Editorial

This time of year brings new challenges to a safety professional. It is time to dust off our bad weather and 'holiday blues' presentations and mindset.

This time of year is also when safety survey results are released. This month the ISHN white paper and the NSC salary survey reached our in box. Both organizations indicated that the response rate to their survey was very low. When we send this newsletter we are provided with the percent of recipients who opened the document. Historically that number is below 30%. It is not totally accurate but it is close. We receive so many emails that it is often overwhelming. At ISHM we try to read, and respond when required, to all emails we receive. It is doubtful we achieve 100% but that is our goal. Another goal of ISHM is to use email for almost all correspondence with members and friends. It saves money and time while hopefully helping the environment. Great justification but yet folks indicate they do not receive important information and documents. Our best guess is that we have all achieved information overload and it is impossible to get to it all.

It seems that almost daily we read, or hear, about another case of workplace violence. OSHA has issued a directive to compliance personnel instructing them on procedures for conducting inspections in response to incidents of workplace violence. We think it makes sense to determine if we have placed enough attention to the issue in our workplaces. Just a thought!!!

We would like to ask that if you know of any active duty service members, or veterans of military service that you reach out to them this November 11th and thank them for their service.

WOW...............11-11-11, wonder how many couples will make that their wedding day?

IN THIS ISSUE

• Section One - Article by ISHM Board Chair Warren Brown
• Section Two - Article by Randy Morton
• Section Three - Harvard’s Management and Leadership Skills for Environmental Health and Safety Professionals
• Section Four - ASHM of the Year

Section One - Article by ISHM Board Chair Warren Brown
ISHM Chair of the Board Warren K Brown, CSP, ARM, CSHM recently participated in a panel session “Preparing HSE professionals for Challenges of Tomorrow” at the 7th Annual HSE Forum in Energy in Doha, Qatar. The following is a summary of his prepared verbal presentation.

Professional certification provides some assurance that safety and health professionals possessing such credentials have the experience and training to influence operating management to provide for the safety and health of workers. Being certified in a profession for example is not always as it seems. The missing word is accredited. Being an accredited certification is more sustainable than a simple certification. Generally a certification is associated with a body of knowledge and further a focus group from across the spectrum of the profession participates in a role delineation exercise to specifically define the limits of the body of knowledge. A set of test questions are developed to determine if the candidates have an adequate understanding of that body of knowledge. To be accredited there must be an updating of the body of knowledge to accurately reflect the inevitable changes that occur in a profession. A cut or passing score must be developed generally using the revised Anjoff method. The use of a psychometrician is an important part of that process. The board of directors of the certifying organization must make the continuous improvement process happen including financial disclosure, independence, exam validity and reliability and fairness. An Accredited certification will require a potential candidate to meet stated educational requirements, experience requirements, pass an exam, participate in a continuance of certification process and comply with a code of ethics. An important part of the accredited certification is assurance that holders stay current with developments in the profession. All individuals who achieve a professional safety and health certification must recertify every five years. Such Continuance of Certification programs require certificate holders to achieve maintenance points every five years and report their results. The points are earned by staying in the profession, holding membership in a professional safety and health organization, participating in continuing education courses at a college, attending professional safety conferences, writing articles and teaching safety courses among others. Those holding an accredited certification have the personal satisfaction and self esteem of meeting a professional standard established by practicing peers. Professional certification is the mark of a competent, knowledgeable safety professional. There is a sense of professional credibility due to standards of practice required to maintain certification. Professional certification can open career advancement opportunities and increase a professional’s marketability. Employers may provide recognition for having achieved certification through bonuses or pay increases or other awards. Employers often require professional certifications in particular for senior positions. Governments and companies often seek certified safety and health professional in recruitment, contracts and standards.

In summary, we are in a changing profession. It has matured a lot in the last few decades. It continues to change with the convergence of safety, health and environmental practice and with the expansion to serve the many smaller companies which cannot afford a full-time safety professional. The education level of practitioners continues to increase. Professional certification continues to grow in value through employer, government and public recognition, through national accreditation, and through the high standards that the professional certification represents. Salaries for the safety and health profession are comparable with other professions important to business and the professional certification is an important factor in pay. All in this profession can benefit from these changes and the value of certification by simply participating in this career long process of constant professional improvement. Professional safety and health is a rewarding field and studies continue to show very high rates of job satisfaction and potential employment opportunities.

