

# Implementing SafetyTek Case Study



How Lear Construction increased safety performance



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# Enforcing a Safety Policy using paper



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## Company

Lear Construction is a general construction management company located in Calgary Alberta and has a workforce of 80 employees and 30 sub contractors at any given time.

## Context

Safety is paramount to Lear Construction. Ensuring their sites are safe ensures project success regarding budget and timelines. Lear involves the corporate construction safety officer at the beginning stage for every job.

## Problem

Managing the corporate safety policy is very difficult for a single manager. Lear hired an assistant to help however this was still very challenging to maintain and ended with just responding to incidents vs being proactive.

# Challenges



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## Challenge 1

### Safety Culture

Increasing safety culture within a company is no small task. Although it seems obvious that everyone has the same goal, make it home at the end of the day, not all stakeholders (employees, management) agree on how to achieve that goal.

## Challenge 2

### Filing Paperwork

Once safety documents are filled out and submitted, collecting, reviewing, and storing them becomes a full time job in and of itself. Locating a specific document for reference can be a daunting task.

## Challenge 3

### Confirm Compliance

Travelling from site to site to confirm that site managers are completing safety documents. This becomes difficult to visit every site every day. Also when a site hasn't completed documents it takes longer to review anything



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# Solution

Implement SafetyTek Software

Gain immediate access to decision critical data that would normally take weeks to prepare.

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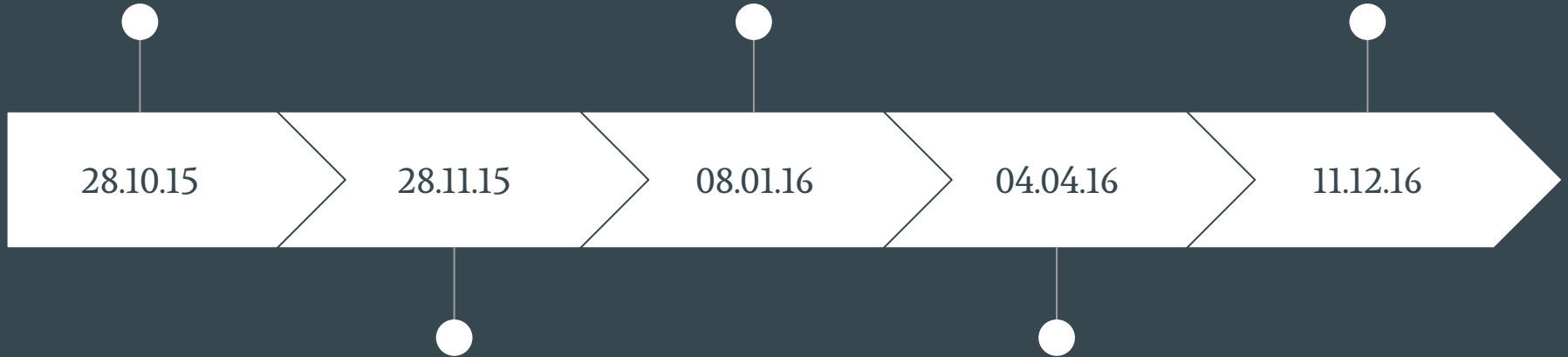
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Implementation

Apply for SafetyTek trial to see how the system works

Begin training rollout for all employees on site

After a full year statistics are now in for results to be determined



Subscribe to SafetyTek for all employees of Lear Construction

Migration to SafetyTek V 2.0 with new technology platform





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# Impact 1

Creating Time

- Safety coordinators now have submissions before going to site
  - Less time on site because it's just confirming details from the form, not filling out the form
  - Less “fire fighting” for safety dept and more pro active response based on performing defined job scope
  - Less hours required to file documents meaning no new staff needed
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# Impact 2

Saving Resources

- Paper costs are more than the subscription to SafetyTek, by about 33%
  - Less downtime, due to less incidents, means better project performance
  - WCB premiums dropped significantly (525%) due to employees performing safety on time
  - WCB claims dropped 85% in 2016
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# Impact 3

Increased Safety Culture

- Technological change is accepted /expected so buy in is easier
  - Participants got to learn something new which was a change of pace
  - Increased safety communication. Instant benefits are realized and workers are enticed to continue
  - Incite a narrative around safety through adapting, learning, engagement, and contributions made to the safety process
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# Testimonial

Implementation of SafetyTek Software



## SAFETYTEK

How/why does that work? My opinion is that the implementation of the Safety Tek technology has several effects:

1. We have everyone in the Company's attention – in today's workforce technological change is accepted, in fact even expected so everyone buys into the process.
2. Learning how to navigate the program, because we all know there are different keystrokes and other nuances that are required to work through the program and all the participants are focused on learning in general.
3. While learning the program the safety aspect and efficiencies for communicating the information using the program are real. Everyone can see instantly the benefits and therefore are again enticed to participate for that reason. Today our society needs instant gratification/results they can see.
4. Finally, when you combine these factors the result is that the Safety Culture becomes entrenched into the day to day activities of everyone in the company. Workers are talking about it and asking questions. Managers are contributing with ways to improve the efficiencies using the program.

Our next challenge is to continue to improve along with SafetyTek and reinforce from the top down the benefits, safer work environment, efficient transfer of information and cost savings of using the Safety Tek Program.

For anyone who has attended safety courses and/or seminars over the years we have all heard the same messages of the need to change the **safety culture** within an organization to achieve the desired results. Well easier said than done, even though no one would disagree that we all want the same thing!! For everyone to be able to go home safe and healthy to their family and friends at the end of each day.

Our company story is likely not much different than most of the other companies in our industry. A smaller sized company that has grown but with the growth and larger workforce, more & larger projects comes a greater risk factor simply due to the number of jobs, complexity and number of workers undertaking the necessary tasks to complete the work.

2011 to 2015 - Our 5 year average WCB costs increased over the last 5 years which caused the company WCB Premium rates to also increase with the premium rate at 525% above the industry standard to start the 2016 year. Another cost from poor safety performance is that the WCB has a program to earn discounts/rebates (PIR Discount). These discounts went in the opposite direction (less and less) which translated into a 240% surcharge in 2016. Even within a smaller company this amounts to tens of thousands and then into hundreds of thousands of extra costs to the company which are directly off the bottom line and not redeemable.

In 2016 we initiated the SafetyTek program with full roll out by March 2016. The WCB claim costs since implementing SafetyTek have dropped by 85% (that's just for 2016). When you calculate this performance over the next years we should be back to receiving PIR discounts/rebates and be close to the industry standard Premium Rate by the end of 2018. That is a dramatic improvement in Safety which in turn contributes significant improvement to the bottom line.



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## Next Steps

Reinforce the benefits of safety from the top level down to the workforce.

Create incentive for workers to perform safety beyond the intangible benefits