

SOUTH DAKOTA SAFETY COUNCIL

MEMO TO MEMBERS

Great Turnout for Annual Membership Meeting



The special training opportunities and annual membership meeting on February 5 drew more than 80 members for an exceptional learning experience and a chance to network.

The annual luncheon meeting was bracketed by two excellent training sessions from Cindy Braun, president of Braun Safety Associates, Littleton, CO. Cindy works with organizations across the country, focusing not only on regulatory compliance, but also on best management practices. Her sessions provided the tools to develop or improve incident investigation, JSA and hazard/risk assessment skills and programs.

The annual meeting at midday gave members a chance to hear about our activities this past year, elect new board members and chat with other attendees and our staff. Thanks to all who joined us—and thank you for your continuing partnership and support!

► For details about injury in South Dakota and our activities last year, see the *2014 South Dakota Safety Council Annual Report* on [pages 5–8](#).



Members-Only Webinar Targets Workplace Violence

A members-only webinar on Thursday, March 5th, “Violence Prevention in the Workplace,” addressed processes involved in preventing workplace violence, examined potential situations and provided techniques for response. Speaker Jan Fedora has advised numerous employers on workplace violence issues. Response to the webinar was strong. If you weren’t able to view it live, it was recorded and is available for viewing through a link on our [membership page](#).



INSIDE:

Individual Accountability within a Culture of Safety	2–3	SDSC Annual Report	5–8
NSC Navigator	3	MSDSonline: Simplify Hazcom; First Aid/CPR/AED Training; Upcoming Safety Observances.	9
Temporary Workers; HazCom/GHS Deadline; News and Resources	4	Off-the-Job Safety Resources	10



SAFETY COUNCIL
CHAPTER OF THE NATIONAL SAFETY COUNCIL

Individual Accountability Within a Culture of Safety



BY HEATHER MONAGHAN MHSC. RN
President, Visioning HealthCare Inc.,
and Editor-in-Chief, American Journal
of Safe Patient Handling and Movement

When we hear the word accountability in healthcare it is usually raised in the context of “holding someone to account” for what they have done. It is used as a tool to make someone own their behavior, and take whatever is coming to them for the mistake they have just made. Indeed, when looking at the definition of accountability, it is about owning our behavior, but how individuals behave in the sub cultures in which they work, and the approach organizations take to mistakes, can shift an individuals’ accountability from themselves to blaming the behavior of others.

I will never forget almost 20 years ago when two registered nurses who worked in a medical unit both administered Coumadin to a patient at 6 a.m. and 6 p.m. It is not unreasonable to expect that every nurse should know that Coumadin is a once a day medication, usually given around dinner time, and following regular blood tests that same morning to establish the patients’ blood clotting times. The first nurse had no idea she had done anything wrong. The excuse of the second nurse was “I assumed it was OK because the previous nurse had also given it twice the previous day.” We should never underestimate the power of peer pressure. When considering

Maslows’ Hierarchy of Needs, once immediate physical needs are met, and a safe environment created, there is a need for love and belonging. How many student nurses have said they are not going to be led into bad practices that cut corners once they receive their nursing license, and yet they go down the very same road as their predecessors.

So how do we create a culture of safety where individual accountability is seen as a positive force that seeks to create and maintain behaviors that others want to follow? The answer lies in three elements influenced at the organizational level.

The first is in making sure that leaders, whatever their professional group, know how to lead. This means educating them to understand that using approaches that create transformation within a culture cannot be achieved by using directive and controlling techniques, but by collaborating with staff and engaging them in decision making, and empowering staff through education to be creative and feel able to express new ideas, as well as speak up when things are not right.

