

Safety supervisors in the work place



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Safety supervisors in the work place. Employee safety is regarded as an extremely important organizational responsibility. Every organization requires a safety supervisor who is trained on specific safety measures. The role of a safety supervisor is to ensure safe working practices are being followed by all employees. Supervisor's responsibilities include identification of risks potential in the work practices and methods, equipments used and also the services provided. Most of the accidents caused are directly related to unsafe practices and actions taken by people at workplace. In addition, ancestral causes, social environment, unsafe acts and mistakes lead to accidents or injuries at work place. Just by eliminating unsafe worker behaviors, often referred to as risk behaviors and ignorant behaviors, about 90% of the accidents at work place can be effectively prevented (Taylor, Easter & Hegney, 2004). To increase the safety at work place and to encourage behavior based safety, every organization has its own methodology which it follows. Some organizations lay very rigid safety measures to be followed without fail while some offer spot incentives for fun and get the behavior based safety measures maintained to the best. In few organizations, spot warnings are given to employees that commit defects of faulty and unsafe actions; extreme measures such as dismissal letters are also issued to the defaulters. To positively reinforce behavior based safety actions, supervisors incentivize their staff with goodies, applauds, appreciations etc. At an organizational level, such staff members can be rewarded with monetary incentives. As a safety supervisor, it is important to communicate safety methods and practices to all employees and ensure they understand the significance of safety and reasons for implementing

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such safety measures. Successful implementation of safety methods can be achieved only if all staff is communicated and trained on the methods. Regular meetings, appropriate training and practice on safety training methods will be of great help. Safety trainings such as fire drills, usage of fire extinguishers, handling materials etc are few that supervisors must ensure all their staff members have attended. For the safety supervisor, hiring skills are also equally important. Hiring skills like interviewing, assessing and evaluating etc will help in choosing the right candidate for the job. Apart from hiring, it also involves training them, discussing on the methodology followed and also to be followed in future. Also, supervisors must ensure safety personnel are adequately staffed. All staff must be educated about termination policies in relation to safety violation. Finally, supervisors should train their staff on investigating an accident or a breach of rule and appropriate action that needs to be taken. Planning is an integral part of any management system, and so even safety management requires effective planning and execution. In conclusion, the role of a safety supervisor is highly critical and responsible role who at all times is expected to take care of the safety of the employees. By modifying behavior of employees, they can be directed towards adoption of safe working practices, maintaining safe work environment, and be vigilant of any hazardous events. References Taylor, G, Easter, K and Hegney, R. (2004). Enhancing occupational safety and health. MA: Butterworth-Heinemann.