

## WHY ACCIDENTS HAPPEN!

Accidents are generally thought to be a result of bad luck or an act of God. However an unsafe act, a hazardous condition or some combination of the two must occur before an accident can happen. Of these two conditions, unsafe acts or work practices are a contributing factor in 90 percent of all accidents. Here are some of the factors which can cause workers to commit errors leading to accidents:

**LACK OF PROPER TRAINING** can be a major cause of accidents. Employees must be trained to do their jobs safely, and care must be taken to ensure that they continue to perform as instructed.

**IGNORANCE OF A HAZARDOUS CONDITION** can result from lack of experience or poor communications.

**INDIFFERENCE OR LAZINESS** resulting from fatigue, a poor relationship with the boss or a lack of motivation can make an employee take an unsafe short cut.

**BAD EXAMPLES** set by other workers can be imitated by less experienced employees. New workers have a higher injury rate than more experienced employees.

**UNDUE HASTE** caused by supervisory pressure, an overloaded schedule or a desire to complete an unpleasant task as quickly as possible can make workers bypass important safety steps or processes.

**MAKING EMPLOYEES MOTIVATE THEMSELVES.** You can't motivate your employees, but you can change the work climate so employees motivate themselves. It's a matter of creating an effective work climate and making your managerial expectations clear.

Offer clear directions so that employees know what to aim for, rather than forcing them to guess and perhaps make poor decisions. If they know that personal attention is being given to their work, they will take more pride in it.



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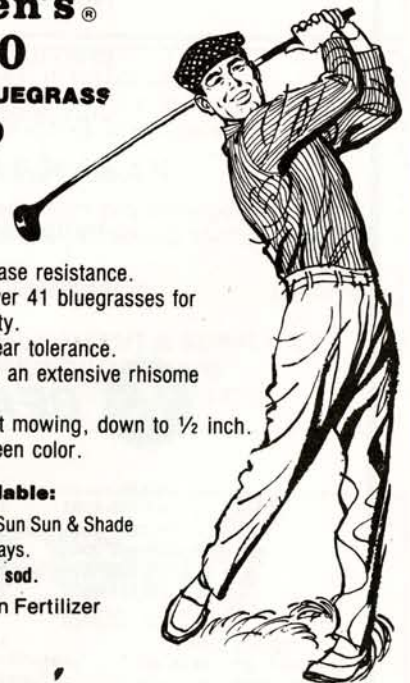
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