# 6. [TARGETED SAFETY PROGRAMS (RS216-1)](https://www.construction-institute.org/target-safety-programs-focused-on-preventing-specific-hazards)

**Report Summary:** The focus of a target safety program can vary depending on the focus (e.g., preventing causes of injuries, such as struck-by injuries or trench cave-in accidents, and preventing injuries to the back, eyes, hands, or feet). Clearly, the focus can vary considerably and is determined largely by the nature of the speciﬁc hazards that appear to be plaguing a particular project. This study examined various target safety programs and identified some common elements that led to their effective development and implementation. If a consistent pattern could be identiﬁed, then a model or template was created by which other target safety programs could be developed and implemented. Target safety programs can and should be employed to help projects achieve zero injuries, regardless of the type of work being performed or company size. Nine steps are needed to implement a target safety program:

1. Identify the motivation for starting the program and initiate the program.
2. Establish benchmarks to assess the program.
3. Appoint a champion who leads the program.
4. Systematically plan the program's development.
5. Communicate changes effectively to workers for implementation.
6. Monitor and inspect program compliance regularly.
7. Establish clear corrective actions for non-compliance.
8. Measure program success regularly.
9. Recognize and publicize program successes.

**Key Takeaways:**

## (1) Initiation: Identify the motivation for starting a Targeted Safety Program.

## (Project Phase: Feasibility through Operate Facility)

* Assess accident reports and safety data to identify frequent or severe safety issues.
* Solicit input from employees and managers to understand their safety concerns and to consider their suggestions.
* Identify the potential benefits of the program, such as reduced injuries and lower insurance costs.
* Determine the most critical safety issues to address first based on risk assessment.
* Ensure that the program's objectives align with the overall business strategy and values.

## (2) Benchmark: Establish benchmarks to assess the safety program.

## (Project Phase: Feasibility through Operate Facility)

* Define clear metrics to measure safety performance improvements.
* Establish baseline data for current incident rates and safety practices.
* Set specific, quantifiable targets for safety improvement.
* Compare performance against industry standards and best practices.
* Schedule regular reviews to monitor progress towards established benchmarks.

## (3) Champion: Appoint a champion to lead the program.

## (Project Phase: Detailed Scope through Operate Facility)

* Select a champion with leadership skills and a strong commitment to safety.
* Empower the champion with the authority to implement changes and allocate resources.
* Provide the champion with ongoing training and support in safety management.
* Ensure that the champion communicates effectively with all levels of the organization.
* Regularly evaluate the champion's performance in driving the safety program.

## (4) Development: Systematically plan the program's development.

## (Project Phase: Detailed Scope through Operate Facility)

* Conduct a thorough risk assessment to identify all potential hazards.
* Collaborate with stakeholders to gather input and ensure comprehensive coverage.
* Develop clear, achievable goals and objectives for the safety program.
* Create detailed protocols and procedures that address identified risks.
* Plan training sessions to educate employees about new safety measures.

## (5) Implementation: Effectively communicate changes to workers.

## (Project Phase: Detailed Scope through Operate Facility)

* Distribute comprehensive training materials to all employees.
* Organize interactive workshops to demonstrate new safety practices.
* Utilize clear, consistent messaging across all communication channels.
* Engage team leaders to champion changes on the construction sites.
* Schedule regular feedback sessions to address concerns and adjust strategies.

## (6) Monitoring and Inspecting for Compliance: Regularly monitor and inspect program compliance.

## (Project Phase: Detailed Design and Procurement through Operate Facility)

* Schedule routine inspections to ensure adherence to safety protocols.
* Implement regular audits to assess compliance and program effectiveness.
* Utilize technology for real-time monitoring of safety practices.
* Train supervisors to perform daily compliance checks.
* Review and analyze inspection data to identify trends and areas for improvement.

## (7) Corrective Action: Establish clear corrective actions for noncompliance.

## (Project Phase: Detailed Design and Procurement through Operate Facility)

* Define specific consequences for noncompliance with company policies.
* Develop a clear escalation process for repeated safety violations.
* Designate a team to handle investigations into noncompliance issues.
* Provide retraining sessions for employees who violate safety protocols.
* Implement a system for anonymous reporting of safety concerns.

## (8) Measure of Success: Measure program success regularly.

## (Project Phase: Construction through Operate Facility)

* Track any reductions in incident rates and compare the results to baseline data.
* Conduct employee surveys to gauge satisfaction and awareness of safety measures.
* Analyze audit results to evaluate compliance improvements.
* Review training completion and effectiveness rates.
* Assess the responsiveness of the corrective action system.

## (9) Success Recognition: Recognize and publicize program successes.

## (Project Phase: Construction through Operate Facility)

* Highlight successful outcomes and improvements via company newsletters and meetings.
* Award certificates or bonuses to teams that achieve safety milestones.
* Host appreciation events to celebrate program achievements.
* Publish case studies on successful safety interventions within the organization.
* Share positive safety statistics and stories on internal and external platforms.

## [(10) Tool: Targeted Safety Programs (enhance safety protocols, streamline hazard mitigation, optimize project efficiency).](https://www.construction-institute.org/targeted-safety-programs)

## (Project Phase: Detailed Design and Procurement through Operate Facility)

* Identify and address specific construction hazards through tailored Targeted Safety Programs to achieve a zero-incident objective.
* Implement a structured, nine-step (golden nuggets bullets above) Targeted Safety Program template to guide hazard-specific program development and execution.
* Conduct surveys and case studies to explore program initiation, development, and success metrics for reducing construction-related injuries.
* Involve workers and management in safety programs to foster proactive hazard identification and risk mitigation.
* Recommend adopting the Targeted Safety Program template across projects to improve safety outcomes and achieve zero-injury goals.