

# HR and Safety – They are NOT the Same Thing

Lake County Safety Council

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Rose Ann Kay

SPHR, GPHR, SHRM-SCP

# Legal Disclaimer

- \* Rose Ann Kay is not an attorney and does not provide legal advice. Statements and opinions are those of a human resource practitioner and are not intended as legal advice. Participants are strongly encouraged to consult legal counsel as necessary.***

# Topics

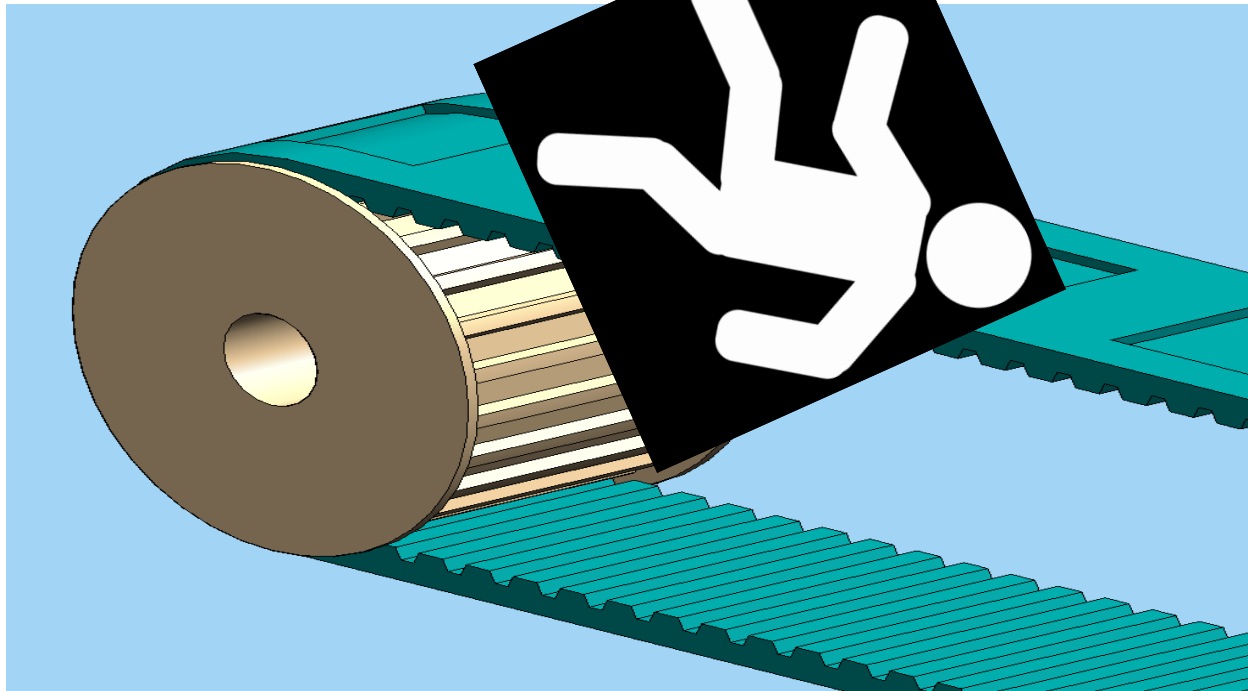
- \* **Role of Human Resources**
- \* **Why HR ≠ Safety**
- \* **How HR & Safety Can Partner Together**

# My Safety Experiences:





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# Role of Human Resources In the Beginning...

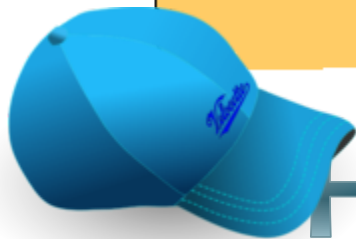
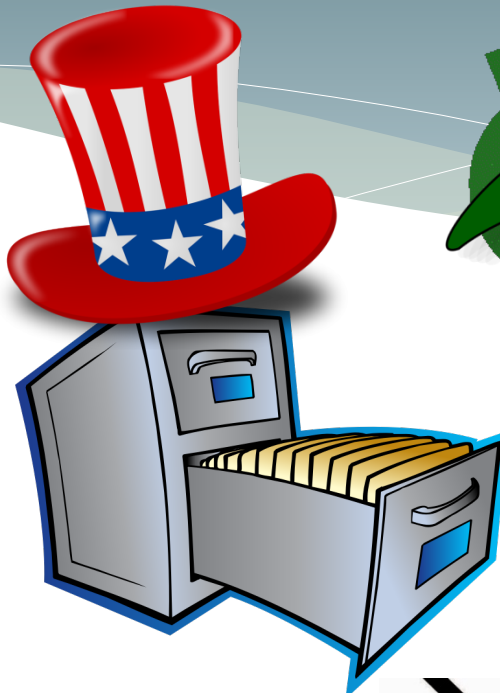


**HIRING**



**BENEFITS**

... HR can do it!



