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| **Ryan Rosa** will be our speaker, he is the Sr. Supervisor of Public Safety for Union Pacific Railroad.  He has been in railroading for the past 7 1/2 years, and has been with Union Pacific for 6 1/2 years holding the position of Conductor and Engineer in Houston. I have been highly involved with Public Safety for the past 5 years in a part time roll and took this full time position in August of 2018.  Our talk will be on **Railroad Safety**.   There will be a buffet lunch served for $20, cash, check, credit card or Eventbrite ticket will be accepted at the door. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_February in Review Carl Bailey was our speaker and his topic was "Human Performance Common Error Precursors".  He has a MHS from The Johns Hopkins University School of Hygiene and Public Health, and has 40 years' experience working in health and safety.  He has been President of our Chapter twice. Carl's talk came from the **DOE Standard, Human Performance Improvement Handbook, DOE-HDBK-1028-2009, June 2009, a free publication that can be downloaded** from the internet. It came from a study of nuclear power plants and the US Navy and its nuclear submarines. The study was of error precursors, which are "unfavorable conditions embedded in the job site that create mismatches between task and the individual. There were four areas that he talked about: task demands, work environment, individual capabilities, and human nature.  Task Demands were broken down into: * time pressure
* workloads that required high memory requirements
* multitasking
* repetitive actions and/or monotony
* unclear goals, roles or responsibilities
* lack of or unclear standards.

 The Work Environment was broken down into: confusing displays on control panels, workarounds, equipment out of service and how can you work safely? By marking the equipment and getting it repaired, maintenance should have a list of out of service machines or by editing the JSA. When you are making changes in procedures can you see the results of the changes? If so, convey that information to employees about the changes. The next topic in the work environment was personality conflicts. Carl stated that these should be sent straight to the Human Resources office. The Individual Capabilities started with unfamiliarity with the job, or first time to do the job. Someone in the room mentioned that just recently there was a 20 year old man killed on his first day on the job locally.. Lack of knowledge, Carl asked, "Are you qualified to do the job?" New techniques have a lack of knowledge or skill possibility, unless there has been sufficient training before the implementation. Imprecise Communication Habits can involve a three way conversation or in this area a bilingual problem. When a person is inexperienced in an area, requalification may be required. When problem skills are present, there should be a test for qualification before being allowed to work in that area or with that machine. People with unsafe attitudes should be removed from that area or machine and possibly the company. Illness can play a big factor in people's ability to do the work or even concentrate. In the Human Nature section, how stress affects the worker and the job performance was discussed. Habit patterns—how we think, problem solve, even how we learn because we rely on past experiences. Assumptions of it worked in the past, so it should work this time can be deadly. Complacency can also be deadly, with the assumption that everything will be fine; to avoid this ask yourself, "What if?" Carl talked about "mindset"—seeing what you want to see, or not looking at the whole picture; to avoid this use a checklist. Inaccurate risk perception involves new people on the job who don't know the hazards. Mental shortcuts can be avoided by getting more people involved in the decision process. Forgetfulness and limited short term memory were among the top items on the list in this section |
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