



NewsLetter

WORLD SAFETY ORGANIZATION

www.worldsafety.org

JANUARY 2019

editorialstaff@worldsafety.org

32nd Annual WSO International Environmental and Occupational Safety and Health **PROFESSIONAL DEVELOPMENT SYMPOSIUM**

PROFESSIONALISM and EXCELLENCE *for the Future*

OCTOBER 7-9

Tuscany Suites & Casino
Las Vegas, Nevada, USA



WSO Awards Nominations Deadline Set for June 1

The purpose of the WSO Awards is to honor individuals, corporations, organizations, and other groups for their concerns in the protection of people, property, resources, and the environment. The WSO Awards Banquet is held in conjunction with the Symposium each year and is scheduled for Monday evening, October 7.

A list of all WSO Awards, along with the requirements for each, may be found on our website. If you wish to nominate an individual, company, corporation, agency, publication, association, or other entity, please contact the WSO World Management Center for additional information and a copy of the WSO Awards Nomination Brochure. You may also obtain a brochure from the WSO website.

Absolutely no nominations will be accepted after the June 1 deadline, so be sure to submit your nominations early!

Our Venue

Located two blocks from the Las Vegas Strip, the Tuscany is a Mediterranean-inspired all-suite casino hotel. Understated suites have free basic Wi-Fi, flat-screen TVs, kitchenettes, and sitting and dining areas. Dining options include an Italian restaurant/bar, a pub, a cozy eatery with sandwiches and pastries, and a cafe with a 24-hour breakfast menu. Other amenities include spa, casino with live entertainment, fitness center, two pools, business center, and laundry facilities.

The following discounted rates apply:

Sunday-Thursday • \$75 per night

Friday & Saturday • \$129 per night

Single or Double Occupancy / U.S. Funds

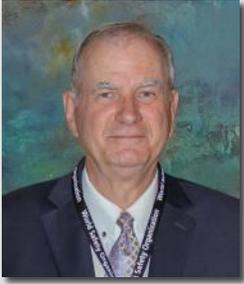
Reservation deadline is September 5.

See Page 2 for the Additional Information You'll Need to Make Your Tuscany Reservation!

from the desk of

DR. CHARLES H. BAKER

Chief Operations Officer



If you are like everyone else, you have set goals and have great expectations for the New Year; we at WMC are no different. We are looking forward to a great year that includes membership gains and a momentous professional development symposium in Las Vegas during October 7-9.

Regarding the Las Vegas dates, I hope you have marked your calendar! Not only do we have a good program planned, but Las Vegas also offers many entertainment venues and family opportunities. Your participation will make the 2019 Symposium successful and memorable.

Remember that WSO NewsLetters contain important announcements about various items you do not want to miss! Updates will keep you informed of development for Las Vegas, for example, so please read them carefully ... and pass them along to other interested associates for their information.

Just like the online payment option introduced last fall, we continue to develop advancements through the WMC office. We will keep you updated through the NewsLetter and eNews Announcements about additional features that make our everyday lives easier.

Also, remember that the WSO Certification Program is accredited through ICAC in compliance with ISO/IEC 17024:2012. We consider this to be a valuable part of our membership benefits, and we hope that you will use it as a recruiting tool when you are talking with other safety professionals and practitioners.

Finally, if you would like us to address a specific topic or consider anything that makes our service more valuable, please let us know. We are always looking for newsletter topics that benefit our membership.

Wishing you a Happy, Prosperous, and Safe 2019! [CHB]

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PO Box 518, Warrensburg, Missouri 64093 USA

Telephone 660-747-3132 | Fax 660-747-2647

info@worldsafety.org | editorialstaff@worldsafety.org | <https://worldsafety.org>

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The Bulletin Board

- DO NOT email credit card information to us! Help us maintain our PCI compliancy by phoning in your credit card details or by visiting the "Shop" on the WSO website:
<https://worldsafety.org/shop/>
- To submit articles, photos, etc., for publication in the WSO NewsLetter, please email (preferably in Word format) to:
editorialstaff@worldsafety.org.
We are always looking for content!
- To submit papers for publication in the WSO World Safety Journal, please email to Dr. Janis Jansz, WSJ editor: j.jansz@curtin.edu.au.

