

Case Study: Partnering to Improve Workplace Safety at The Father's Table



“Safety is a serious business at The Father's Table. Randstad has proven that safety is paramount for them as well, training their associates as aggressively as we train ours and continuously exploring ways to improve.”

— Barry Voodre, CFO,
The Father's Table

Client Company Overview

The Father's Table is a manufacturer of specialty frozen desserts in the Southeast. The primary product is cheesecake which is manufactured daily at the site, frozen, and shipped by common carrier to a variety of retail outlets throughout the United States. Other products include key lime pie, carrot cake rolls, pumpkin rolls, and apple dumplings.

The Challenge

Improving safety awareness and preventing injuries is a critical focus for any manufacturer, but especially for The Father's Table. Problematic areas in their operation included:

- Mishandling of equipment and machinery
- Improper lifting
- Hazardous conditions—exposed electrical wires, slippery floor surfaces
- Skin exposure to heat
- Tight rack design, resulting in hand contusions
- Pinch point injuries to the upper extremities

Addressing safety issues such as these not only mitigates risk, but also helps improve operating performance and boosts employee morale and retention—all factors that impact the bottom line.

The Solution

Randstad Inhouse Services (RIS) is committed to helping clients reduce their workplace risk and improve employee productivity. Accordingly, RIS brought in a loss control consultant to evaluate the client's current risk exposure and to design a safety improvement plan.

Based on the insights gathered through the analysis, the following changes were made to prevent the recurrence of injuries:

- Modified the slip resistant shoe policy—required at all times on the production floor
- Use of suitable protective gloves for impact resistance
- Repaired electrical hazards
- Instituted shift start-up meetings to reinforce safety best practices
- Implemented warm-up exercises to combat strains and pains of repetitive motion
- Involved RIS in the safety committee—account manager and a selected talent from each shift
- Increased account management presence on the production floor in order to assess and drive safety compliance





In addition, RIS implemented an incentive program to raise safety awareness and to reinforce safe practices on how to best perform the tasks at hand. The following programs have proven to be the most successful:

- “I Spy”—talent take photos of safe work practices for the RIS safety bulletin board
- “Safety Salute”—acknowledgement by account manager and client production manager for adhering to safety culture
- “Working Accident Free Celebrations”—at 45 and 65 days

Key Performance	Where We Were	One Year Later
Safety	13 Total Accidents 2 Lost Time Injuries 8 Light Duty	6 Total Accidents 0 Lost Time Injury 1 Light Duty

The Results

Year-over-year, Randstad Inhouse Services reduced accidents, lost time, injuries, and the number of employees on light duty. The safety results and overall record of The Father’s Table improved exponentially.

Randstad Inhouse Services. Solutions powering industry.