The second is in creating a culture where staff feel physically and emotionally safe. Physical safety can include safety from aggressive patients, from musculoskeletal injury from lifting and transferring patients, or from needlestick injuries to name a few. The organization can provide the equipment to help reduce the risk of all these events. It is the emotional aspect of staff safety that is a greater challenge. In nursing we have a culture of “eating our young.” Without effective leaders this will continue to perpetuate and prevent nurses and other healthcare workers from speaking out, through fear of repercussions from their peers. **continued on page 3 ►**

continued from page 2

Individual Accountability Within a Culture of Safety

Third is the need to create a culture of lifelong learning, where staff are encouraged to seek out new knowledge and develop critical thinking skills that will challenge the status quo. Staff need to become competent in everything they do through an ongoing structure of precepting and mentoring along with the ability to use reflective practice as a tool for learning and development.

In a recent interview with John Laughter, Senior Vice President for Corporate Safety, Security and Compliance, Delta Airlines, I asked him how a large organization such as Delta created a culture of safety and individual accountability within their employees. He spoke of creating a Just Culture, and of Delta taking part in a program called ASAP (Aviation Safety Action Program), sponsored by the FAA, which, through an agreement between the management, employee and regulator states “if you tell us about a safety issue, we agree there will be no punitive response from the company.”

So when we reflect on the role individual accountability has in creating a culture of safety, it is clear it first needs to be enabled by effective leadership. Also there needs to be a physical and emotional sense of personal safety at work, as well as a culture of lifelong learning and the ability to safely question what is happening. It is only then that we will see a culture shift from individuals being “held to account” to a culture where individuals choose to own their behavior, and who will make sure the way they work is safe for themselves, their co-workers and their patients ... and their organization.



Heather Monaghan MHS. RN has been a registered nurse for almost 25 years. As the President of Visioning HealthCare Inc., Heather specializes in working with organizations to implement a culture of safety and is an expert in safe patient handling and movement (SPHM). She is also the Editor-in-Chief of the American Journal of SPHM, and a regular speaker and author in the subject of safety, change management and leadership.



A Safety Management System for EVERYONE

“What are you doing to measure your safety performance today?”

Easy enough question, but it can be a complicated answer. If you’re stuck using a pen and paper or an Excel spreadsheet to track your safety metrics, National Safety Council’s **NSC Navigator** is your answer. Designed with help from Walt Disney Parks and Resorts, **NSC Navigator** is a web-based tool that will help you manage your incidents, audits, inspections, correctives, safety policies and training, all in one easy-to-navigate interface. Whether you have 20 employees or 20,000, this is a great way to assure lower blood pressure and more restful sleep.

- ▶ If you’d like to set up a demo, contact Connie at 605-361-7785/ 800-952-5539 or connie@southdakotasafetycouncil.org.

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Temporary Workers: Issues and Resources

Use of temporary workers has been on the rise since the 2008 recession. The safety of these workers and the roles/responsibilities of host employers and staffing agencies is an issue of concern for many of our members. Key areas include employer responsibilities, recordkeeping, personal protective equipment and training.



We know that members are looking for templates for temporary worker contracts, policies and programs. Here are a number of online tools:

- [Contractor Safety Checklist and Orientation](#)
- [Developing a Contractor Safety Program](#)
- [Federal OSHA, Protecting Temporary Workers](#)

► For in-depth reporting and analysis on this topic, see the independent newsroom ProPublica, which is publishing an ongoing series of articles, linked from *Temp Land – Working in the New Economy* at www.propublica.org/series/temp-land.

June 1 Haz Com/GHS Deadline Approaching

We're approaching the June 1, 2015 deadline to comply with Hazard Communications/GHS requirements for shipping labels and safety data sheets. Here's a quick refresher:

- The first effective date for all employers, December 1, 2013, was to provide training about the new data sheet format and the new pictograms for labels.
- Shipping labels and safety data sheets must conform to the changes by June 1, 2015, although distributors have until December 1, 2015 to ship out any remaining stock with the old labels.
- Finally, employers have until June 1, 2016 to update written programs, training and internal labeling systems to be in compliance. See a recent [enforcement guidance](#) from federal OSHA for more information.



National Safety Stand-Down to Prevent Falls in Construction

Federal OSHA has announced a [National Fall Prevention Stand-Down](#) in construction for May 4–15, encouraging employees to hold voluntary “tool-box talks” about fall prevention. Last year's stand-down reached more than a million workers. This year, OSHA hopes to see more than 20,000 events involving more than three million people.

