



Bureau of Workers' Compensation

August safety council update

Julie Reynolds

Ergonomics Consultant

Region 4

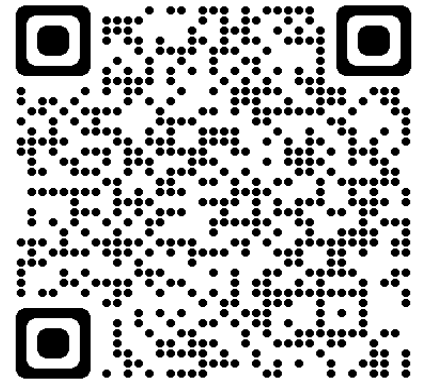
419-350-7913

julie.reynolds@bwc.Ohio.Gov

bwc.ohio.gov



**Bureau of Workers'
Compensation**



Monthly learning – August and September

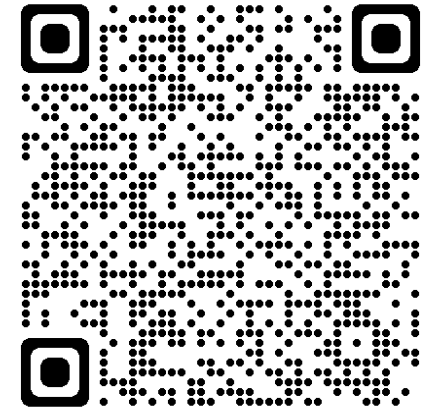
Aug. 25 - Certified safety professional (CSP)
examination review

Indiana Wesleyan University, Independence, OH

Aug. 26 - Electrical safety in the workplace through
insight and implementation of NFPA 70E

*Del-Co Water Co. Wolf Event Center 201,
Delaware, OH*

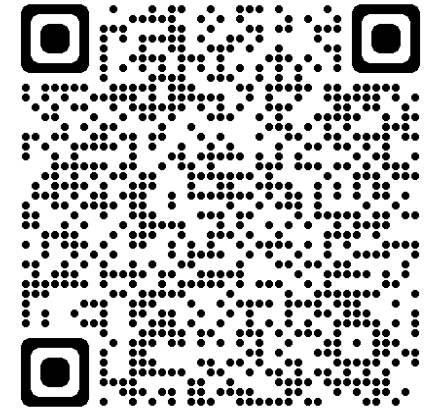
Sept. 16 - Emergency preparedness
planning half-day workshop
Cambridge Service Office



bwclearningcenter.com

 In-person classes and
virtual training classes (VTC)
qualify for Safety Council
rebate external training
credits.

Monthly learning – August and September (Continued)



bwclearningcenter.com

Sept. 16 - Respirator fit testing
*Del-Co Water Co. Wolf Event Center 201,
Delaware, OH*

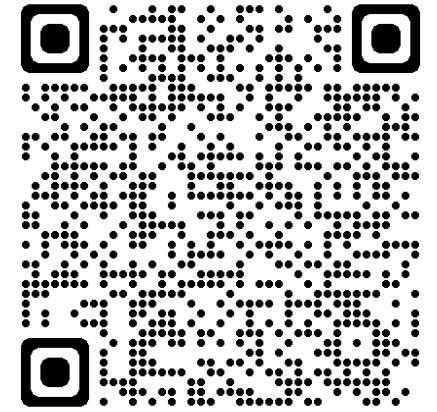
Sept. 24 - Safety for the non-safety professional
Mid-Ohio Conference Center (MOCC), Mansfield, OH

Sept. 30 - First aid in the workplace
Canton Service Office

💡 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

Virtual learning - August and September

- **Aug. 25** - Confined space: Identification and safe practices workshop
- **Aug. 27**- Safety series workshop module 1: Introduction to OSHA requirements and safety culture basics
- **Sept. 3** - Job safety analysis
- **Sept. 10** - Work zone flagger control and safety
- **Sept. 15** - Violence in the workplace
- **Sept. 30** - Health hazards and toxicology fundamentals workshop

