



Mary Kay O'Connor Process Safety Center
2005 International Symposium
Beyond Regulatory Compliance, Making Safety Second Nature
October 25-26, 2005

TIPS (Trigger an IIF Paradigm Shift)

Dick Hickox and Glen Kilcup
Intel Corp
New Mexico/Texas

Challenge:

New Mexico Corporate Services (NMCS) recordable injuries have been averaging 2 – 4 per year for the last 5 years with no statistical improvement. However, we believe all NM employees must go home incident and injury free every day and just as healthy as they came to work. In addition, we have received feedback from several sources, that indicates some employees are reluctant to report injuries. These indicators showed us that continuing our current strategies, making incremental improvement changes, would not give us the improvement desired. We needed a paradigm shift to get everyone completely engaged in the IIF (Incident & Injury Free) culture, in order to achieve true IIF results.

Methods/Strategies

We formed a small (3-person) taskforce consisting of safety representatives from EHS, Site Services and CS Operations. We reviewed 5 years worth of data to determine what was injuring our people. We also decided to review injuries, not simply those classified as recordable by OSHA standards. First we identified the types of injury information needed to get a true picture of our safety issues.

The learnings and gaps were used to develop our New Mexico Site Safety Action Plan for 2005. It has also been used by individual managers and supervisors in their day-to-day business meetings, active communications, for a more focused IIF message and effort.

Conclusions/Recommendations

Challenges are different amongst shifts. Shift culture may be stronger than workgroup culture. Work areas pose different challenges that all should be aware of and prepared for. We should prepare ourselves for challenges posed by the Spring and Summer seasons as well. We should be aware of and prepare for the different challenges and cultures characteristic of each shift. Supervisors need to spend more time in the field with their people to help them address safety issues and help make IIF a more consistent component workgroup culture. Each site should analyze their data and look for their unique safety challenges. This will allow customized, focused action plans that meet the unique needs of each site.