

WHAT RMA'S CLIENTS HAVE TO SAY...

"Because of the regular auditing he does on our safety program, we continue to see a drop in our worker's compensation claim count and severity of injuries. Without reservation, we highly recommend Gary Heppner's services...."

— Sam Bettencourt, President and CEO, Stanislaus Farm Supply, Modesto, CA

"He has brought our safety program into compliance and assists in closing open lingering injury claims."

— Danny O'Day, President and Chairman of the Board, Valley Fresh Foods, Inc., Denair, CA

"Gary Heppner was the greatest contributor to my experience modification going from over 150 to as low as 79 percent. I appreciate and recommend Gary because I have witnessed first-hand how his program immensely contributed to our family business and bottom line...."

— A.J. Dejager, Vista Verde Dairy, Chowchilla, CA



RISK MANAGEMENT AUDITS L.L.C.

Gary G. Heppner
OSHA Compliance Consultant

There have been a number of individuals on LinkedIn asking for assistance on how to become a safety program director. I have received some e-mails and phone calls asking for tips.

You may not like what I have to say, but it's based on my 40+ years of experience.

Employers sometimes put too much emphasis on the person having a college degree or completing this course and that course. This is all well and good, but there is more to being a good director.

Too many employers don't fully realize there are big bucks on the line in the form of possible OSHA citations, loss of man-hours and sky-rocketing workers compensation premiums should their program not work.

If they fully understood I don't think they would assign the program to a supervisor or inside clerical type. Yes, supervisors usually get the job as safety guy because they are the most knowledgeable in their department and they have people skills.

The down side is that they will overlook some carelessness, especially if there is pressure to get the job done on time.

So what does a good safety director look like?

✓ You need someone with a lot of experience to prepare an objective questionnaire for your prospects to complete. This questionnaire will help you determine just how much knowledge the person has to offer.

✓ Does the person have good instincts? If your director asks the right questions, will they get some good inside information to assist in avoiding carelessness and injuries?

✓ Questions asked should uncover how the prospect would handle certain situations, in order to determine their offense skills.

✓ Interviews for this position should be conducted by a highly experienced outsider who can be objective.

Leading the search for the perfect fit is something I can help you with. I'm familiar with successful safety programs and the type of supervisor needed to make it a success.

Contact:

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