

NIRMA's

Loss Prevention and
Safety Department
Monthly Newsletter

NIRMA's Safety Shorts

General Safety, Highway & Law Enforcement

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January
Is
National
Blood Donor
Month
"A single pint
can save
three lives,
a single gesture
can create a
million smiles"



By BloodTaker.com

GENERAL SAFETY

By Chad Engle, Loss Prevention and Safety Specialist

Money for Minutes Reminder

Happy New Year! This will be NIRMA's third year of funding two \$500 Money for Minutes awards. These are for those member safety committees that conducted their quarterly meetings and submitted minutes for review that included prevention discussions about the incidents, accidents, injuries and claims that occurred.

As in years past, the deadline for submission of calendar year 2020 safety committee minutes is January 31st, 2021. As that falls on a Sunday you have until Monday, February 1st, 2021 to submit your committee's minutes.

Unfortunately, it appears committee meeting numbers are down compared to earlier years. I think it is safe to say that we can attribute this the coronavirus and its social distancing requirements.

I have not received the official word for 2021's Money for Minutes funding, but I'm fairly certain that it will be an ongoing program so get your first quarter 2021 safety committee meeting on the calendar and pick dates for the rest of the year. Having them on the calendar is one way to help ensure they are held.

I am looking forward to getting out and working with our membership in 2021. If you think it would benefit your committee, I would love to sit in on one of your meetings, give me a call and get it scheduled. I can always be reached at 1.800.642.6671 and chad@nirma.info.

Slip and Fall Prevention

Recently, most of Nebraska received significant snowfall. When I checked the Dept. of Roads website at 7:00 a.m. the Interstate was closed in the panhandle and the entire state road map was pink, not good. Not good for drivers, not good for pedestrians. Each snowfall results in a significant increase in claims for our members. Many of these claims are preventable.

Slip and fall claims due to ice and snow can be reduced through good and timely snow removal. Try to clear parking areas, sidewalks, and entrances prior to the arrival of staff and customers. Document when snow removal started, finished and how much ice melt was used, and where.

This recent snow fall continued nearly all day, great example of why we need to keep checking, removing snow and documenting throughout the

Loss Prevention
And Safety

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We're on the Web

<https://nirma.info>

Working safely is
a team effort.

You look out
for other workers
and they look out
for you.

Taking
responsibility for
others is
especially
important when
it comes to new
and young
workers.



Slip and Fall Prevention *continued*

storm. Once the snowfall subsides, we need to continue to inspect and document additional removal of blowing snow, melting snow piles and the additional use of ice melt.

Entrances and other high traffic areas need to be continually inspected, exterior and interior. Interior rugs and walkways need to be maintained and kept in a safe and absorbent condition. Wet snowy shoes and marble floors are a recipe for slip and fall incidents.

If after our best efforts a fall occurs, please document the facts surrounding the incident as quickly as possible. Snow melts quickly and the scene can change drastically in a short amount of time. Remember to take lots of pictures and check your security camera footage. Most systems store the recording for a limited amount of time and these videos are very valuable to our claims team when defending members from liability claims.

HIGHWAY DEPARTMENT

By Tim Baxter, Road Safety and Loss Prevention Specialist

NEW EMPLOYEE ORIENTATION

Among the important items commonly found missing from the Internal Road Department Assessments conducted in 2017 and 2018 was information that should be presented to new hire employees.

Many times, new hires in road departments are told to report to the shop on a certain day without being given the proper manuals, insurance instructions, necessary paperwork, introductions, etc. Your office should require the necessary employee information before the new employee sets foot on a job site for the safety of all.

Once the proper paperwork has been completed and signed by the new employee and manuals and other information have been provided, then is the time to give the new employee a tour of the facilities. The facility tour should include the location of all exits, fire extinguishers, first aid kits, eye wash stations, personal protective equipment, and other important information related to safety and the work environment.

After the facility tour, the new employee should be introduced to the remainder of the road department employees.

Accidents have occurred due to new employees not being provided with the proper equipment operator training. One incident was a new employee upsetting a steel faced roller within a couple hours of beginning work due to the new employee's lack of experience and training with that equipment. Fortunately, the new employee was thrown clear of the roller and was not injured but it could have been much worse.