Federal Budget Boosts OSHA Funding

President Obama's budget proposes the largest increase to OSHA spending since he entered office. [Safety+Health magazine](#) breaks it down and explores the political ramifications.

DOT Extends Deadline for Rule on Lithium Battery Transport

In response to comments from multiple stakeholders, the U.S. DOT has extended the deadline for complying with revised hazard communication and packaging provisions for lithium batteries in surface transportation. The new deadline is August 7, 2015. Details in the [February 20 Federal Register](#).

Motivating Employees—What Works and What Doesn't

Optimal employee engagement equals higher productivity, sustained performance and results. A recent article in [EHS Today](#) discusses effective approaches to engaging and motivating people.

New Research on Health Effects of Shift Work

[Safety+Health magazine](#) reports that research on the health effects of shift work is exploring issues that go far beyond fatigue, including diabetes, cancer and hypertension.

ANNUAL REPORT



MAKING SOUTH DAKOTA A SAFER PLACE TO LIVE FOR 65 YEARS

Since 1949, the South Dakota Safety Council has provided programs and services to help employers and workers, families and communities prevent injury. We are committed to the safety of all South Dakotans, at work, on the road, at home and at play.

Why is this a critical issue for our state? Unintentional injuries are a leading cause of death, disability and economic loss in South Dakota. But deaths are just part of the story. In far greater numbers, non-fatal incidents alter the lives and limit the potential of those who are injured.

For every injury death it's estimated that there are three severe traumas, including brain and spinal cord injuries, ten injuries that require hospitalization and 100 injuries that result in emergency department treatment.

In addition to medical expenses, economic losses include wage and productivity costs, lost time, insurance and legal costs, uninsured costs and property damage. The cost of South Dakota motor vehicle crashes alone was estimated at \$389 million in 2013 (most current data).

Here's the good news:

- Work-related deaths in South Dakota declined by 12 in 2013, according to preliminary estimates. Fatal occupational injuries in the state have ranged from a high of 46 in 1999 to the 2013 total of 19, the lowest on record.
- Despite a slight increase the past two years, traffic death rates have shown a continuing overall decline. The number of drivers involved in alcohol-related crashes dropped 25 percent in 2013. Following a spike in 2012, the overall downward trend in alcohol-related crashes continued. The seat belt use rate increased to 68.7 percent.

While we have made progress on our roads and in our workplaces, there is much yet to do. Despite the work of many partners, including the South Dakota Safety Council, too many still suffer the effects of an unintentional injury. We remain committed, as we have for the past 65 years, to making a difference in the lives of South Dakotans by making our state a safer place to live.



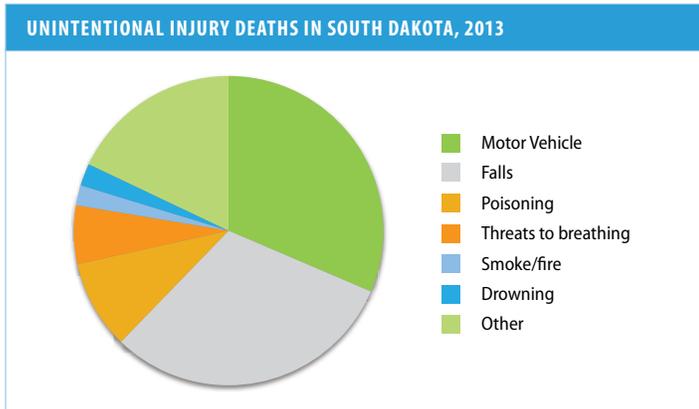
Our Mission:

To improve the quality of life for the people of South Dakota by reducing incidents, injuries and occupational illnesses from preventable causes.

INJURY IN SOUTH DAKOTA

Unintentional injuries are the number one killer of South Dakota children and adults through age 44, and the third leading cause overall. They take the lives of more than 400 people each year and send tens of thousands to seek medical care.

