

Safety Is Common Sense

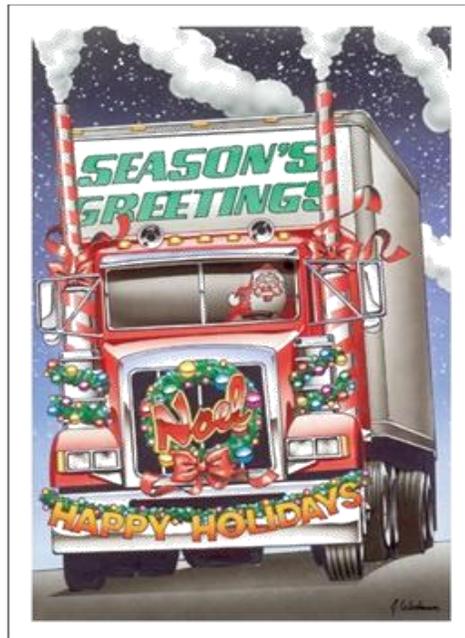
I ran across this while looking over the website of MacKinnon Transport. I thought to myself that sometimes we really do make everything too complicated.

The advice is so simple but yet so true and powerful in the message that it sends. I am sure that once you read it you will agree.

- Please remember Mr. MacKinnon's old adage, "no load is worth a life"
- Stay aware and alert; the unexpected happens!
- Distractions are everywhere, focusing on what matters is the key to safety.
- Please remember the "three points of contact" when entering/exiting your vehicle.
- MacKinnon Transport has a zero-tolerance regarding the use of hand-held mobile electronics, when operating vehicles. These devices are, probably, the greatest single distraction a driver faces today.
- Maintain the appropriate road speed, and vehicle distance, for the driving conditions.
- When in doubt, ASK!
- Make each trip a safe one!

My safety tip to you is to make common sense a part of your day by sharing that common sense in your life.

Have a safe day at work and at play!



If you want your dreams to come true the first thing you must do is wake up.

Author unknown

There are still dates available to book your Drivers Winter Safety Talk

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Check out our website www.transportationsafetycs.ca for past issues on the Safety Lane as well as many other interesting articles.

If you have an industry article to share please forward it to mike@transportationsafetycs.ca

Superior Selection or Excellent OTR Training?

Sep 23, 2013 by Mark G. Gardner Avatar Management Services, Inc

Do you build a high performing team through superior selection or excellent OTR training? Remember the old proverb: you can teach a squirrel to fly but you're better off starting with an eagle?

There's truth there, but there aren't as many eagles flying around as there once were so perhaps we should consider better training.

That said, it's still wise to invest in aeries.

Analogies aside, the challenge you face is how to build and maintain a motivated team of professional drivers, despite the headwinds of the dreaded driver shortage.

Dr. Peter Cappelli, Director of Wharton's Center for Human Resources, authored a great fact-filled book, *Why Good People Can't Get Jobs*. He finds that even in times of high unemployment, companies across dissimilar industries can't seem to find capable employees. They insist: applicants aren't qualified; schools aren't adequate; or the government isn't letting in enough skilled immigrants. What we have is a woe-is-me mindset and driver-hungry carriers are convinced that driver recruitment is like hunting for polar bears in Arizona.



Training Gap

Cappelli asserts the problem is a combination of inflated expectations and a training gap. He points out that everyone is looking for applicants who can hit the ground running. Here's how companies think:

1. with high unemployment, we should be able to get what we want (no training required);
2. we can save money by cutting training or delaying purchase of updated materials;
3. if we train new employees, they'll just leave for greener pastures, taking our investment with them.

Based on Dr. Cappelli's reasoning, I would argue that there are enough CDL drivers with the right qualities (when you get serious about competing for them), but you need to define what's needed versus what's wanted. He tells the story of a temp who's doing a great job. The employer can't seem to fill the job she's covering. Someone asks, "Why not hire her?" The answer: "She's not qualified." Huh?

Sure, driver applicants have to meet the minimums: CDL, 21, medically qualified, etc. And, they should have key traits like responsibility, dependability, compliance and risk aversion, which are vital to safety, productivity and good customer service. In short, you should hire drivers for the characteristics that cannot be taught. Know-how and skills can be taught.

When did we start to believe that drivers would be finished from day one? That they'd assimilate our values without having a structured process to help them? When did we convert driver training to an exercise in CYA/check-the-box, instead of truly giving them the knowledge and skills needed to safely and efficiently perform the job.

Assess for personal qualities

Many may believe that they're already assessing for personal qualities, so let me be more specific.

- If you require applicants to be 23 years old, why not 22?
Then provide exceptional training.
- If you require two years experience, why not one?
Excellent training can supplement.
- If you require unique experience, like tankers, why not consider dry van drivers and then teach them tanker-specific skills and knowledge?

Mike's Comments on the above Article:

In my experience of over 40 years in the trucking industry most companies and the management are still thinking "That is how we have always done it". Okay sometimes it does work. On a yearly basis your management team should be looking at three things: Strengths, Opportunities and Weaknesses. Face it, everyone and every company has weaknesses.

I once heard it said what we are currently doing is not working so we are looking for different ways. If those different ways do not work we can always go back to the way we have done.

Good luck to everyone and all the best to you in the New Year.

Hazard/Risk Management

"Many serious incidents are not a result of ineffective controls; they are a result of not identifying the hazard." John Wettstein

This quote got me thinking the other day. I did a lift truck operator training course and a few of the operators in the group commented that there are reports of repairs or defects that go to the supervisor but go without repair.

In my mind this is a perfect example of what John is saying. In my experience of safety, things will snowball when they go wrong. It starts with something simple and the supervisor shrugs it off that the worker is just being ridiculous. Well, by next week that annoying noise is a bearing that is about ready to let go. Maybe it is a month or six later and it does go. The worker knew it was getting worse but his concern has fallen on deaf ears before so why should he/she waste time reporting it or telling the supervisor. Even if it is not a major repair, there is down time. There could also be delays if the replacement part is something that must be ordered and could take time to be delivered. As a worst-case scenario, someone could be seriously hurt.

As a result of investigating the incident, there could be some serious repercussions for the company and the supervisor, should they find that this did not get the proper attention required when reported.

Mike Kroetsch, Owner

Sharing a Roundabout

Some people just do not understand that not all roundabouts are the same, as a result trucks and cars mixed in a roundabout can be a recipe for a collision.

I think that one of the biggest problems with a roundabout is not that they are too small. Rather the people using them do not follow the rules of the roundabout or have any consideration for the drivers that they share the road with. We have all heard to adjust your driving to the conditions.



SLOW DOWN

In my opinion roundabouts are not going to go away. So with that in mind we all have two choices. Either we learn how to use them and use them safely, or avoid them using an alternative route.

My suggestion is as professional drivers we can get the word out to other motorists. Tell other drivers that big trucks require extra space in a roundabout so please give us a break and do not pass.

The speed limits for approaching and navigating a roundabout are reduced for good reason. As you approach and enter the roundabout take a glance to the right as well - there just may be a pedestrian wanting to cross.

Please be safe out there.

For more information on roundabouts visit:

<http://www.regionofwaterloo.ca/en/gettingaround/roundabouts.asp> or
<http://www.th.gov.bc.ca/roundabouts/>

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Compliance Solutions**
wishes everyone a very
Merry Christmas and all
the best in 2014!