The official in charge of new hires needs to be aware of the equipment the new employee can and cannot operate. The new employee should be

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NEW EMPLOYEE ORIENTATION *continued*

required to complete the Employee Profile that is included in the New Employee Orientation Packet. This information is very beneficial, mainly so the new employee is not asked to perform a task for which he/she has no experience. You should also know, from the profile, the necessary training required for the new employee.

The new employee should be encouraged to ask questions of experienced operators, management, etc. if unsure of a situation. This will hopefully reduce the chance of accidents and improve the new employee's knowledge of the task at hand. It's important to make sure the new employee understands that asking questions is encouraged and acceptable.

To assist you with new employee orientation, we have attached a list of items, etc., along with a sample Employee Profile, that should be included in your new employee orientation packet.

Please contact me should you have any questions at tim@nirma.info or 402-310-4417. Be Safe.

LAW ENFORCEMENT AND CORRECTIONS

By Terry Baxter, Law Enforcement and Safety Specialist

Nine Policing Principles

In 1829, Sir Robert Peel established the London Metropolitan Police Force based at Scotland Yard. He became known as the "Father of Modern Policing." Peel is believed to have contributed to the first set of instructions for law enforcement officers, emphasizing the importance of its civilian nature and policing consent. Today law enforcement is still being taught his nine principles and three core values of long ago which are commonly referred to as the Peelian Principles.

Peel's Core Values

- 1) The goal is preventing crime, not catching criminals. If police stop crime before it happens, we don't have to punish citizens or suppress their rights. An effective police department doesn't have high arrest stats; its community has low crime rates.
- 2) The key to preventing crime is earning public support. Every community must share the responsibility of preventing crime, as if they were all volunteer members of the force. They will only accept this responsibility if the community supports and trusts the police.
- 3) Police earn public support by respecting community principles. Winning public approval requires hard work to build reputation; enforcing the laws impartially, hiring officers who represent and understand community, and using force only as a last resort.

Peel's Policing Principles

- 1) To prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment.
- 2) To recognize always that the power of the police to fulfill their functions and duties is dependent on public approval of their

Loss Prevention and
Safety

Save the Dates!



Coming soon!

Public sector
employment
practices the focus
of our April
seminar series!

April 8 – Norfolk
Divots Conference
Center

April 9 – Lincoln
Champions Club

April 14 – Gering
Civic Center

April 15 – Ogallala
Haythorn Ranch

April 28 Kearney
Holiday Inn

Nine Policing Principles *continued*

existence, actions and behaviors, and on their ability to secure and maintain public respect.

- 3) To recognize always to secure and maintain the respect and approval of the public means also the securing of the willing cooperation of the public in the task of securing observation of laws.
- 4) To recognize always that the extent to which cooperation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion of achieving police objectives.
- 5) To seek and preserve public favor, not by pandering to public opinion, but by constantly demonstrating absolute impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship to all members of the public without regard to wealth or social standing, by ready exercise of courtesy and friendly good humor, and by ready offering of individual sacrifice in protecting and preserving life.
- 6) To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public cooperation to an extent necessary to secure observance of law or to restore order, and to use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective.
- 6) To maintain at all times a relationship with the public that give reality to the historic tradition that the police are the public and that the public are the police, the police being only member of the public who are paid to give fulltime attention to duties which are incumbent on every citizen in the interest of community welfare and existence.
- 7) To recognize always the need for strict adherence to police-executive functions, and to refrain from even seeming to usurp the powers of the judiciary of avenging individuals or the State, and of authoritatively judging guilt and punishing the guilty.
To recognize always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.

I am sure that Peel could not have envision the challenges facing our law enforcement in today's modern society, but the principles still remain and serve as the basic threshold for law enforcement agencies to follow. Culture of every law enforcement agency has changed, but the goal remains the same: "to serve and protect".

There is a tense focus on law enforcement actions involving use of force, racial profiling and essential law enforcement tactics to name a few, but all law enforcement aggressive tasks have become subject of legal challenges, as spilt second decisions have the potential of tragic consequences.

No one should every question whether this job is not dangerous or challenging, because we all know it is and should had known when we accepted the responsibility. Bottom line, promote effective law enforcement training and ensure everyone knows agency policies, when you don't, it will come at a cost, usually in the form of civil litigation and public scrutiny.