Motor vehicle crashes were the leading cause of unintentional injury death in 2013 (most current data)—but just barely. Crashes took the lives 149 people, while 146 died from falls. Poisoning ranked third, with 44 deaths.

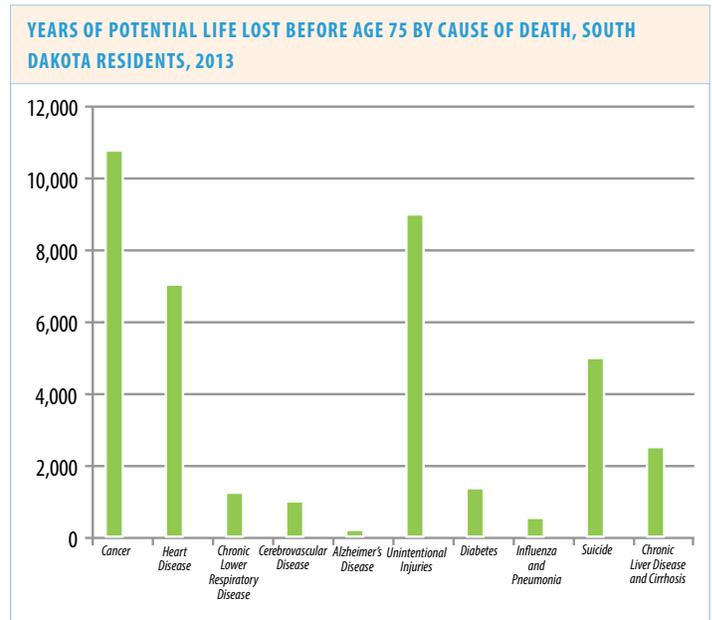


Source: South Dakota Department of Health

Increases in unintentional poisoning deaths are related to a growing problem with abuse of prescription drugs, particularly pain killers. Other leading causes of unintentional-injury death include threats to breathing (asphyxiation, aspiration, etc.), accounting for 29 deaths in 2013; smoke/fire/flame (10 deaths) and drowning (11 deaths). In total, 424 people lost their lives to unintentional injury in 2013. Men accounted for 62 percent of those deaths. American Indians were twice as likely as whites to die from unintentional injuries.

The 19 work-related deaths reported in 2013 were led by transportation incidents, including seven motor vehicle crashes and three pedestrian deaths. Other leading causes were slips, trips and falls; contact with objects and equipment; and violence and other injuries involving persons and animals.

Another way to understand the cost of unintentional injury is to look at years of potential life lost before age 75. The chart below shows the rate of years lost per 100,000 population for the top ten causes of death.



Throughout 2014 we worked with our members and other partners delivering programs and services designed to make South Dakotans safer at work, on the road, at home and at play.

2014 PROGRAM HIGHLIGHTS

Occupational safety and health training

The 2014 South Dakota Safety & Health Conference drew a record crowd. Nearly 570 attendees took the opportunity to participate in diverse and engaging educational sessions, learn about valuable safety resources from our fifty-plus exhibitors and network with safety colleagues.



Board Chair Paul Bruflot and Lt. Governor Matt Michels presented a Governor's Safety Award to the South Dakota Army National Guard.

The Governor's Safety Awards Luncheon, a conference highlight, recognized seventy-one South Dakota workplaces for outstanding achievement in safety. Twelve safety and health professionals were recognized for earning the Basic Workplace Safety Certificate, a designation offered in partnership with the South Dakota Department of Labor.



Our partners in presenting the conference were the Sioux Empire Society for Human Resources Management, Chiropractic Associates of South Dakota, South Dakota Department of Labor and Regulation, Avera, and Sanford Health.



James Marsh, South Dakota Department of Labor, spoke at the conference.

Throughout the year, our full-time manager of safety and health worked with members to meet their safety compliance and management needs and to provide training and consultation.

Popular sessions included OSHA and MSHA training, forklift and accident investigation. We also conducted onsite safety audits. Professional development programs helped individuals support their organizations and expand their skills at the same time.

