

**EMPLOYEE SAFETY DISCUSSION  
(ALL OFFICES)**

**OBJECTIVES**

- Staff will provide input to improve the risk control program
- Staff is empowered to improve risk control program
- Management will learn obstacles employees experience when trying to work safely

In week 1, we learned the direct and indirect cost of risk to the county and the impact these losses have on us personally. We learned that we have a vested interest in reducing losses, as every loss negatively affects us personally in benefits, resources, and professionalism.

In week 2, we learned the county's values and beliefs:

- Nothing we do is worth getting hurt or sued
- Risk control is a managed process
- Virtually every injury or loss could and should have been prevented
- Risk control is a shared responsibility

Clearly, since this is our second year in RAP, management is committed to protecting employees and the citizens we serve. However, management doesn't complete the work, employees do. If we truly want to reduce losses, the employees actually engaged in the work must be involved in the risk control program. Employees can ensure that management is informed on what is affecting employees (positively and negatively) at the work level. Management will give unconditional support to employees actively engaged in improving the risk control system.

**DISCUSSION**

*Ask employees to explain the obstacles they experience when trying to work safely and offer solutions to resolve these obstacles.*

**CLOSING**

- *Encourage discussion about employee empowerment and remind employees that they are empowered to make recommendations anytime they desire.*

- *Thank employees for presenting a number of issues and ideas management had not considered. Explain that this information will be discussed at the highest levels of county government and used to reduce the county's losses and cost of risk.*
- *Upon completion of the presentation, submit employee comments and recommendations to the Safety Officer/Risk Manager. They will forward the comments and recommendations to the County Manager for disposition.)*