WSO-WMC Welcomes Visitors



We were pleased to welcome visitors to the WSO World Management Center in December and January.

Mr. Primitivo L. Magsino, Jr., and his wife traveled from Saudi Arabia to spend the holidays with family in Missouri, and they arranged to make two courtesy visits to the WSO-WMC. Pictured are **Corey Lee Norman, Maria Ivonne Magsino Norman, Shirley Magsino, Primitivo L. Magsino, Jr.** (QHSE Director - Initial Saudi Group, KSA), **Leigh Tomich**, and **Stephanie Jewell**. During the second visit (inset), Mr. Magsino was presented the membership materials for Initial Saudi Group, KSA. ♦

Reserve Your Symposium Accommodations at the Tuscany Suites & Casino

To Book Online: <https://stay.tuscanylv.com/>
Input Arrival Date, Departure Date, and Group Code.
Click Proceed.

Or, Call Room Reservations: **1-877-887-2261**
and Give the Group Code.

WSO's GROUP CODE: 15C3VV

NOTE: A major credit card is required for first night's room and tax deposit, which will be charged in order to guarantee accommodations.

Combatting the ‘Blame, Shame, and Train’ Strategy

Joshua M. M. Estrin PhD, Safety Expert/Expert Witness/Partner, Stephen A. Estrin & Company, Inc., Florida USA

Accidents occur on the construction job site. Even non-fatal injuries are a red flag to those charged with creating both a strong culture and climate of safety that something is systemically wrong.



While there has been acknowledgment that safety must be recognized as a top priority with measurable outcomes, companies choosing to apply a “blame, shame and train” approach after an accident occurs, often experience a considerable improvement in recordable accident frequency and severity rates. However, there can be backlash after the initial “call to action.” When safety measurements begin to approach near zero, a transference occurs which often leads to the undermining of the systemic “safety first” construct.

The recognition of this quantifiable occurrence is not enough, as awareness is only the first step in the multi-faceted approach to keeping the worker safe. As a result, the construction industry must be willing to ask essential questions, including:

- 1) What destabilized the process?
- 2) What needs to be done to readjust so safety remains a priority?
- 3) What checks and balances need to be executed to ensure that safety is in fact first?

From Shaming to Blaming and Beyond

In order to address these questions and in turn responsibly measure and manage culture and climate of safety, the construction industry (<http://www.sa-estrin.com/>) must be prepared to accept the existence of a widespread, unproductive and fundamentally dangerous safety management approach still adopted by many companies, that of blaming the worker.

When the construction industry, specifically Owners, Construction Managers, General Contractors and Prime Contractors, choose to incorrectly place the majority of the blame on the worker rather than acknowledging and/or comprehending that a construction accident is rarely caused by a single management failure or error, safety is greatly destabilized.

Frequently, when an accident occurs and a worker(s) is injured, the company immediately looks to find someone to blame, the worker. Blaming is only the first step, as next is the shaming, characteristically publicly and branded as the root cause of the event.

Once management has tried to solve the problem by “blaming”, the next line of defense is addressing the incident through “training” by focusing on teaching “what not to do”, determined by the flawed conclusion that the entire accident

was the fault of a worker. This “blame to train” construct is key in understanding both the “how” and “why” safety checks and balances begin to systemically erode. Those in charge of safety are often hesitant to admit that their safety management strategy was the cause and as a result, they implement a “blame, shame and train” method to solve the problem.

While many publicly condemn such practices, it becomes apparent when accidents occur, as accidents emphasize an ineffective safety stratagem; one that often was initiated from an incorrect assumption that if an investment of time and money was allocated in creating a Job Hazard Analysis along with policies and protocols regarding safe work practices, it becomes impossible for the system to fail. As a result, the only other conclusion becomes that of human error.

This is a dangerous thought process. While worker contribution is certainly something that must be explored and combined into the entirety of the safety narrative to understand how an accident occurred; it cannot be the only variable in the calculation, as safety does not happen in a vacuum.