Twenty-nine people participated in the National Safety Council's Advanced Safety Certificate training, with two completing the coursework required for the certificate.



Training sessions provided critical safety information and the opportunity to network.

Training sessions were held throughout the state, in communities including Aberdeen, Brookings, Mitchell, Rapid City, Sioux Falls, Spearfish, Watertown and Yankton. A video conference series on topical safety issues, sponsored by member company Avera, provided another avenue for sharing information. Through our First Aid/CPR/AED program, we trained 650 people, equipping them with the skills to save lives through practical, hands-on training. We also placed 25 automated external defibrillators (AEDs) in workplaces throughout the state.

In partnership with National Safety Council, J.J. Keller, ManComm, Kidde, FLI, CLMI and Philips, we provided comprehensive safety products, training materials and automated external defibrillators (AEDs) to support our members' safety programs.



Member retention remained strong at 92 percent as we worked with employers to reduce injuries and costly claims, increase productivity and stay competitive.

Traffic safety

Classroom defensive driving courses reached more than 1,800 adults in workplace and community training sessions. Through the National Safety Council's Defensive Driving Course, we worked to ensure that company drivers developed safe habits and attitudes, and met DOT regulations.



One hundred twelve high school age and novice drivers received classroom and behind-the-wheel driver

training. Our comprehensive program included "rules of the road," defensive driving crash avoidance techniques, winter driving skills and work zone safety.

We continued to partner with the South Dakota Department of Public Safety and the State Patrol to offer "Alive at 25" to the state of South Dakota — a program proven to increase safe driving behavior in young adults 14-25. The program reached 250 students.

Through an ongoing contract with the state of South Dakota we continued to coordinate the South Dakota Motorcycle Rider Education Program, which provided 335 classes statewide, an increase of 22 percent over the previous year. We trained 1,788 motorcyclists statewide in preparation for their license tests, and offered refresher training to dozens more. Experienced riders also benefitted from simulator training workshops that exposed them to various street riding scenarios and helped them sharpen defensive driving maneuvers and tactics. The training simulator was made available through the Department of Public Safety.

The Operation Lifesaver railroad crossing safety program reached more than 15,000 people through presentations in communities throughout the state.



We supported the State Farm® Celebrate My Drive® program, which promotes safe driving practices among teens. The program included a competition through

which students and community members could make online commitments to drive safely. Prizes included significant grant funds for winning high schools. Milbank and Brandon High Schools each earned \$100,000 grants and O' Gorman High School, Sioux Falls, won \$25,000.

MEMBERSHIP



YOUR MEMBERSHIP COUNTS!

We invest every membership dollar in the promotion of safety and health. Your membership provides the foundation for developing safety programs that work. And our community programs help keep your employees safe away from work. Protecting lives and protecting your bottom line are closely linked.

More than 400 employers have forged partnerships with the South Dakota Safety Council. And since last fall, members of the South Dakota Safety Council are also members of the National Safety Council (NSC). Whether you're updating an existing safety program or starting from scratch, membership in the South Dakota Safety Council gives you access to the resources you need:

- Free use of more than 250 industry-specific DVDs/videos.
- Member discounts on all occupational, first aid/CPR/AED and driver training classes.
- Free phone and e-mail consultation from our in-house safety and health experts.
- Access to NSC "Members Only" content, including downloadable posters, safety talks and presentations.
- Free webinars featuring national subject matter experts.
- Free e-newsletters containing the latest national and local safety and health news, issues and regulatory developments.
- NSC's *Safety + Health Magazine*, mailed to your designated employees for free.
- The annual South Dakota Safety & Health Conference, a great opportunity for education and networking.
- Packaged training programs, manuals, and other safety resources, discounted for members.
- Local safety networks, developed to give members throughout the state training and networking opportunities.

There's still lots to do. Thanks for helping to make South Dakota a safer place to live!

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Board Chairman Paul Bruflat welcomes attendees to the South Dakota Safety & Health Conference

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How can MSDSonline help?

