



## A Proven Pathway for Controlling SIF Exposure

### Introduction

One of the challenges with addressing serious injury and fatality (SIF) incidents is that life altering and fatal incidents rarely happen, which can cause leaders to lose their sense of vulnerability. When SIF incidents do occur, they can be seen as an anomaly versus a sign of deep problems with the organization’s underlying safety systems and culture.

DEKRA Serious Injury & Fatality (SIF) Prevention Services are designed to give organizational leaders the knowledge and data necessary to govern SIF exposure control efforts, and to develop SIF recognition and mitigation skills at all levels. Ultimately, the services align both human resource and safety systems toward maximizing SIF prevention.

### What sets the DEKRA SIF Prevention™ services Apart From Competitors?

With over 150 SIF client implementations, DEKRA OSR has more SIF experience than any organization in the world. In fact, DEKRA has successfully implemented SIF control projects globally and in every industry sector.

Using real data from real clients, Consultants establish benchmarks for SIF performance and best-in-class SIF prevention systems. The consultant team is experienced in a broad range of industries. They are qualified to deliver DEKRA’s validated SIF exposure assessment and SIF exposure control technologies.

DEKRA’s annual Safety in Action® Conference in March provides a unique SIF-Education Track, numerous networking opportunities, SIF case study reviews, and access to leading SIF prevention experts.

### Who Needs the DEKRA SIF Prevention™ services?

The SIF Prevention Services are designed to help any industry sector with a high-risk profile, such as:

#### Oil and gas

Exploration, production, refining

#### Mining

Surface and underground extraction

#### Construction

Buildings, bridges, infrastructure, service, maintenance and repair

#### Heavy manufacturing

Automotive, paper, steel, lumber, chemical, aircraft, appliances, medical devices, industrial equipment

#### Food

Processing, packaging, refining, marketing

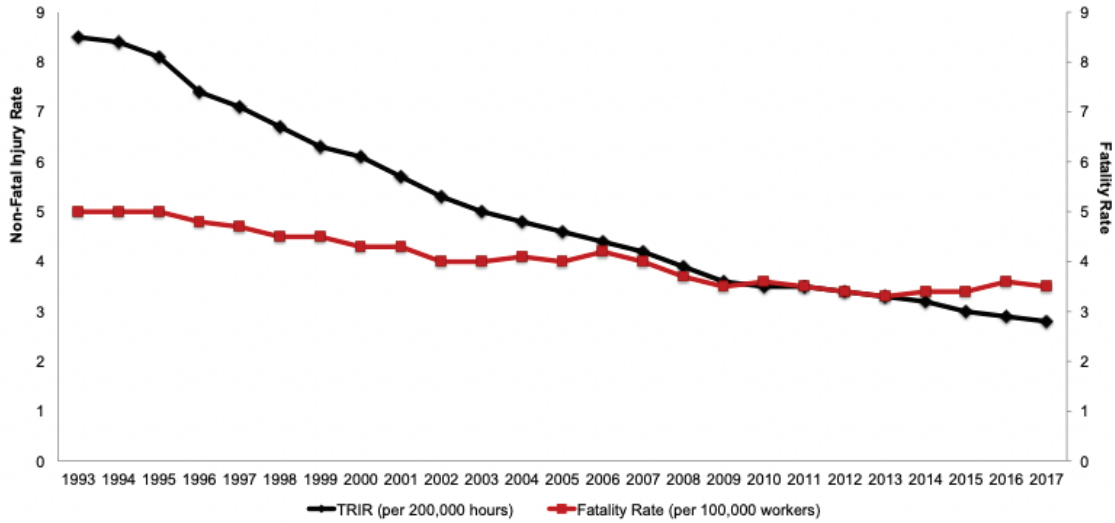
#### Transportation

Truck, rail, air, water, distribution warehousing

#### Utilities

Generation, transmission, distribution – electric, gas, water

## The SIF Challenge



As part of the quality management process, DEKRA is committed to continuously improving its SIF services. This is driven by client experience, ongoing research and data analysis, participation in professional SIF forums, and leadership of industry-related SIF research projects.

