

# Montana Safety Culture Act



MONTANA  
**STATEFUND**

# MONTANA SAFETY CULTURE ACT

"The Safety Culture Act enacted by the 1993 Montana State Legislature encourages workers and employers to come together to create and implement a workplace safety philosophy. It is the intent of the act to raise workplace safety to a preeminent position in the minds of all Montana's workers and employers."

## SIX BASIC REQUIREMENTS

- New employee safety orientation
- Task-specific safety training
- Regular refresher safety training
- Safety awareness promotion
- Self-inspection
- Documentation of above

## EMPLOYERS WITH MORE THAN FIVE EMPLOYEES MUST:

- Assign specific safety responsibilities and safety performance accountability
- Investigate accidents and take corrective action on all work-related incidents, injuries, illnesses and known unsafe work conditions or practices
- Maintain a safety committee that includes:
  - > Employee and employer representatives that hold regularly scheduled meetings, at least once every four months
  - > Employee membership volunteers or members elected by their peers
  - > Safety committee activities that assist the employer in fact-finding

# SUMMARY OF THE MONTANA SAFETY CULTURE ACT

Establish and maintain an educational training program that will, at a minimum:

- Provide all new employees with a general safety orientation containing information common to all employees before they begin working
- Provide job or task-specific safety training appropriate for employees before they perform that job or task without direct supervision
- Offer regular refresher safety training
- Provide a system for employee safety awareness and appreciation through tools such as newsletters, periodic safety meetings, posters and safety incentive programs, etc.
- Provide periodic self-inspection for hazard assessment when the safety program is implemented, new worksites are established, and thereafter as is appropriate to the business operations, but at least annually that:
  - > Identifies hazards and unsafe work practices or conditions
  - > Identifies corrective action needed
  - > Documents corrective action taken

## FOLLOW THIS LINK FOR THE COMPLETE ACT:

<http://safemt.com/work-injuries-in-montana/montana-safety-culture-act/>



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