

COVID-19 - MAINTAINING YOUR STRONG SAFETY CULTURE

Railroads with a strong safety culture build trust and respect through effective communication and frequent interaction between senior leaders, managers, and employees. Routines have changed due to COVID-19 and railroad leaders are finding ways to keep the lines of communication open with all employees by thinking outside of the box. Below are some creative and effective ways that railroads can maintain a strong safety culture while still upholding physical distancing:

- Increased visual aids and signage throughout the railroad's offices and reporting locations.
- Increased usage of e-mail, electronic e-boards, texting, and printed materials.
- Utilizing online group communication platforms to host virtual meetings.

In this time of physical distancing with the decreased opportunity for face-to-face meetings, some employees may feel left out or isolated. This can lead to a perceived lack of trust and respect.

How can railroad managers continue to frequently engage employees?

- Host meetings, that encourage and allow for physical distancing.
- At the jobsite, consider "tailgate" type of meetings involving safety briefings.
- Job briefings should be employee-led and contain useful information, such as safety alerts, incident reports and encourage participation from attendees.
- Continue to publicly recognize safe work practices.

Other ways to engage through effective communication include:

- Keep the Safety Committee focused on the creation, planning, and communication, of safety measures.
- If a Safety Committee is not active or in place, create one, the SLSI can help you get started.
- Encourage managers to leverage their time coaching and mentoring.
- Continue to empower employees to make safe choices.