HIRING



# Human Resources Today

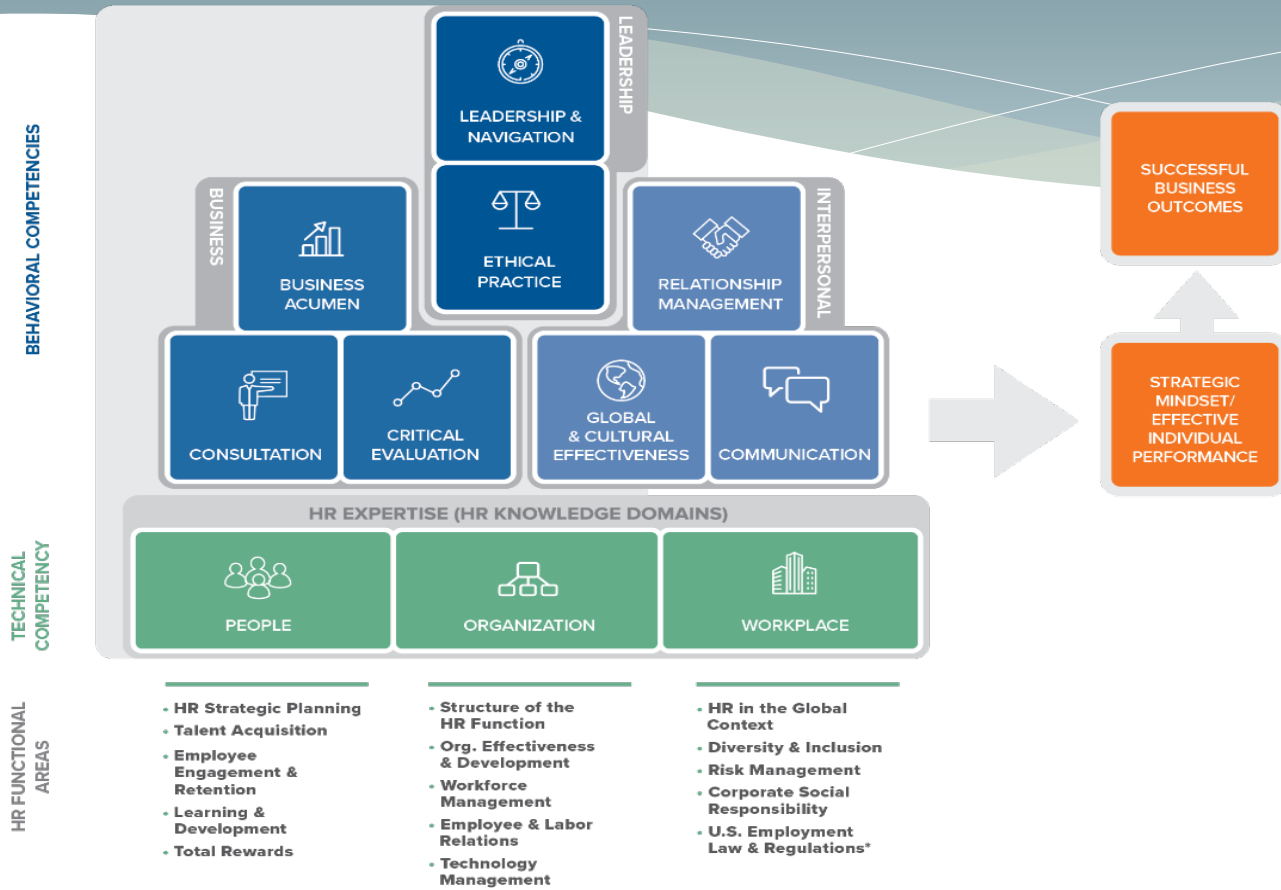


**+Business Partner**  
**+Strategy**  
**+Culture**  
**+Change Agent**

# HR Certifications



# SHRM Body of Competency & Knowledge™



\*Applicable only to examinees testing within the U.S.

# HR Expertise Functional Areas



# Why HR and Safety are NOT the Same Thing

- \* **Both areas are highly complex**
  - \* **Requiring specialized KSACs**
  - \* **Requiring time and attention to detail**
- \* **“Bestowing” additional duties will have a diminishing return on the effectiveness and efficiency of both areas**
  - \* **HR⇒Safety**
  - \* **Safety⇒HR**
- \* **“Doing more with less” without requisite training, development, resources, and tools will not bode well long-term**



