



NAC Position Paper No. 5, Oct. 1, 2006

## S A F E T Y

### ***Success in achieving Zero Injury requires adequate “Safety Staffing.”***

Through its Position Papers on Safety, The National Academy of Construction (NAC) is recommending that American businesses take advantage of the research of the Construction Industry Institute (CII) that demonstrates how increasing numbers of employers are able to achieve a million work hours and more without an OSHA Recordable injury. NAC Safety Paper (SP) No. 1 emphasized how proactive attitudes about safety by both management and workers can dramatically reduce injuries. NAC SP 2 revealed that one company, by putting these CII research findings into practice, achieved over 4.6 million continuous work hours without a recordable injury. NAC SP 3 listed the Nine CII critical Zero Injury Safety Management Categories (see below) that are utilized by those employers who are successful in applying the Zero Injury concept. NAC SP 4 gave an overview of the First Category, “Demonstrated Management Safety Commitment.”

The Nine CII Zero Injury categories are: 1. Demonstrated management safety commitment; 2. Staffing for safety; 3. Safe work planning; pre-project and pre-task; 4. Safety education; orientation and specialized training; 5. Employee involvement; behavior safety and safety perception surveys; 6. Evaluation and recognition of safety performance; 7. Contractor selection and management; 8. Accident/incident investigation; including near misses; 9. Drug and alcohol testing.

#### Staffing for Safety:

In order for a “zero injury” culture of safety to exist it must be provided with safety coaching, orientation, training, compliance oversight and safety inspections and audits. These needs are best fulfilled by providing skilled safety staff in appropriate numbers to insure that all these needs are furnished at the appropriate time. The ideal ratio of workers to safety personnel, however, changes, depending on the timing of the need for these services. For example, rapid manpower buildup requires more orientation and training thus a 50 to 1 ratio may be required; while if there is a steady employee count on a job site, a ratio approximating 100 to 1 is commonly used.

CII research has proved that the cost of implementing the Nine CII Zero Injury Categories produces a return of 400% to 500% per annum when compared the OSHA/BLS injury rate average for Construction.

Information and details on this increasingly popular safety management concept are available from the NAC and the Construction Industry Institute at:

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See The NAC website at [www.naocon.org](http://www.naocon.org) for online copies of the Safety Whitepaper series.

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