

Bourgault's Journey to CASH



Certificate of Achievement
in Safety and Health

Journey to CASH



⌘ **Why**

⌘ **How**

⌘ **The Catalyst**

⌘ **Who**

⌘ **Results**

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⌘ Why

- ☑ Why did Bourgault Industries need to be CASH certified?
 - ☒ To provide a measurement to determine if our Health & Safety system is in control.
 - ☒ To provide a measurement to compare to industry.
 - ☒ To challenge us with continuous improvement.
 - ☒ To ultimately prevent fewer injuries = \$\$\$

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⌘ How

☒ How was Bourgault Industries going to get CASH certified?

☒ An initial AMC audit to determine the gap between our current system and certification.

- Have Complete Documentation
- Put into Practice What Is Policy
- Ensure Everyone Knows What Is Expected
- Continuously Improve

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⌘ The Catalyst

- ☑ **Bourgault Super Safety** an incentive system which encourages true engagement.
 - ☑ Points for policy practice and accident prevention
 - example: Points for answering weekly safety quiz
 - ☑ Monthly Team Winners
 - ☑ Annual Team Winner

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⌘ Who

☑ Who was going to be involved?

☑ Top Leadership commitment

☑ Focus Team

- Documentation
- Training and Awareness
- JHAs and Safe Job Procedures

☑ Production Leadership

☑ All Bourgault team members

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⌘ Results:

- ☒ AMC audit January 2007
 - Failed with 61%
 - Focus team determined priorities and new objectives.
- ☒ New CASH Audit Standard released:
 - Focus team conducted an internal audit and failed
- ☒ Re-focused our attention on the missing pieces.
 - We split the 21 elements up by person.
 - Each developed MT Actions and was accountable.
- ☒ AMC Audit December 2007....

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⌘ Result...PASS!

On January 2, 2008

Bourgault Industries Limited

was awarded a

**Certificate of Achievement in Safety
and Health**

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The Road Not Taken

Robert Frost (1874–1963). Mountain Interval. 1920.

TWO roads diverged in a yellow wood,
And sorry I could not travel both
And be one traveler, long I stood
And looked down one as far as I could
To where it bent in the undergrowth;

Then took the other, as just as fair,
And having perhaps the better claim,
Because it was grassy and wanted wear;
Though as for that the passing there
Had worn them really about the same,

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Robert Frost (1874–1963). Mountain Interval. 1920.

In leaves no step had trodden black.
Oh, I kept the first for another day!
Yet knowing how way leads on to way,
I doubted if I should ever come back.

I shall be telling this with a sigh
Somewhere ages and ages hence:
Two roads diverged in a wood, and I—
I took the one less traveled by,
And that has made all the difference.

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⌘ Keys:

- ☑ Determine Why you need CASH
- ☑ Get Commitment
- ☑ Pick your Focus Team
- ☑ Get an AMC Audit
- ☑ Implement an Incentive system
- ☑ Weekly Safety Inspections
- ☑ Measure & Communicate

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Q & A...

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