

RT Kills Take 5

In Memoriam:

Unifor 2301 regrets to announce that the once useful pre-work risk assessment tool, Take 5, has been killed by local management. The cause of the untimely demise of Take 5 has been reported as “death by bludgeoning”. By making Take 5 mandatory local management has sucked the life out of what could have otherwise been a beneficial risk assessment tool. Take 5 is pre-deceased by previous flavors of the month such as 5 Star, ILCI, MUST and WIGs. In lieu of flowers, Local 2301 requests that members file safety-related grievances.



Back in 2009, when management first tabled its intent to roll out Take 5 at the KKOHS&E Committee, the Union made it clear that the pre-work risk assessment tool would be endorsed by the Union only if the following conditions were met: 1) That there be no discipline as a result of not completing a Take 5; 2) that there be no quotas imposed, and; 3) that if a supervisor asks to review an employee’s Take 5 booklet that an OHS&E rep be present.

No agreement was maintained on these conditions and as a result the Union is not currently in a position to formally endorse the use of Take 5.

Very recently the Union cautioned management that if Take 5 was to be made mandatory the tool would be rendered ineffective and were further reminded that management’s “compliance by coercion” approach to safety is reminiscent of tactics used in the Dark Ages and has no place in a modern, proactive safety program.

Indeed, even the Iron Ore Division of Rio Tinto (the group which paid for KMP) recognized in a recent study that the imposition of mandatory Take 5’s will result in employees performing “tick and flick” Take 5’s, which completely devalues the safety significance of the exercise.

The Union will always support employees taking the time to pre-assess their jobs and ensuring that safe work practices and procedures are in place prior to the commencement of work. Take 5 had the potential of facilitating this process if the tool were utilized in a meaningful way. Not anymore now that management has gone and killed it.