



# **SAFETY AND BUSINESS- PERFORMANCE IMPROVEMENT**

TESTIMONIALS AND LESSONS LEARNED FROM  
MEMBER FIRMS

MEDIUM-SIZED FIRM PERSPECTIVE

Geo-Technology Associates, Inc. (GTA)

# INTRODUCTION



Pat Klima, PE

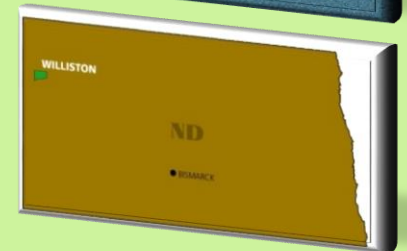
President of Geo-Technology Associates, Inc. (GTA)

GTA is a geotechnical and environmental consulting company

- Geotechnical and hydrogeologic explorations
- Environmental services
- COT and drilling services

GTA

- Founded in 1985 – HQ is Abingdon, MD
- 15 offices, primarily mid-Atlantic, NC, OH, ND
- 250 personnel
  - 30 office personnel, 110 mix office/field, 10 lab, 100 field

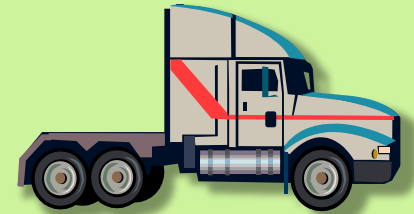


# INTRODUCTION

Each office has a lab, varying in sophistication

GTA provides its own drilling services

- Maintains (most of the time) 5 HSA and 1 CPT rig
  - 1 truck, 4 ATVs
  - 1 track-mounted CPT rig

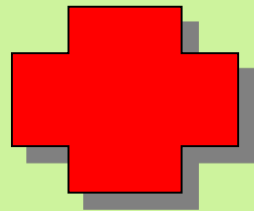


GTA fleet

- 40 trucks and SUVs assigned to personnel
- 15 trucks as pool vehicles, 1 roving ATV
- 3 tractor trailer/low boy combos for hauling rigs

GTA safety personnel

- No full-time safety person, led by partners
- Partners and Associates responsible for safety training, etc. – roughly 40 persons
- Estimate about 40 hours per week company-wide



## EARLY PRACTICE

- Early on, no real practice of safety
  - With exception of drilling
  - Wanted our people safe, but no formal practice
  - We experienced growth 1995-2005, more people more problems, more sophisticated clients
  - EMR was high, started losing opportunities
    - EMR well over 1.0 from 2006 to 2009
- We did not recognize the importance of managing minor incidents
  - Often incurred lost time over poison ivy, bee stings, twisted ankles, etc.
  - Had two serious incidents – a traffic accident and an eye injury
    - Most other problems were minor



# CHANGE IN PRACTICE

## GTA's change in practice

- Started with a safety committee and manual
- Required that managers discuss safety issues at all regular (usually monthly) meetings
- Purchased the book 24/7, considered to be a good illustration of the implementation of a safety culture
  - Required all employees to read
- Purchased Remember Charlie, a DVD which shows the consequences of unsafe behavior
- EMR started to improve
- Was an improvement, but was unorganized, and needed refinement



## CURRENT PRACTICE

- Came away from ASFE Denver with an understanding that we needed to improve our efforts
- Debated the need for an in-house safety officer
  - We estimated that the cost of a dedicated safety professional would be on the order of \$80K - \$100K per annum
  - We decided to wade in with a consultant
    - Reduces cost, we set a budget of \$25000
    - Allows for safety inspections, office and field
    - Allows for safety training by professionals
    - Allows us to better understand what we will need when we eventually hire a dedicated safety professional



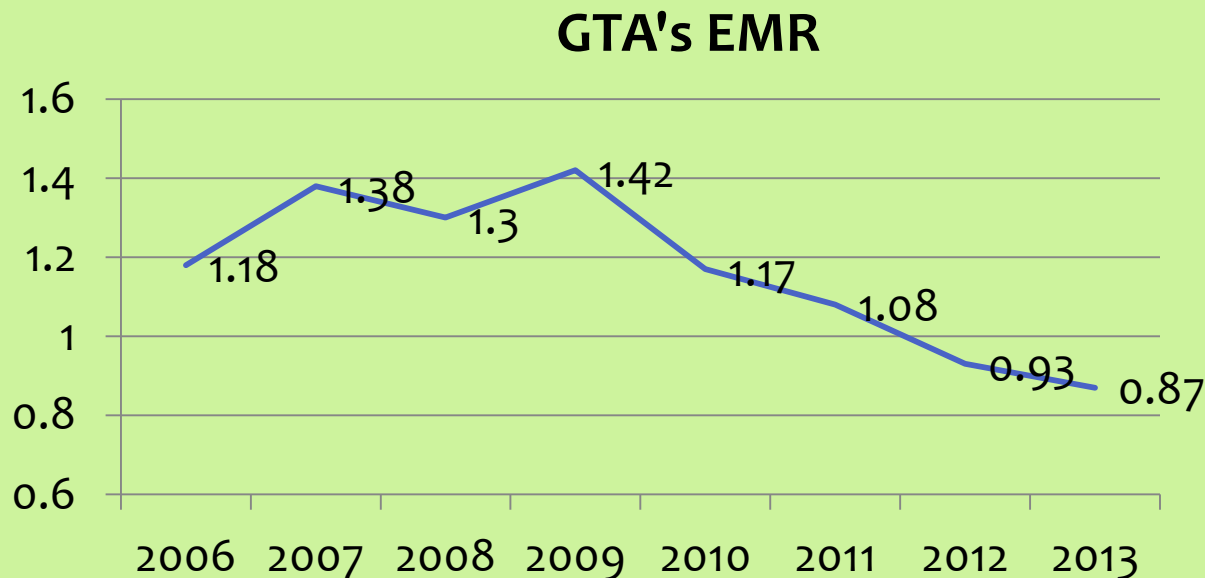
## CURRENT PRACTICE

- We joined ISNet
- Required/provided upgraded PPE and first aid kits
- Cell phone policy with respect to company or personal vehicles during work hours – hands free
  - Discussed a policy of no phone conversations while driving, but did not implement at this time
- I regularly publish emails which discuss certain safety issues, including our record of incidents
- Improved documentation of safety meetings/training



