

The background of the slide is a dark green, textured surface that resembles grass or reeds. At the top, there is a horizontal strip showing a forest of tall, thin trees with green foliage.

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The background of the slide is a dark green, textured surface that resembles a close-up of pine needles or grass. At the top, there is a horizontal strip showing a forest of tall, thin trees with green foliage.

“EMPOWERING PEOPLE FOR LONG TERM SUCCESS”

*A Step Backwards
for
Continuous Improvement*



Objectives

- Company Overview
- Introduce an Old Process
- Discuss How We Got Here
- Provide Tools
- Demonstrate How It Works
- Discuss How It Can Be Used



Plum Creek

- Small Timber Company
- NW Montana
- Over 1 Million Acres
- Large Employer
- Self Insured
- Grow Trees
- Manage Natural Resources
- Harvest Timber
- Manufacture Lumber, Plywood, MDF



Rest of the Story

- Headquarters Seattle, WA
- > 8 Million Acres
- 20 States
- 19 Million Tons Annually
- 2300 Employees
- 6 Million Exposure Hours
- Drive 8 Million Miles



Safety Overview

- Process not Program
- Employee Driven
- Behavioral Based
- Safety Isn't Always #1
- Managed Like Rest of Business
- Compliance A Given
- Doesn't Drive Process
- Safety – “A Performance Expectation”



Accident Causation

- Wrong Person
- Wrong Tools
- Inadequate Training
- Not Enough Time
- Short Cuts
- In A Hurry
- Unknown Hazard



Hazard Analysis Process

- Review Existing Information
- Select Person
- Interview
- Observe
- Photos
- DRAFT
- Review
- Final Implementation



Hazard Analysis Highlights

- Description
- Knowledge of Hazards
- Understanding of Risks
- Self Directed Safety
- Non-routine Tasks
- Quality Control
- Time & Money Exercise
- Five Minute Drill



Process Accomplishments

- Ownership
- Hazard Identification
- Risk Assessment
- Hiring Criteria
- ADA
- Quality Control
- Compliance
- Orientation
- Performance Expectations
- Accountability
- Claims Management



Process Uses

- Hiring
- Orientation
- Performance Reviews
- Accident Investigation
- Training
- Compliance
- Legal
- “Transitional Work”



*“It’s the Process,
not the paper
generated,
that’s Important”*



Suggestions

- *Go Slow, this is not a race!*
- *Do one a month forever!*
- *Have FUN!*