Why is this Strategy so Prevalent?

Those in charge of safety often apply this strategy because it appears to address the problem that led to the accident, (blame) by showing metrics, (train) which “prove” safety priorities have been successfully restored, when in fact it is only temporary.

While it may appear to decrease workers from engaging in high-risk behaviors, the “blame, shame and train” strategy has not proven to empirically make the workplace any safer. In fact, it can generate greater challenges as the initial decrease in the number of incidents often leads to complacency on the part of management, resulting in a “safety plateau”.

This unproductive means of addressing job site safety only emphasizes the need for a new approach; a systemic modification away from the inclination to blame the worker as the singular reason for the accident, as there is an inherent difference between a workplace that is safe and a workplace where no one gets injured, as a truly safe job site is free from recognized hazards, whereas a workplace where no one gets hurt, is just a lucky one.

How can this Obstacle be Overcome?

By not focusing on reactive strategies, more proactive approaches for improving the systemic nature of safety manage-

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WSO National Office for GCC Holds Year-End Event

Garry A. Villamil, WSO National Office for GCC Director, WSO Board of Directors; **Rocky Binuya**, WSO Jeddah (KSA) Chapter President; **Richard Otero**, WSO Jubail (KSA) Chapter President.

2018 was a challenging year for the WSO National Office for Gulf Cooperation Council (WSO-GCC) and the WSO Saudi Arabia Chapters (Jeddah and Jubail). Due to the declining price of crude oil, most of the Oil & Gas Support and Construction companies operating in the regions were highly affected. WSO-GCC and the KSA Chapters rely on this market, and most of the members and potential members belong to these industries. However, due to our commitment, dedication, and resiliency, WSO-GCC and the KSA Chapters surpassed those challenges and continuously disseminated the value and benefits of being WSO Members throughout the GCC. WSO-GCC and the KSA Chapters strongly enforce and convey WSO's objective and mission toward its members and non-members of the hosting country.

On December 28, the WSO GCC National and Chapter Offices conducted a year-end General Assembly for members and non-members, held at Al Qawafi Restaurant & Café in Jeddah, Saudi Arabia, and was attended by more than 60 delegates and visitors from different companies from throughout KSA. The event consisted of OSH information sharing, awards, buffet meals, and a seminar initiated by WSO-GCC, Jeddah Chap-



From left: Rocky Binuya (President, Jeddah KSA Chapter), Garry Villamil (Director, WSO National Office for GCC), and Richard Otero (President, Jubail KSA Chapter, and Representative of WSO-GCC's Corporate Sponsor)

ter Officers and guest speakers. It was a successful event attended by more than 60 delegates and visitors from different organizations within Saudi Arabia. Guest speakers were Roedolf Mias Coetzer, Darryll Calura, Reynaldo Itugot, Jr., and Reynaldo Bayeta. Event sponsors were Frendi Mobile, Blue Auras, Aloo Maintenance, Arabian Food Supplies, and Al Qawafi Restaurant.

On January 3, the sponsorship for WSO-GCC was officially transferred to *Alliance in Destiny (AID) General Trading and Contracting Establishment*, a local and fully established company in the Kingdom of Saudi Arabia.

The new sponsor allotted a certain amount of resources and facility to WSO GCC to sustain its operation in the region by providing training and/or seminars to its members. An inauguration for the new physical office of WSO-GCC is tentatively scheduled for the end of Q1/2019.

Finally, due to the commitment of WSO-GCC to support the mission of the World Safety Organization, WSO World Management Center (WSO-WMC) granted a two-year extension to operate in the region under the new sponsorship. ♦

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Blame, Shame, and Train | Continued from Previous Page

ment systems can be adopted. This can be accomplished by:

- Creating a clear understanding of the difference between a safe job site that is free from recognized hazards versus one that is playing the odds and hoping that no one will get hurt.
- Establishing a strong and measurable culture of safety that can be operationalized in the form of a strong climate of safety.
- Implementing a proactive, scalable and adaptable safety management program, focusing on the systemic nature of safety in the form of root cause analysis in an effort to

identify the multiplicity of errors and omissions that failed, rather than "who is to blame".