# But... HR & Safety Must Effectively Partner

## SAFETY

Technical  
Expertise

EHS

Investigations

**SAFE  
&**

**HEALTHY  
EMPLOYEES**

## HR

Compliance

Training

Rewards

Corrective Action

Organizational Success



# Partner: Compliance

- \* Title VII
- \* Civil Rights Act
- \* ADA
- \* FMLA
- \* WC
- \* ADEA
- \* DOL
- \* EEOC
- \* BFOQ
- \* HIPAA
- \* EAP



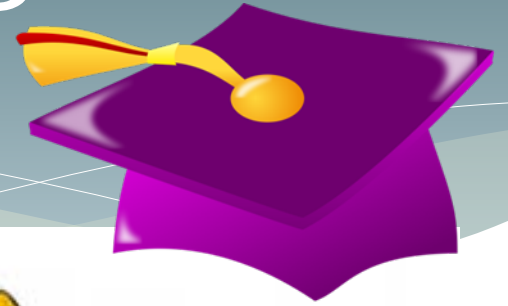
- \* OSHA
- \* HAZCOMM/MSDS
- \* Lockout/Tagout
- \* BBP
- \* PPE
- \* Means of Egress
- \* Hearing Conservation
- \* EPA

# Partner: Hiring & Orientation

**HIRING**

- \* Match candidates to the organization's safety culture
- \* Drug Screens
- \* Post-Offer, Pre-Start Physical Exams
- \* Hep B upon hire
- \* Work with Safety and First Line Supervisors on new employee orientation

# Partner: Training



- \* Develop Training
- \* Schedule
- \* Training Due
- \* Documentation
- \* 1<sup>st</sup> Responder Training



# Partner: Rewards & Recognition



- \* Reinforce Safety Culture
- \* Safety Incentive Programs

- \* Manage WC, STD, LTD
- \* Safety Recognition Programs
- \* EAP, Wellness Programs



# Partnering: The Bermuda Triangle

**transitional work**

WC

**return-to-work**

**leaves of absence**

FMLA

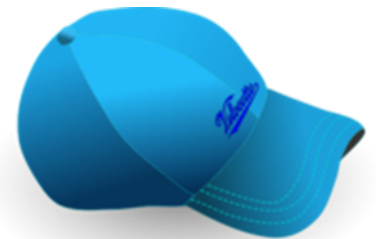
ADA



# Partner: Employee Relations



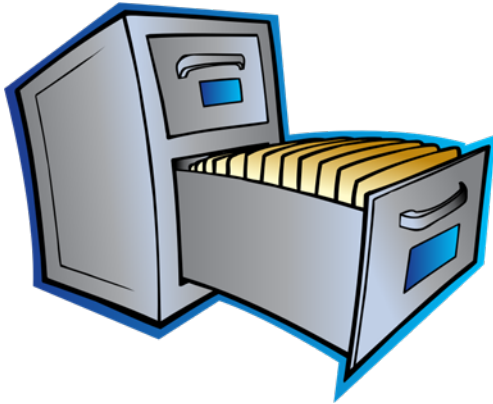
- \* Safety Committees
- \* Partnering with Unions



- \* Corrective Action



# Partner: Tech & Data



- \* HRIS (Human Resource Information System)
  - \* Track Training
  - \* WC/LOAs
  - \* ADA Accommodations
  - \* OSHA Log & Incidence Reports
  - \* Safety Trends/Reporting



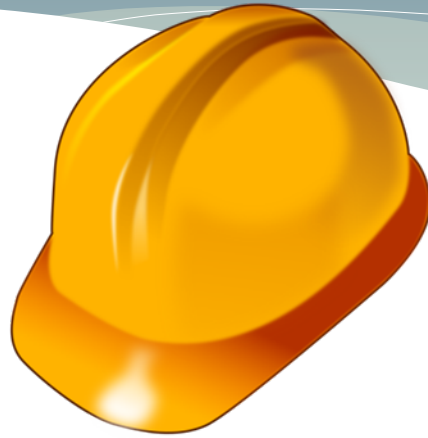


# Partnering: OSHA Log



**Recordable???**

# Partner: Risk Management



- \* Protect
  - \* PEOPLE
  - \* PROPERTY
  - \* PROPRIETARY INFO
- \* Crisis Management
  - \* Emergency Preparedness
  - \* Emergency Response
- \* Business Continuity

# Partnering: Plan & Respond

**TROS!!!**



# Partnering: Secure Facility



**But We Have Cameras!**



# Partnering: Safety Incident



# Partnering: Facilities





# Resources



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

[www.shrm.org](http://www.shrm.org)



[www.lgashrm.org](http://www.lgashrm.org)



[www.hrci.org](http://www.hrci.org)

# Questions & Answers!







Rose Ann Kay  
SPHR, GPHR, SHRM-SCP  
Principal


Humanics, LLC

P.O. Box 837

Chardon OH 44024

440-285-2235

Rkay@HumanicsLLC.com

 [rose-ann-kay-sphr-gphr-  
shrm-scp-24200a3](#)