Organizations serious about preventing SIF events understand it is crucial to invest in a system that delivers results. The service offers an adaptable approach with proven results. This focused service is backed by a team that has in-depth knowledge of leadership, culture, safety and change management.

## The SIF Paradox

Over the past 20 years, the rate of work-related fatalities in U.S. organizations has improved at a slower rate than workplace injuries that are less serious. In the last decade alone, the workplace fatality rate across the U.S. is essentially flat. Numerous organizations with recordable rates less than one have suffered life-altering and life-ending incidents.

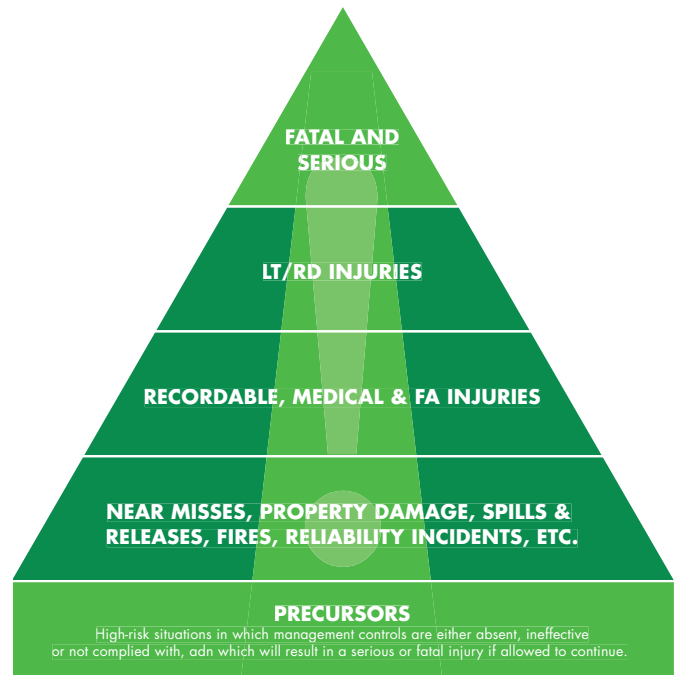
Research has shown that about 25 percent of OSHA Recordables have realistic SIF exposure potential. This means that just a single factor could have easily and realistically changed, leading to a completely different and more severe outcome.

When treated as learning events, incidents with SIF exposure potential provide a rich source of information to detect the presence of SIF precursors. Mitigating SIF precursors ultimately enables organizations to save lives.

Systems give leadership confidence that SIF exposures have been identified, are controlled, and that system causes of these exposures are being addressed. DEKRA consultants equip organizations with the tools necessary to measure

SIF exposure, understand SIF precursors, verify SIF critical controls and integrate systems to mitigate SIF exposure.

## The SIF Paradigm



To reduce serious injuries and fatalities, focus on SIF Exposures

## The Four Cornerstones for DEKRA OSR's SIF Prevention™ Services



### Cornerstone 1

## Assess

### SIF Exposure Control Assessment and SIF Metrics Development

To make progress toward preventing SIFs, leadership must have visibility around the types and frequencies of SIF exposures as well as their underlying causes. To develop this level of understanding and to create the right metrics, a DEKRA SIF consultant works with an internal project team to:

- Define the SIF, SIF Exposure Potential, and SIF Precursor.
- Develop a reliable decision logic and classification scheme to evaluate incidents accurately for potential SIF exposure.
- Create SIF exposure metrics and dashboard.

These steps are achieved by reviewing SIF-related corrective actions against the hierarchy of controls, as well as examining both the accident reporting and investigation processes, and the organization's capabilities for extracting SIF precursors. The analysis often results in the project team identifying gaps in the investigation data and opportunities to improve how incident data is analyzed and displayed.

The SIF project team develops a customized approach to discover and mitigate SIF precursors. Field Verification of Critical Controls (FVCC) check lists are built by the project

team and used at the worksite to target SIF exposures and to evaluate the effectiveness of the SIF controls.

