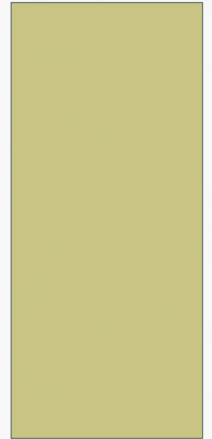




PALAINTERSTATE, LLC
Diversified Construction Services

**2018 HOUSTON BUSINESS
ROUNDTABLE**

BEST PRACTICES





PALAINTERSTATE, LLC
Diversified Construction Services

PREDICTING UNSAFE BEHAVIOR



HISTORICAL INCIDENT DATA

- Approximately 80 out of every 100 accidents are directly attributable to the person involved in the incident. In fact, unsafe work behavior causes 4 times as many accidents as unsafe conditions.
- So Can we predict behavior ?



SAFETY WIRE

Safety WIRE (Worker's Individualized Risk Evaluation) is a psychological risk assessment developed by PALA in conjunction with LSU's Department of Human Resources & Industrial / Organizational Consultancy



A series of questions that assess typical behaviors, preferences, and knowledge about safety. It provides feedback on a person's Risk Tolerance, Beliefs and Practices, and Personality Traits.



WHY USE A PSYCHOLOGICAL SAFETY ASSESSMENT

- It is the first step to risk management Select the right people
- How can we use it ?
 - Personnel selection aid for hiring
 - Assess current workforce for training purposes
 - Selection aid for project staffing / mentoring
 - Provides valuable input to SSW Program



SAFETY COMPETENCY MODEL



SAFETY WIRE (WORKER INDIVIDUALIZED RISK EVALUATION)

62952 RANDY CHAMBERLAIN Date of Survey: 05/09/2017

The purpose of this document is to give you a high level overview of this Risk Assessment. The assessment is broken down into three main categories (Risk, Traits, & Safety). The definition of each category is shown below as well as the individual's results in that category. Further details will be provided in the "Individual Development Plan" report if needed.

GREEN	Scored good or high in this area/category - no flags
YELLOW	Scored moderately well in this area /category - may incur a flag to recommend additional training and/or placement with mentors.
RED	Incur a Flag and highly recommended to mentor/train in the area that is needed.

Has the individual ever witnessed a serious accident on the job? NO

RISK:

1 FLAG

This category looks at an individual's propensity toward taking risks, typical risk-taking behavior, and the degree to which unplanned, impulsive drives guide one's behavioral tendencies.

TRAITS:

1 FLAG

TRAIT CATEGORY RESULTS

SOCIAL	COMPOSED	CONSCIENTIOUS	OPEN	AGREEABLE
HIGH	HIGH	MODERATE	HIGH	MODERATE
Can work well in teams and is self directed. Easily able to communicate.	Enjoys new challenges. Composed in stressful situations. Calm demeanor, slow temper and even disposition.	Comfortable with rules but when under pressure may not follow procedures. Typically follows rules, but under pressure requires clear guidance	Open to change and new methods. Open to constructive criticism	Tends to prefer working in groups that get along. Prefers honesty even if uncomfortable

SAFETY:

0 FLAG

This category reflects knowledge of safety rules and procedures. In addition, it assesses general understanding and acceptance of a good workplace culture and approach to minimizing error and accidents.

The total score of 100 or more with no flags is the ideal candidate. Referral for training occurs with scores below 100 and/or with 1 or more flags.

TOTAL SCORE:

131.95

TOTAL FLAGS:

2.00

USING THE REPORT RESULTS

- Results are provided to Supervisors so they can understand how to better manage the employee and assimilate them into a crew
- With assistance from a safety representative, employees develop personal Safety Performance Improvement Plans to address any FLAGS or low score areas.
- Progress on their improvement plans are monitored via our SSW program



SHORT SERVICE WORKER PROGRAM

Experience Level

Anticipated Graduation time

Less than 1 year industrial experience or assessment score less than 100 with 2 or more red flags and 2 or more yellow flags (the color flags can be in combination)

4-6 months

1-3 years industrial experience or a safety assessment score of less than 100 with 1 red flag or 2 or more yellow flags (the color flags can be in combination)

1-2 months

3-5 years industrial experience or a safety assessment score greater than 100 with 2 yellow flags

2-4 weeks

3-5 years industrial experience and 1 year with Pala and a safety assessment score greater than 100 with 1 yellow flag

1-2 weeks

Over 5 years industrial experience and a safety assessment score greater than 100 with no flags

1-2 weeks

IMPACT

- Since implementation, the correlation between Safety WIRE and safety performance has been evident:
- Total reported incidents have decreased by 32%
- Unsafe behavior causes have decreased by 18%
- 86% of incidents involving unsafe behavior involve employees with less than average Safety WIRE scores
- Absenteeism is 40% lower, and crew productivity is 6% higher, for employees with above average Safety WIRE scores

