



Managing risk in North America

Risk management in the North America region is approached systematically, addressing such issues as training, risk identification, injury management and employee communication. In this multi-disciplinary approach, specific protocols or procedures have been developed in all areas of the workplace. These involve comprehensive safety training (*see case study: STOP programme implemented in the North America: Report to Society 2004: 7.10*) (induction and periodic refresher training), risk assessment, DuPont safety observation training, hazard communication, crisis response, industrial hygiene and a complete medical surveillance programme.

Says General Manager, Ron Largent, "Programmes such as induction and annual safety training, safety observation training and hearing conservation training are designed to instruct employees in specific hazard areas and safety practices employed at CC&V and to recognise unsafe acts and conditions they may encounter in the workplace, or, indeed, in themselves. Employees are coached and empowered not only to recognise unsafe acts and conditions, but to act on those observations. In doing so, they may approach anyone in the organisation, from co-workers to senior management. Occasions have been recorded of the general manager of CC&V receiving counselling from an employee about an unsafe act."

To ensure a multi-faceted approach to the risk assessment programme, employees, as well as managers and supervisors, were invited to provide input. Issue-based programmes such as medical monitoring, industrial hygiene and hearing conservation are in place. They monitor employee health in relation to exposure to dust, noise, welding fumes, fire assay lead exposures and (in the case of refinery workers) silver exposures,

Formal emergency procedures which specify how notification of an accident should be made in order to summon emergency medical personnel are an important part of the risk management protocols at CC&V. Announcing a 'Code 90' over the company radio will immediately set off a chain of events designed to restrict movement in the accident area, summon on-site medical personnel as well as off-site paramedics and an ambulance, and when necessary, the air ambulance from Colorado Springs, an hour's drive by road. The hazard communication programme maintains a database of the Material Safety Data Sheets for all chemicals used at CC&V. This database is available to all personnel with computer access and provides ready access to information about chemical hazards and first aid treatment. Other protective policies and procedures such as electrical lockout, personal protective equipment and confined space entry procedures specify actions that must be taken to address specific workplace hazards and in some cases require a permit signed by a supervisor. All these measures, in addition to others, manage and minimise risks where workers are or may be exposed to in their daily work.

Safety observation training

This programme teaches workplace safety and auditing skills for observing people while they work, with steps to reinforce safe work practices and to correct unsafe acts and conditions.

Three years without injury at Cripple Creek & Victor



The Cripple Creek & Victor Gold Mine in Colorado has not recorded an injury since November 7, 2003. The incident involved a lower back injury to an employee working in a support group. Since that occurrence, employees have worked hard at observing unsafe acts and conditions and fixing them no matter who is carrying out the unsafe act. November 7, 2006 marked the third year and 2.1 million man-hours without a lost time injury. The record also includes contractors. CC&V celebrated the achievement during December 2006 for all CC&V and contractor employees.