

## PCD Audio & Video System Integration Puts Safety First... Training With A Consistent Safety Message



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### Bill Graham

Safety Director, Director of Operations  
PCD Audio & Video System Integration

We spoke with Bill Graham, Safety Director at PCD Audio & Video System Integration, to discuss the various components of their safety program and how it is administered.

**Q: What is your official title at PCD Audio & Video System Integration and how long have you worked there?**

**A:** I am the Safety Director and Director of Operations and have been with the company for 5 years.

**Q: Please describe the various components of your safety program and how it is administered?**

**A:** Our big push is staying engaged with safety throughout a worker's entire employment at PCD. We have a number of components to our safety program. These include the Initial New Hire Safety Checklist; the IIPP(Injury and Illness Prevention Program) Safety Program; Weekly Toolbox talks; discussion of a safety topic at every Company meeting; a Heat Exhaustion Prevention Plan; the PCD Hydration Policy (including bottled water being dispatched to the vans); an Employee Safety Information Form; and Vehicle Safety through a GPS system and Cell Control, a device that prevents cell phone use except to answer an incoming call on a hands free device. After reviewing the New Hire Checklist, our employees become part of a comprehensive, ongoing safety learning environment where they are receiving information on IIPP, taking ClickSafety courses, and becoming part of our weekly Toolbox Talks. All of these things are followed up on constantly.

**Q: What is the initial safety training the PCD employees go through?**

**A:** The first component of the safety program we share with employees is the New Hire Safety Checklist. This checklist includes all the basics—PPE, electrocution hazards, using power tools,

materials handling, fall hazards, etc.

**Q: How would you describe your process for implementing the safety program?**

**A:** Our cornerstones for implementing the safety program include the New Hire Safety Package as well as scheduled Weekly Meetings, and the Posted IIPP Safety Program. We get a lot of mileage out of the weekly Toolbox Talks, which are essentially roundtable discussions on the jobsite. We also implement thorough hands-on training and posted IIPP information.

**Q: How would you describe PCD's safety philosophy?**

**A:** Safety is our NUMBER 1 priority. Coming in under budget is our second priority. If your company is strong and profitable, that's great. We don't believe that can happen if you're not looking out for the safety of your workers.

**Q: How is employee participation in the safety program encouraged, implemented and reinforced?**

**A:** We discuss safety at each of our scheduled weekly meetings as well as at every company meeting. Our weekly Toolbox Talks are solely focused on a specific safety issue. We have quarterly company-wide meetings on safety. We reinforce our safety message by holding everyone accountable for the information given and the procedures implemented.

**Q: How has your program grown or changed over the past few years? What's new?**

**A:** Safety has always been embedded into the culture of PCD. I would say in the past 5 years the structure I helped provide, coupled with PCD promoting around-

the-clock access to safety training is what moved the needle. Ultimately, that has all resulted in a drop in our ExMod number.

**Q: What kind of administrative structure has PCD put in place to support the safety program?**

**A:** A lot of the follow up on our safety implementation is technology-driven. Collaborative software like Smartsheets keeps everyone up-to-date on meeting topics. If someone speeds while driving a company vehicle, we get an alert in real-time. As a result, hardly anyone speeds anymore with our vehicles.

**Q: Does PCD having ongoing training opportunities for safety at a management level?**

**A:** We have various safety topics that we discuss on an ongoing basis with our management. Our safety philosophy with management is ongoing; it's supported by information accessibility and everyone is held accountable through rigorous follow-up.

**Q: How do your customers view safety and do they see the value?**

**A:** Our customers are all very safety conscious. It's very important to them, as it is to us. We also work closely with the General and Electrical Contractors on the job site. They often see us having our safety meetings. It sends a strong signal that we take safety seriously and respect the job site as a whole.

**Q: If you had to use one sentence to sum up safety training at PCD, what would that be?**

**A:** PCD's safety program trains by using a consistent safety message, delivered seriously and followed up diligently.



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*At the Jewish Home & Senior Living Foundation, as with all jobs during COVID-19, PCD's workers continuously wash their hands and wear masks in addition to standard Personal Protective Equipment for the job.*

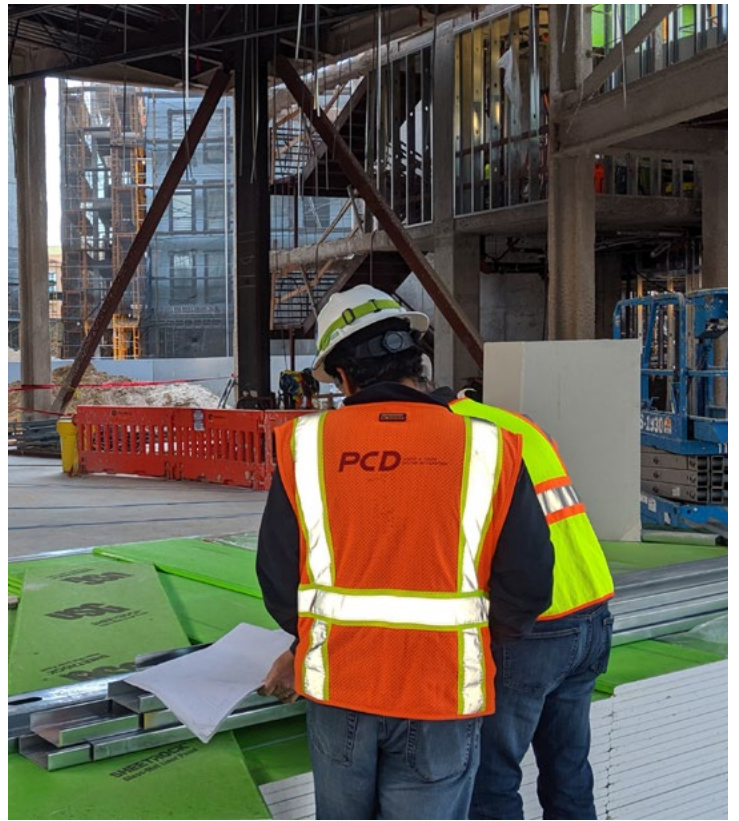


PHOTO COURTESY OF PCD

*Every subcontractor onsite at the Jewish Home & Senior Living Foundation is trained to follow the same safety standards as PCD installers.*



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*The safe use of ladders is an example of a topic that would be discussed during PCD's weekly safety "Toolbox Talks".*



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*Safety is the number one priority for PCD installers (seen here at the Cache Creek Casino Resort).*