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Dear RETRO Members:

Have you wondered how a safety culture looks or how you would build one?

A strong safety culture is far more than training or using Personal Protective Equipment (PPE). Safety Culture is a three-dimensional system consisting of **motivation, actions, and knowledge**. These three dimensions influence one another, just like a set of cogwheels. Training and PPE fall under the knowledge element of safety culture.

You can learn more about this process by enrolling in the newly launched [Ambassador Program](#), and it's free to members. Let us help you improve your safety culture!



*Safety Culture is a
three-dimensional system*

Preventing Heat-Related Illness - Heat Stroke occurs when the body cannot regulate its temperature. Overheating under the sun could cause your body temperature to rise to as high as 106°, which is dangerously serious.

More common is Heat Exhaustion, a milder form of heat-related illness that could develop after several days of exposure to high temperatures and inadequate or unbalanced replacement of fluids. It is the body's response to an excessive loss of water and sodium, the key components of the sweat we perspire. Symptoms include heavy sweating, paleness, muscle cramps, dizziness, headache, nausea, weakness, and tiredness. The elderly population, people with high blood pressure, and those working or exercising in hot environments are most prone to heat exhaustion.



It's essential to drink water regularly or consume non-alcohol or sugar-free beverages and be alert to symptoms of heat exhaustion.

[New emergency rules require](#) employers to provide water to employees working in temperatures of 89° and above.

If your workers are outdoors for a significant portion of their work shift, your company's Accident Prevention Program must address this and clarify how your business will train and protect its workers from Heat Related Illnesses. You can use our [eAPP](#) site to generate a new APP customized for your business or view a sample template [here](#).

Resources:

- [RS SafetyTV](#)
- [OSHA Poster](#)

Personal Protective Equipment – Thanks to COVID, PPE has been at the forefront of keeping our employees safe over the past couple of years. There is much more to PPE than face masks and nitrile gloves. The purpose of PPE is to help shield the body from injury while working. Many tasks require PPE to protect your eyes, head, feet, ears, and hands.



Confirm that your employees know how to properly use and inspect their PPE daily to ensure it is in good working condition. It is important to use PPE, even if tasks can quickly be performed. It only takes a few seconds for a chemical or debris fragment to fly into an unprotected eye or a heavy object to fall on an unprotected head or foot. The price of protection is much less expensive than injuries that can result from not using PPE properly!

Resources:

- A great presentation on [eye protection](#)
- A [PPE Fact Sheet](#) handout and [RS SafetyTV contain videos on PPE](#).
- The **SAFEME** app <http://www.wrasafeme.org/> has a module on [PPE](#) that can be used as a great refresher course!

Overexertion – Overexertion is the costliest and most frequent workplace injury, which is easily preventable if we take the time to stop and think before completing the task at hand. For example, cases of product can be heavy, and using the assistance of a cart or hand truck saves our backs from unnecessary lifting. If a box is too heavy or awkward to maneuver, ask a co-worker to help you.



Taking a few moments to think through each of the steps needed to move an item is a worthwhile rehearsal and can help to prevent unnecessary injuries.

Never attempt to lift an item that is too heavy. Sprains, strains, or other damage happens when tendons, ligaments, and muscles work harder than they are meant to. The back is the most common area of injury, and age significantly affects our strength, which begins to decline in our early 30's.

Resources:

- The [RS Library](#) has an Overexertion section with materials for your safety meeting.
- Free ErgoApp is available for both iOS and Android phones and offers guidance on proper lifting techniques and can be found [here](#).
- **SAFEME** has a module on [Material Handling](#).

Think safe. Act safe. Be safe.

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