Section Two - Article by Randy Morton

I have been a CSHM since the mid nineties and now have the privilege of serving on the Board of Directors for ISHM. Over the years I have certainly understood the value of being a Manager in Safety, although technical expertise is critical. We have had several testimonials of why it is so important in acquiring management skills in our profession. I would like to share a story in how I realized how critical those skills are.
Several years ago, I began connected with some very gifted safety specialists and coordinators. Their technical skill set was sound and their ability to implement safety procedures at the task level was adequate. However, a colleague and I realized most of the staff was having difficulty in implementing new company wide safety standards and ensuring sustainability in those standards once they were introduced at the facility level.

As we probed more, we found our folks had never understood that the implementation of these new standards was actually project management. We further assumed that if they did not understand this, they also lacked the appropriate training. We put some training points that focused on project implementation that are based on very simple yet critical, management principles:

- The purpose of the project
- The expected outcome
- Who must have buy-in (who is critical to success)
- What would success look like
- Implementation plan broken down in steps
- Timeline
- Metric measurement and how to ensure sustainability

After the training, the ah-ha moment happened and the group realized these tools could help them beyond basic project management. Over time, this group has grown in our profession, while some of that group has moved into operations management. I wish I could claim this training and coaching was the primary reason for the group’s continued success, but I know it didn’t hurt.

Section Three - Harvard’s Management and Leadership Skills for Environmental Health and Safety Professionals

Harvard’s Management and Leadership Skills for Environmental Health and Safety Professionals

As the environmental health and safety industry continues to evolve, professionals in the field need management and leadership skills now more than ever. These skills are essential for aligning environmental health and safety goals with corporate strategy. The Harvard School of Public Health Center for Continuing Professional Education offers a program which offers focused skill building in the critical areas of leadership and management skill building:

Management and Leadership Skills for Environmental Health and Safety Professionals
March 26 – 28, 2012
Boston, MA USA
https://ccpe.sph.harvard.edu/EHS-Leadership

Learning Objectives

- Develop clear objectives, goals, strategies, and measures for integrating health, safety, and environment into the culture of their organization
- Create specific methods for "selling" occupational health, safety, and environmental initiatives to organizational decision makers
- Employ listening skills to develop more effective negotiation and conflict resolution skills
- Establish measurable expectations and accountability for their services
- Manage time effectively and coach others in this practice
• Write and speak clearly and concisely in the language of the customer
• Identify the right thing to do and prioritize work that is both urgent and important
• Meet common challenges with proven techniques in risk communication
• Use the most appropriate management style for every situation
• Integrate sustainability objectives into EHS management systems

This program is designed and directed by Louis J. DiBerardinis, MS, CIH, CSP, Director of Environment, Health, and Safety at MIT, and Richard D. Fulwiler, ScD, CIH, CSHM, President of Technology Leadership Associates.

To learn more visit https://ccpe.sph.harvard.edu/EHS-Leadership

Section Four - ASHM of the Year

ISHM in partnership with WESTEX presented the first annual ASHM of the Year Award at the NSC Conference on November 1, 2011 in Philadelphia. Jose Cabrera was the awardee and was pleased with being honored as the ASHM of the Year 2011. After he was presented with the award ISHM interviewed Jose.

Mr. Cabrera is the Area Safety Manager for the Rio Grande Valley, Texas, U.S. Customs and Border Protection, U.S. Immigration and Customs Enforcement, and U.S. Citizenship and Immigration Services. His duties include but are not limited to managing the safety and occupational health programs as well as mentoring over 80 Collateral Duty Safety Officers (CDSOs) that represent over 2,700 federal agents, mission support personnel, nine Border Patrol stations, three major highway checkpoints and lastly one intelligence office.

ISHM: How did you get to where you are now?
Jose: After 24 years in the military and working with 5 different jobs, when I retired I didn’t want to just work with 1. I looked to continue working with all and Safety was the area where I could do that.

ISHM: What do you feel that is exceptional about you and your safety career?
Jose: My Safety Career comes from the heart and it’s a passion I have. It comes above all and in my past lives would have been lost if I wasn’t focused on safety and I feel is my primary duty to my fellow military personal.

ISHM: What can others do to be exceptional and take it to the top?
Jose: When you get up in the morning if you can remind yourself to be courteous of others and do 1 thing to make someone else’s life safe so they can return to loved ones. This is
creating a pattern of caring and making a safe work place which will hopefully pay it forward to the next person.

ISHM: How does it feel to be the First ASHM of the year?
Jose: I didn’t know I was the first one until it was announced. Then I felt proud as if I am setting the standard for Excellent Safety Managers. My hope is that I am setting a High Standard for this award and to the many that follow in the upcoming years.