## RESULTS AND BENEFITS

- Total buy-in from top management at GTA
  - Forces employees to reevaluate their views on safe behavior - significant buy-in from our employees
- Still work to do, but much improved culture of safety
- Our EMR is currently 0.87





## RESULTS AND BENEFITS

All facets of our company have benefitted from this effort:

People are  
safer, &  
feel good  
about  
GTA's  
efforts

Less  
missed  
days of  
work

EMR is  
lower

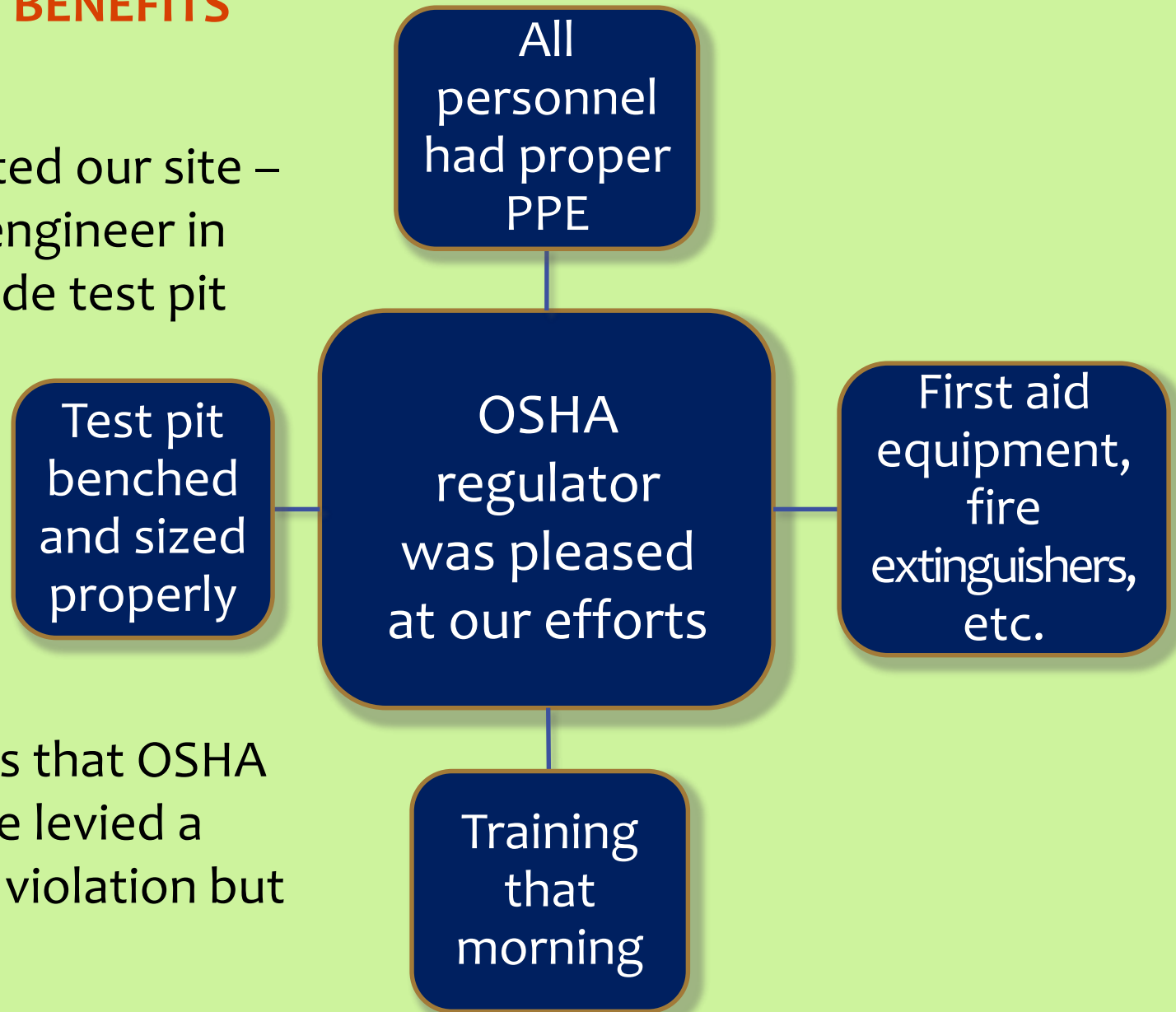
Increased  
sense of  
teamwork

We have  
avoided  
violations

## RESULTS AND BENEFITS

### Case Study

- OSHA visited our site – required engineer in below-grade test pit
- Result was that OSHA could have levied a “serious” violation but did not



# FUTURE PRACTICE

Where does GTA go from here?

- Increased audits from outside professional
- Increased training for all personnel
  - Train the trainer
- Revisit policies regularly
  - Cell phones
  - 10-hour training policy
- I envision that ultimately we will hire a full-time safety professional – perhaps within the year

