

Safety Organization: Responsibility & Accountability

Position	Responsibility	Authority (Low/High)	Accountability
President/CEO	<ul style="list-style-type: none"> • Direction • Vision • Leadership • Support 	High	<ul style="list-style-type: none"> ❖ indicates measurement criteria • Indicates accountability to ❖ Goals • Board of Directors • Governmental Agencies
Line Managers & Supervisors	<ul style="list-style-type: none"> • Understanding • Reinforcement • Awareness • Response • Results • Activities 	High/Moderate	<ul style="list-style-type: none"> ❖ Goals ❖ Loss Results • Executive Management
Front-line Employees	<ul style="list-style-type: none"> • Implementation • Awareness • Understanding 	Low/Moderate	<ul style="list-style-type: none"> ❖ Goals ❖ Injury • Line Managers & Supervisors • Executive Management
Staff Managers & Supervisors	<ul style="list-style-type: none"> • Understanding • Reinforcement • Awareness • Response • Anticipation 	Moderate/Low	<ul style="list-style-type: none"> ❖ Goals ❖ Productivity ❖ Efficiency • Executive Management • Line Management (possibly)
Safety Director/Coordinator	<ul style="list-style-type: none"> • Program Development • Risk Assessment • Loss/Trend Analysis • Risk Communication • Compliance Monitoring • Education/Training • Monitoring • Reinforcement 	Moderate/Low	<ul style="list-style-type: none"> ❖ Goals ❖ Loss Costs ❖ Compliance • Executive Management • Line Management
Safety Committee	<ul style="list-style-type: none"> • Risk Assessment • Loss/Trend Analysis • Program Development • Product Evaluation • Compliance Monitoring • Risk Communication 	Low	<ul style="list-style-type: none"> ❖ Goals ❖ Activities • Manager/Supervisor • Safety Director (dotted) • Executive Management (dotted)

IMPORTANT NOTICE: This risk control document provided by PMA Companies is intended to help support your loss prevention efforts. It is not intended to be complete or definitive in discovering or identifying all hazards associated with your business, preventing workplace accidents, or complying with any safety related or other laws or regulations. You are encouraged to address the specific hazards of your business and have your legal counsel review all of your plans and company policies.