



# CUSTOMIZE YOUR TOOLBOX TALK



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When we surveyed a large construction company recently, **70% OF THE EMPLOYEES COULD NOT REMEMBER THE TOPIC FROM THEIR LAST TOOLBOX TALKS!** However, those companies that did have Customized Toolbox Talks, i.e. they talked about a real live situation on a job, they found that the safest day was the day in which that Customized Toolbox Talk was held. Therefore, think about being creative with your Toolbox Talks. Think about the following:

1. Discuss a near miss incident.
2. Discuss a near fatal fact incident from the OSHA web page.
3. Invite an individual who is out on Workers' Compensation back to talk about what it is like to be on Workers' Compensation. For instance, many employees find that Workers' Compensation is not the "gravy train" they thought it was, i.e. you are only paid 2/3rds of your average weekly wage, up to a maximum of \$400 per week. One individual employee told us that he had to have his wife go back to work just to make ends meet. (Be cautious with this. The employee must volunteer to come back to speak.)
4. Think about talking about something that is going to gain the interest of your employees, i.e. recent fires with a fire evacuation talk, or speak on an issue that they can relate to.

For more information on Toolbox Talks, please feel free to call Eileen M. Clinton, Risk Manager.