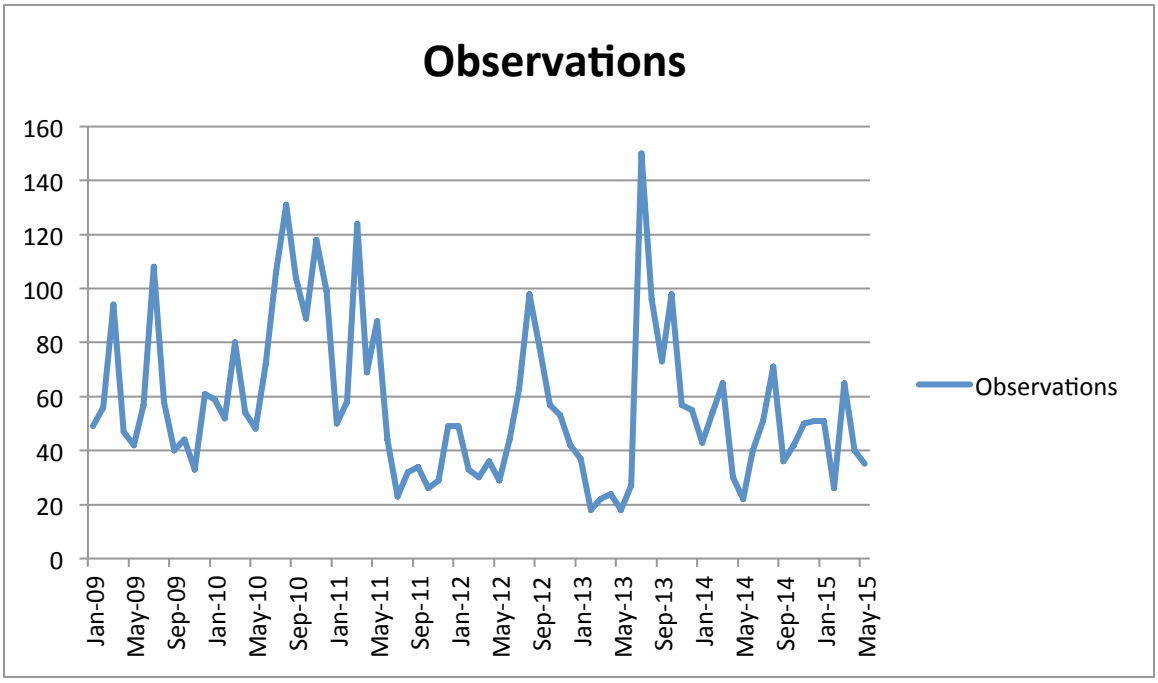

Figure 7 displays the number of observation complete each month over time.

Appendix 1: SAFE Card

SAFE CARD

Observer's Name:	**Date:**	**Time:**
Work Activity Being Observed:	**# Being Observed:**	

Behaviors	**Safe**	**At-Risk**	**Barrier**
Employee wearing proper eye protection for task at hand.			1 2 3 4 5 6 7
Employee using proper body mechanics.			1 2 3 4 5 6 7
Employee wearing the proper hand protection for the task at hand.			1 2 3 4 5 6 7
Employee is working from a ladder correctly.			1 2 3 4 5 6 7
Employee is flat footed with chain closed while working from scissor lift and inspection completed.			1 2 3 4 5 6 7
Employees using fall protection and using correctly when required.			1 2 3 4 5 6 7
There are no unusual variations from the process employees are working around. (Leaks, spills, corrosion, vibration, etc.)			1 2 3 4 5 6 7

Barriers: 1 – Procedures 2 – Culture 3 – Equipment/Facility 4 – Personal Choice 5 – Personal Factors 6 – Training 7 – Unsure of/Disagreement of Safety Practices

Is a follow up need? __ Yes __ No **Who needs to follow up?**
_____
Has follow up been completed? __ Yes __ No **Date Completed:**
_____

Comments:

Surveying **A**t-Risk **F**or **E**limination