CHALLENGE

Safety processes and procedures

A leading potash producer was struggling with safety incidents while undergoing a massive expansion across three of their facilities. They were looking for a more holistic approach to supplement their behavioral-based safety program while maintaining the culture throughout the workforce. The Myrtle Consulting team partnered with the client to implement a series of improvements, which included an enhanced incident investigation process, better Job Hazard Analysis (JHA), clarified roles and responsibilities, and detailed performance metrics to be reviewed by management.

SOLUTIONS

Management OS implementation, refreshed safety training

Myrtle Consulting began with an Analysis Validation Scan (AVS) to surface the issues and understand the underlying root causes. Based on those findings, a five-pillar approach was developed. This approach:

- Increased hazard awareness, improved application of JHA forms, and increased supervisor oversight
- Enhanced incident investigation processes, implemented response, and action procedures
- Improved organizational alignment, defined roles and responsibilities to align with new processes, and conducted training
- Implemented Management Operating Systems (MOS), implemented a safety Key Process Indicator (KPI) tree linking to all levels of the organization, directed focus on leading and lagging indicators including standard Total Recordable Incident Rates (TRIR), recordables, and first aid visits
- Conducted safety training for every employee on hazard identification and mitigation

RESULTS

Following the successful execution of Myrtle Consulting’s approach, all sites experienced significant improvements in their safety performance. No recordable incidents or first aid visits occurred throughout the 32-week implementation.

TRIR was substantially reduced at all three sites with a total of 3 million hours recorded with no lost-time incidents and, on site three, over a 50% reduction in injury rates with a major contingent of contractors with no injuries.

“We are beginning to make decisions more in a team format and following a structured process.”

- Client Project Management Lead

To learn more about how to enact change within your organization, send an email to info@myrtlegroup.com or visit myrtlegroup.com

© 2020 Myrtle Consulting Group