Workers make mistakes. However, human error must be seen as a means by which to evaluate if safety checks and balances are systemically robust enough to maintain operations. Before looking to blame the worker, those charged with the accountability of construction job site safety must be prepared to explore the entirety of the problem, which includes an acknowledgment that for any accident to occur, there is nearly always a failure in safety management systems. ♦



Dr. Joshua M. Estrin received his PhD from NOVA Southeastern University where his Dissertation was entitled, The Impact of Leadership Strategies on Perceived Climate of Safety at the Construction Job Site. He received his MS from Columbia University where his field of study was Social Policy/Systemic Theory. He is presently an Adjunct Professor at Columbia.

Since 2012, he has been a regular contributor to Construction Today, a leading construction industry journal where he provides articles on all facets of construction safety management. More recently, he has become a regular contributor to the AGC Constructor Magazine and the NDA Demolition Magazine, providing articles on construction/ demolition safety management related to general specialty and demolition contractors belonging to these organizations.

32nd ANNUAL WSO INTERNATIONAL
ENVIRONMENTAL AND OCCUPATIONAL SAFETY AND HEALTH
PROFESSIONAL DEVELOPMENT SYMPOSIUM



7 - 9
OCTOBER
2019

TUSCANY SUITES & CASINO
255 EAST FLAMINGO ROAD
LAS VEGAS, NEVADA, USA

SAVE THE DATE

Our ever-changing world continues to become smaller through advanced methods of communication, requiring changes in how we live our lives and how we work, how we learn, how we share new information, and how we comply with new laws, regulations, and demands of the changes in global trade.

In the World Safety Organization's 44th year, we are continually reminded of the WSO Objectives: to encourage the effective exchange of information and experiences between/among the members of the WSO; to collaborate with other organizations in conducting activities of mutual concerns, interests and directions; to promote the continuous upgrading of the safety and accident prevention technology and these fields related to loss of lives, property, and environment; to strive for a universal level of professionalism and competence among its members and WSO non-members whose functions are related to safety; to perform such other necessary acts and functions relevant to the WSO overall theme of "Making Safety A Way of Life ... Worldwide."

Symposium Format

The Symposium provides a unique learning and networking opportunity for corporate managers and executives, SHE professionals, advocates of safety and accident prevention, leaders of safety organizations and WSO members from around the world. Participation in the Symposium provides a forum for information exchange, networking, professional contact with other members, safety professionals, but most of all, learning about new programs and professional knowledge at sessions, panels and workshops presented during the Symposium. The Symposium format often consists of presentations, lectures, panels, workshops and plenary sessions. As a part of the program, Symposium participants are invited to take part in the "WSO Global Safety Roundtable," the suggestions, comments, resolutions, etc., of which will be formatted for submission to governmental legislation and Missions of the United Nations (UN), International Labor Organization (ILO), World Health Organization (WHO), and similar rule-making groups on the local, national and international levels.

Symposium Topics

Symposium topics may include OSH, ESH, ergonomics, systems safety management, security, industrial hygiene, hazardous materials management, transportation safety,

construction safety, off-the-job safety, recreational safety, safety of the workplace, disaster preparedness, and legislative topics on the national and global scale.

International Participants

The Symposiums of the World Safety Organization are always international in scope. WSO members from Europe, Asia, Australia, Africa, and the Americas are frequent participants at the WSO Symposiums.

Legislative Representation

Representatives from state and federal agencies are invited to provide updates on newest laws and regulations relevant to the safety industry.

Symposium Venue: Tuscany Suites & Casino

Set just two blocks from the Las Vegas Strip, this Mediterranean-inspired all-suite casino hotel is two miles from the Las Vegas Convention Center.



Understated suites with warm decor have free basic Wi-Fi, flat-screen TVs, kitchenettes, and sitting and dining areas. Sophisticated 2-bedroom suites add whirlpool tubs.

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SEE YOU
THERE!
OCTOBER
7-9

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2019 Symposium | Continued from Previous Page

Call for Speakers

The 2019 Call for Speakers will be distributed within the next week or so. All abstracts submitted will be reviewed, and authors will be notified if the presentation has been accepted. Deadline for abstract submission will be May 15.

