

ENGAGE

discussion points

SAFE DRIVING: SEAT BELTS / MOBILE DEVICES

Below are two scenarios based on actual events that make for good discussion and a starting point on areas of focus when it comes to addressing driving safety for all employees as part of the core safety culture of an organization — seat belts and use of mobile devices while driving.

Both Company X and Company Y manufacture a line of products with various plant locations, have a sales force out on the roads to sell the products as well as service the customer base selling the products to the end-user. Both have a corporate staff responsible for product innovation, marketing and brand recognition.



COMPANY X

A chart is displayed where employees see it several times a day showing how many days the plant has been “accident-free.”

Policies and procedures are in place to prevent production line injuries, slips and falls, etc. In fact, you won’t see an employee walk down a flight of stairs without holding the hand-rail. **But nearly half of these same employees who hold the hand-rail down the stairs will exit the building, get into their vehicles and drive off without buckling their seat belts.**

COMPANY Y

EXECUTIVE LEADERSHIP: “Safety is important to employee well-being and profitability. We’ll tie a percentage of everyone’s bonus to safety.”

MANAGEMENT TO STAFF: “From now on, a percentage of your bonus is tied to the safety record across the organization.”

STAFF: “Why is safety listed on my goals? What can I do to affect safety? I’m not in a plant or part of the fleet.”

The staff employee later heads home for the day and receives a call from her manager on her cell phone. The manager has been in meetings all day and needs to catch the employee up on resulting directives. Both the manager and the employee think that drive time is a good time to do this.

DRIVING IS LIKELY THE RISKIEST ACTIVITY AN EMPLOYEE WILL DO ALL DAY.

