



Lessons Learned at ConAgra Successes and Challenges

- **Mark Pohl, Corporate Safety Manager,
Lessons Learned Coordinator**
- **ConAgra Foods, Refrigerated Foods Group**



Lessons Learned at ConAgra

Successes and Challenges

Introduction

- ConAgra has 6 plants in VPP
- Remaining 14 plants will submit VPP Applications this calendar year
- VPP has become a way of managing safety for us
- We are big enough to mentor our own plants on VPP
- We volunteer to assist OSHA on VPP Evaluations at other companies
- Met Howard Gordon thru VPP and discovered we were traveling a common path toward world class safety



Lessons Learned at ConAgra Successes and Challenges

ConAgra sees LL as a method for advancing the safety management principles in VPP

- Management Commitment
- Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety Training



Lessons Learned at ConAgra Successes and Challenges

Systems for capturing and sharing LL

- How we got started
 - A monthly safety conference call with 20 plants starts out with discussion of incidents and lessons learned
 - Safety bulletins issued regarding failed equipment, product recalls, and incorrect implementation of or the absence of safe work procedures.
 - Best practice groups were formed in the same business units to stimulate resolution on common problems
 - Monthly conference calls and quarterly meetings at a different plant each time



Lessons Learned at ConAgra Successes and Challenges

Systems for capturing and sharing LL (continued)

- Presently
 - All serious incidents are reported to corporate safety department
 - The LL coordinator translates relevant incidents into LL reports and posts on a web page for all sites to access
 - These are also discussed with all sites on a monthly safety conference call
 - All sites are expected to share this info down to the hourly level in safety committees and pre-shift meetings.
 - Corporate safety audit verifies implementation of lessons



Lessons Learned at ConAgra Successes and Challenges

Systems for capturing and sharing LL (continued)

- In transition
 - All recordable incidents are reported on-line to a central database called STARS which generates trending reports
 - Working with the STARS database masters to create a place for LL that all sites can access.



Lessons Learned at ConAgra Successes and Challenges

Value to the organization

- The LL program is evaluated annually in the VPP Self Evaluation
- In order to ensure that the most valuable lessons are shared, the following criteria is applied:
 - It involves a hazard (high, medium, or low) or a best practice
 - Includes cost justification (cost to prevent vs. direct and indirect cost if an injury)
 - Common job tasks
 - Common equipment
 - Common work force (multi-lingual)
 - Potential for similar citation from OSHA



Lessons Learned at ConAgra Successes and Challenges

