

ESOURCE NEWSLETTER



From The Desk of Duane Richardson **SUPERVISING STAFF IN THE FIELD**

What you need to know about your duty to protect the health and safety of the workers you supervise.

If you're a supervisor, you may not realize how much responsibility you have in the workplace. Supervisors are legally required to ensure the health and safety of all workers under their supervision. Even if you're not called a supervisor, if you instruct, direct, and oversee workers as they perform their duties, then you are responsible for their safety on the job. If a worker under your supervision is seriously injured or killed, you could be held responsible. And if the findings of an investigation indicate criminal negligence, the penalty could be very serious.

Do Your Due Diligence

It's up to you as the supervisor to do your due diligence. This means that you need to do everything within reason to ensure the safety of your workers.

You can prove your due diligence by keeping written records of training and supervisory duties. In an accident investigation OSHA officers may ask for proof of what you did to prevent workers from getting injured.

Accountability and Responsibility

Safety is a shared responsibility with everyone being accountable for their actions.

I used to think they were interchangeable words. In fact, the dictionaries interchange them at least once on each word. So, it's not surprising that many people think of them as the same thing and struggle with it. But to me, they are not interchangeable at all. In fact, each word has very specific differentiators.

I hope the following will help to arm you and your staff with a new and unique way to understand accountability and responsibility, to use them more effectively, and to be able to align your goals with each word personally and within the scope of your safety program.

Be forewarned, these definitions may not be the classic dictionary version of the words.

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Responsibility

Dictionary.com defines it as follows: a moral obligation to behave correctly toward or in respect of.

The keyword here is “obligation.” As a manager, superintendent or supervisor, you have been given a specific job description defining your duties. It is your specific list of roles and “responsibilities.” It is that list of things that you are obligated to do, both morally and within the law. You are not allowed to step outside of those things without reprisal and consequence.

Meeting the minimum requirements of OSHA is one of those obligations. It is a condition of your employment. It is an obligation that has been thrust upon you and comes with your acceptance of the job. You cannot shirk this responsibility. It’s yours!

Every employee is as responsible to safety as senior managers. Senior managers may face their responsibilities on a larger scale. But those same responsibilities are there. Employees, meanwhile, face their responsibilities at the local level: in the things they have direct control of. Every person in an organization has responsibilities when it comes to safety.

Responsibilities are thrust upon you in the performance of your job duties. You have a moral and legal obligation to accept those responsibilities without question. Responsibility is that list of things that you are required to respond to; by word or action.



Accountability

Dictionary.com defines it as: the state of being accountable, liable, or answerable.

Too many will get hung up on the liable part of accountability and make it all about the legal implications. But accountability is bigger than that. Take all three parts of the definition and put them together and you see accountability as a measure of one’s integrity.

Once you have accepted the responsibilities of your position, accountability is the measure of your performance in fulfilling those responsibilities.

- Will you barely meet the minimum standard or will you far surpass it?
- Will you do just enough to not get fired or will you above and beyond voluntarily?
- Can you feel good about how you handle your responsibilities, or could you be doing more?
- Are you prepared to stand-up, feel proud and account for your performance?

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What separates the true professionals is that they voluntarily choose to become the “go-to” person of those things for which they are responsible. They adopt an “I’ve got this” attitude. They have little fear of reprisal in being able to account and to justify for their actions. They act with integrity and in so doing, they have a clear conscience. Accountability, in action, is found in your ability to account for your actions.



In short, responsibility is an obligation thrust upon you; accountability is what you voluntarily do with that obligation. Responsibility can be shared. Accountability cannot.

The phrase “safety is a shared responsibility” is true, but incomplete. We are collectively responsible for safety. But we are individually asked to account for our actions. So, if a truer statement were to be written, it would read as follows: Safety is a shared responsibility with everyone being accountable for their actions. Your job description and the law outline your responsibilities. Accountability is how well you will answer for the way you handled your responsibilities.

Responsibility: your obligation to take action.
Accountability: your ability to defend that action.

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Looking Forward to your participation 2024 IMEA Annual Business Meeting & Vendor Expo

Round Table Sessions & Featured Host Speaker Line Up



EUDS Consultants Disaster Preparedness / Emergency Response
Gary Grubbs, President / CEO



John Newland, PE
Senior Engineer & Utility Consultant



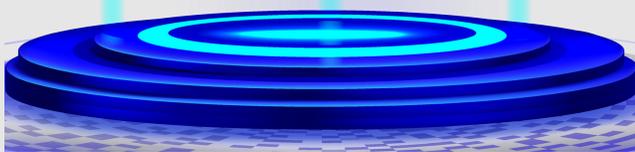
Discussion Roundtable on Utility Fees & Non-Recurring Charges
Commentator / Host Crystal Quicksall, Key Account Manager with Lawrenceburg Municipal Utilities



Safety and Mutual Aid Roundtable, IMEA Executive Director, Duane Richardson

Other Session Topics:

- GIS Mapping Solutions / AMI**
- Metering**
- Legislative Updates**



Registration is available!

Please visit: [www.imea.com / events](http://www.imea.com/events)

Register TODAY!

IMEA 2024 CALENDAR OF EVENTS

SEPTEMBER

September 9 - 13, 2024 IMEA 613 Advanced Construction and Maintenance Workshop (#092721) (Frankfort, IN.)

September 23 - 27, 2024 IMEA 611 Basic Construction and Maintenance Workshop (#102323) (Frankfort, IN.)

OCTOBER

October 8 - 10, 2024 - IMEA Annual Business Meeting & Vendor Expo (Bloomington, IN.)

October 21, 2024 - November 1, 2024 IMEA 610 Wood Pole Climbing Workshop (#102124) (Frankfort, IN.)

FRIDAY, SEPTEMBER 27TH & SATURDAY, SEPTEMBER 28TH

THANK YOU TO OUR HOST: THE CITY OF LAWRENCEBURG & LAWRENCEBURG UTILITIES

FRIDAY, SEPTEMBER 27TH	SATURDAY, SEPTEMBER 28TH
10:00 A.M. - 12:45 P.M. CHECK-IN	7:30 A.M. - 9:00 A.M. TEAM CHECK-IN
1:00 P.M. - 2:00 P.M. SAFETY MEETING	8:00 A.M. - 8:30 A.M. JUDGES MEETING
2:00 P.M. - 2:30 P.M. Q&A	9:00 A.M. - CONCLUSION TEAM EVENTS
2:30 P.M. - 3:00 P.M. VIEW THE FIELD / JUDGES MEETING	3:00 P.M. - CONCLUDES COOKOUT / AWARDS
3:00 P.M. - CONCLUSION APPRENTICE EVENTS BEGIN	
CONCLUSION OF EVENTS COOKOUT	

APPRENTICE & JOURNEYMAN LINEMAN EVENTS:	TEAM EVENTS:
1. POLE TOP RESCUE	1. POLE TOP RESCUE
2. MYSTERY EVENT	2. MYSTERY EVENT
3. MYSTERY EVENT	3. MYSTERY EVENT
4. MYSTERY EVENT	4. MYSTERY EVENT

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176 W. LOGAN ST. #225
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