The process is also designed to collect data for analysis and detection of important pattern and trends.

The project team will work with their DEKRA SIF consultant to establish a framework enabling SIF data collection and analysis, and the generation of reports involving agreed-upon SIF metrics.

### Cornerstone 2

## Executive Governance

### Senior Leadership Knowledge Building and Governance

#### *Executive Leading with Safety® SIF Prevention program*

The second cornerstone of the SIF Prevention Services is engaging senior leadership teams in two crucial activities: knowledge enhancement and SIF exposure reduction governance. To do so involves DEKRA OSR's Executive Leading with Safety® SIF Program.

This program helps executives strengthen their personal safety ethic to move the culture in a way that values safety. A change in safety leadership behavior creates a higher shared

organizational value for safety, which motivates employees to do their part in reducing SIF exposure. The result: effective SIF controls, reduced SIF exposure, and fewer actual life-threatening and life-altering events.

Working sessions are at the core of the program and involves different focus areas, or modules. Each module runs about two-hours and involves both knowledge building and high levels of leadership discussion.

### Cornerstone 3

## Skill Building

### Operating Level SIF Exposure Recognition and Control

DEKRA OSR's SafeAlign System is a holistic leadership development system that reduces exposure to injury by upgrading safety leadership skills of supervisors and managers. It focuses on improving the quality of safety activities, increasing the use of safety leadership best practices, reducing exposure, and building a culture of commitment the following ways:

**By laying the foundation for effective leadership development systems through customization.** To be effective, training content must draw from the real issues and exposures of the organization. Once we learn from past efforts, the elements that carry the highest probability of success are established. Critical to this process is the timely formation, chartering, and organizing of a governance and oversight group that meets regularly to confirm the rollout schedule and plan.

**By developing skills.** This step uses a multi-platform learning approach to enhance the effectiveness of specific safety activities and leadership best practices. It includes knowledge and skill-building workshops, reinforced through in-field coaching and technology-based prompts of key concepts.

**By tracking the level of engagement.** A critical element in the overall success is tracking the level of engagement of the leaders to ensure they are using their newly acquired skills and fulfilling their commitment to the process.

**By building sustainability mechanisms.** How are these mechanisms sustained when you integrate new leaders into the system or transition from one group of leaders to another? The SafeAlign System deals with these issues through governance and oversight, tracking leader participation, and ongoing Leader-of-Leader (LL) coaching.

### Cornerstone 4

## System Alignment

For SIF exposure reduction to become part of an organization's fabric, it must be integrated into the existing safety systems or other systems related to enterprise risk management or operations integrity management. To ensure sustainability, each SIF program element must be mapped into its corresponding management system requirements. This integration provides leadership at all levels with a clear set of expectations so they know what is required of them.

In addition, each aspect of an effective safety process must be enhanced to include SIF foundations and expectations.

During the implementation, the consultant will work with both the executive sponsors and the SIF project team to develop a strategic roadmap that is essential for organizing and prioritizing the workflow and also for understanding the resources required. The strategic roadmap is usually a multi-year plan and will include milestones to guide the organizations on its SIF journey.

### Conclusion

**Organizations that are serious about the elimination of SIF incidents understand that all levels need to be engaged. The DEKRA SIF Prevention™ service offers an adaptable approach with proven results. This focused service is backed by the consulting operation, a team with decades of knowledge and experience in leadership, culture, safety, and change management.**

**To gain the right level of involvement at each level, DEKRA OSR works with your organization to determine the pacing and sequencing of each of the four SIF cornerstones. The implementation strategy design is highly dependent on your safety culture maturity and the capacity of your organization to absorb new concepts. Internal resource commitments and adherence to a change execution framework are key success factors that must be included in the planning process.**

**Organizations who successfully address their SIF performance problems understand it is crucial to invest in a system that delivers results.**

**Learn More** To learn more about DEKRA's SIF Prevention™ services, connect with us

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