- Millions of SDSs at your fingertips
 - Simplify SDS/chemical management
 - Easily label secondary containers
 - Prepare for GHS
 - Be compliant!
- ▶ Join millions of users on the most robust system out there! To schedule a demo or for more information, contact Connie Greguson, 605-361-7785/800-952-5539 or connie@southdakotasafetycouncil.org.



TRAINING FOR EMERGENCIES: **ARE YOU PREPARED?**

Training your employees for an emergency isn't a luxury, it's a requirement — and our proven, flexible First Aid/CPR/AED training gives you options to meet your internal needs, budget and schedule. We can provide employee training at your location, or through our [bi-monthly "hands-on" course](#).

Want to develop in-house trainers? You or designated employees can become authorized instructors and train on your own schedule – it's effective and affordable.

Learning to respond effectively reduces lost time, increases productivity and improves morale. Our training instills the confidence to respond to emergencies at work, at home and in the community. Learn more about our [First Aid/CPR/AED training options](#).

- ▶ If you have questions or would like to schedule training, contact Connie Greguson at 605-361-7785/800-952-5539 or connie@southdakotasafetycouncil.org.

Upcoming Safety Observances

MARCH 2015

Brain Injury Awareness Month
[Brain Injury Association of America](#)

Save Your Vision Month
[American Optometric Association](#)

15–21 National Poison Prevention Week
[Poison Prevention Week Council](#)

23–27 National Work Zone Awareness Week
[Federal Highway Administration](#)

APRIL 2015

Distracted Driving Awareness Month
[National Safety Council](#)
[National Highway Traffic Safety Administration \(NHTSA\)](#)

5–11 National Window Safety Week
[National Safety Council](#)

20–24 Severe Weather Awareness Week
[National Weather Service, Sioux Falls](#)

28 Workers' Memorial Day
[American Federation of Labor & Congress of Industrial Org \(AFLCIO\)](#)

- ▶ [2015 Calendar of Safety Observances](#)



Poison Prevention Week, March 15–21

March 15–21 is [National Poison Prevention Week](#), an opportunity to raise awareness about unintentional poisoning.

The most common poisons include prescription and over-the-counter medications, cleaning products and personal care products. The majority of non-fatal poisonings occur among children. For adults, prescription drug overdose is the leading cause of unintentional injury death and employee use of prescription painkillers has become a significant concern. Take advantage of [free National Safety Council resources](#), including the [Prescription Drug Employer Kit](#), to help you better understand the issue and how to effectively communicate it with your organization.

Think Spring – and Window Safety

Participate in [Window Safety Week](#), April 5–11.

It's never too early to start thinking about spring, warmer temperatures, and the importance of practicing window safety – especially in homes with young children. Nationwide Children's Hospital offers window fall prevention [safety tips and a helpful video](#) on their website.

► Find more spring safety information for the home, outdoors and on the road in our [online fact sheet library](#).

MEMO to Members is a publication of the South Dakota Safety Council.

The information in the Memo to Members is compiled from sources believed to be reliable. We've exercised reasonable care to assure its accuracy, but make no guarantees. The South Dakota Safety Council makes no representation or guarantees of results and assumes no liability in connection with the information contained in the Memo, including whether such information or suggestions are appropriate in all circumstances. Statements attributed to other sources do not necessarily reflect the opinion or position of the South Dakota Safety Council.

EDITOR Ann Kulenkamp | EDITORIAL ASSISTANT Kristy Zack | DESIGNER Melissa Litecky

REGISTER NOW FOR MOTORCYCLE SAFETY TRAINING!

As the state's designated motorcycle safety training center, we offer courses throughout the state to help motorcyclists prepare for their license tests. We also administer the license test as the final step in our courses.

The Basic Rider Course consists of 15 hours of instruction (five hours in the classroom and 10 hours on-cycle. Come to the classroom session prepared to ride.) Motorcycles are provided for your use at no extra charge.

The Experienced Rider Course offers four hours of riding practice and up to one hour of classroom activities conducted between riding exercises. Online registration is easy and secure.

► See our [motorcycle safety webpage](#) for more information.



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