# Protecting workers through involvement

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#### Toolbox talk



A Toolbox Talk is an informal group discussion that focuses on a particular safety issue. These tools can be used daily to promote department safety culture as well as to facilitate health and safety discussions on job sites. Toolbox Talks are excellent tools for businesses to use because they can:

- Promote safety awareness
- Introduce workers to new safety rules, equipment's, preventive practices and motivates the worker to follow standard operating procedures.
- Provide vital information to the workers on accident causes, types and preventive actions.

# Workers' safety and health training





ource: https://prochoicesafetygear.com/ppe/blog/construction-whs/how-to-run-successful-toolbox-safety-talks/

# What other ways?





## Workers empowerment

### Goal

To involve workers in work environment decision-making, correcting deficiencies (constraint 1) and building process confidence (constraint 2)...

#### Method

How will attain such a goal, and within the contraints indicated?



## **Goal**: To involve workers in work environment decision-making, (i) correcting deficiencies and (ii) building process confidence

Is to involve workers in decision-making and correcting deficiencies the chosen goal? Is to involve workers in decision-making and building confidence the chosen goal?

Options: Is it possible to...

...organise workers' involvement in work environment decision-making more effectively?

...enhance workers' comprehension of their work environment responsibilities?

...involve workers in the internal control process?

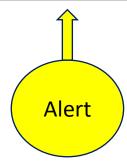
#### System state

- Are there elected safety representatives?
- Do workers take part in work environment decision-making?
- Do workers comprehend their work environment responsibilities?
- Is there functional cooperation between workers and the management?
- Do workers have confidence in the internal control system?
- · Are roles and associated responsibilities defined?

#### Observe information

- What is the workers' role in work environment decision-making?
- The role of the works in work environment development?
- What platforms are available for workers' participation?





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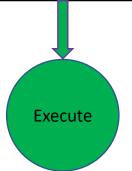
	Is to involve workers in decision-making and
Chosen	correcting deficiencies the chosen goal? Is
goal	to involve workers in decision-making and
	building confidence the chosen goal?

	workers involvement be organised more
Target state:	effectively? workers' comprehension of their
Should	responsibilities be advanced?
	be involved in internal control process?

	workers involvement be organised more effectively?
Task: How should	workers' comprehension of their responsibilities be advanced?
	be involved in internal control process?

	Procedure: What steps	organised involvement of workers effectively?
		advance workers' comprehension of their responsibilities?
	are needed	involved worked in internal control process?
	to	





#### Thank you