You will also be able to submit your outline/abstract online: <http://worldsafety.org/online-outlineabstract-submission/>

DISCLAIMER: The WSO does not pay speaker fees or facilitate the travel and other subsistence arrangements for any speaker of the Symposium. All arrangements related to travel, visas, accommodations, and daily subsistence are the exclusive responsibility of the speaker. Speaker pays discounted registration fee if attending the Symposium.

Manuscripts/Papers/Presentations

- Format for publication in the Symposium Proceedings: Papers should be written in concise language (English) and should be typed, double spaced, using only one side of the paper. Number the pages and leave margins (lower and upper margins 1" or 2.54cm; left and right margins 1-1/4" or 3.17cm). A separate title page should contain the title, author's full name, qualifications, a half-page résumé, and a photo, together with a complete mailing address. Please submit text composed in Microsoft Word (MsWord), via email attachment or copied to a USB drive and mailed to us.
- Presentations may be submitted in MS PowerPoint format; however, an Abstract must accompany.
- Illustrations, tables, and graphs may be submitted. Color photos are acceptable. Type legends for any photos in double spacing on separate pages.
- Statistical data should be expressed in SIUs (Standard International Units), as far as is practicable.
- References should be cited in the text by superior numbers and a full list of references given at the end of the paper in numerical sequence. References to books should include author's surnames and initials, full title, place of publication, full name of publisher, and date of publication. References to journal articles should include author's surnames and initials, full title of article, full title of journal, date of publication, volume number, issue number, and page. The accuracy of references is the author's responsibility. Check each reference in the manuscript and again in the proofs. References should be listed on a separate page.
- Authors are responsible for ensuring that their work does not infringe on any copyright.
- If desired, editing is available at the WSO WMC for contributors whose first language is not English.
- Reprints: No reprints are available, unless requested. There may be a charge applicable for reprints. Please contact the WSO World Management Center. Copyright of all materials is retained by the WSO; however, requests for reprinting in other journals may be approved.
- Copies of the "Symposium Proceedings" are distributed to the Missions of the United Nations, participants at various national and international conferences where the WSO participates, WSO National Offices, participants of the WSO sponsored/co-sponsored seminars and courses, agencies of state/ federal/etc. governments, libraries of universities, as well as numerous societies and associations (globally).

Schedule of Dates for Speakers' Documentation

- | | |
|-------------|--|
| 15 May | Completed "Paper Outline/Abstract" with indication of length of the presentation/workshop. All sessions will be either 30 or 60 minutes. |
| 31 May | <ul style="list-style-type: none">• Résumé/bio: 100-150 words• Abstract: 150-200 words, double-spaced• Bio: 100-150 words, double-spaced |
| 1 June | INTERNATIONAL SPEAKERS MUST HAVE VALID TRAVEL VISA BY THIS DATE to participate! Re-request your invitation letter in ample time to schedule your visa interview. |
| 1 August | Paper for publication in the "Symposium Proceedings," speaker's photo, and an updated bio |
| 1 September | Conference Registration Form and payment of Fees must be received to confirm participation in the Symposium Program. |

WSO-GCC Year-End Event | Continued from Page 4



LEFT: **Rocky Binuya** (second from right) with representatives of **Friendi Mobile**, one of the event sponsors. RIGHT, from left: **John Acuna** (trainer, Fuddruckers), **Salvador Bernal** (trainer, Fuddruckers), **Rocky Binuya**, **Luda T. Bato-Binuya** (WSO member), and **Rommel Andrada** (WSO member).



LEFT: **Roedolf Mias Coetzer** (center) asks how to become a WSO Corporate Member. RIGHT: **Garry Villamil** (Director, WSO-GCC), gives closing remarks.



"Making Safety a Way of Life...Worldwide" since 1975

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WSO World Management Center

PO Box 518, Warrensburg MO 64093 USA

Tel: 1-660-747-3132 | Fax: 1-660-747-2647

Email: info@worldsafety.org

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