



PARTNERING WITH TOWNSHIPS

TOWNSHIP OFFICIALS OF ILLINOIS RISK MANAGEMENT ASSOCIATION

RISK REMINDER

Employee Education and Training

Educating employees is the best opportunity for management to interact with the workers to promote the company's commitment towards safety and quality. Although safe work habits should be a requirement of employment, the ultimate goal is to obtain voluntary compliance. This is to create an environment where workers are safe because they want to be a part of a successful company and wish to avoid an injury, not because it's a requirement.

Safe work habits require an employee's *willingness* and *ability* to follow procedures. To have *ability* means to have the knowledge and skills needed to perform a task. *Willingness* is simply having the right attitude to implement the safety procedures. Lack of *ability* is improved through quality training, *willingness* is only increased through motivation. A deficiency with either of these is a strong indication of a future accident.

Unsafe actions of workers that lead to accidents are done because:

- They are unaware that what they are doing is hazardous.
- They do not understand instructions.
- They are not given specific safety information.
- They intentionally disregard safety instruction.



All of these will be overcome with implementing a quality training program. This is an ongoing process that helps prevent the development of unsafe habits and lack of knowledge.

For more information, contact TOIRMA at (888) 562-7861

CLAIM REPORTING HOTLINE (844) 562-2720 | Available 24/7