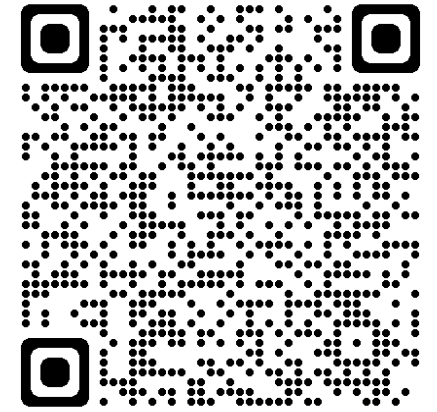


bwclearningcenter.com

💡 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

Webinars - August and September

- **August** - No webinars scheduled for August
- **September** - No webinars scheduled for September



bwclearningcenter.com

💡 Webinars do not qualify for Safety Council rebate external training credits.

Private employer important dates – August and September

- **Aug. 31** - PA PY 2025 payroll true-up report and payment deadline. There is no grace period.
- **Aug. 31** - Self-insured assessment payment due – second half
- **Sept. 15** - PA Individual retro billing invoice mailed for previous policy year (approx. date)
- **Sept. 30** – PA snapshot date for experience calculation

Public employer important dates - August and September

- **August** - No deadline dates
- **Sept. 30** - PEC last date to request change in estimated annual payroll exposure PY 2026
- **Sept. 30** – PEC Claim Impact Reduction Program (CIRP) training requirement deadline
- **Sept. 30** - PEC Substance Use Prevention and Recovery (SUPR) annual report due
- **Sept. 30** – PEC Substance Use Prevention and Recovery (SUPR) Program application deadline for 1/1/2026 start date

Save the date: March 16-19, 2027



150+ sessions



9000+ participants



200+ speakers



300+ exhibitors

Ohio Bureau of Workers' Compensation

OSC27[®]

Ohio Safety Congress & Expo

Sustaining a strong safety culture



**Bureau of Workers'
Compensation**

What is a safety culture?

- Definition: Shared values, beliefs, attitudes, and behaviors prioritizing safety in all activities
- Difference from safety climate: Culture refers to long-term beliefs; climate refers to current perceptions
- Psychological safety: Employees feel safe to report concerns without fear

Why sustain a safety culture?

- Better outcomes: Fewer injuries, improved morale, higher retention
- Cost benefits: Lower health care, compensation, and error costs
- Regulatory and quality requirements: Needed for compliance and high-reliability performance

Core elements of a strong safety culture

- Leadership commitment: Visible executive involvement, resource allocation
- Employee involvement: Teams, committees, frontline feedback
- Open communication: Reporting systems, discussion forums, near-miss sharing
- Training and education: Ongoing refreshers, scenario drills, onboarding focus
- Non-punitive reporting: Focus on systemic causes instead of blame
- Artificial Intelligence (AI) and Internet of Things (IoT)
- Recognition and reinforcement: Rewarding safe behaviors to reinforce norms

Strategies to sustain safety culture

- Annual safety audits and culture assessments
- Continuous improvement: Learn from incidents, near misses; adjust systems
- Leadership walkabouts and toolbox talks: Hands-on leader involvement
- Modern tools: AI, IoT, real-time monitoring, predictive analytics
- Consistent messaging: Reinforce values via communication channels

Measuring and reviewing culture

- Key metrics:
 - Reporting rate of near misses
 - Frequency of safety observations
 - Engagement in committees and training
 - Incident and total recordable rate (TRIR)
- Surveys and audits: Culture assessments, leadership feedback
- Behavioral observations: Monitor at-risk vs. safe actions
- Performance tracking: Regular reviews in leadership forums

Role of leadership and every employee

- Leaders:
 - Model safe behavior
 - Allocate safety resources
 - Conduct walkabouts and acknowledge contributions
 - Empower employees, champion psychological safety
- Employees:
 - Proactively identify hazards
 - Stop unsafe acts regardless of hierarchy
 - Participate in training and committees
 - Report issues and share solutions

Office of Safety Services – We are here to help

On-site safety consultations

Workplace hazard assessments

Ergonomics and process safety reviews

Training and education courses

Grant opportunities for safety
equipment





Bureau of Workers' Compensation

BWC.Ohio.gov