



Management Leadership & Employee Participation

**Note:** \*Step 1 - If SPHM injury/incidence data is not sufficient to identify the initial need to implement a program then the tools listed in Step 7 can be used to gather more data.

\*\*Step 8 is an ongoing process as some controls may take time to implement due to feasibility etc.

\*\*\*Steps 8, 13-15 Development of hazard controls, processes & project *implementation* activities may need to occur concurrently or in a different sequence depending on facility needs and resources.