



Weekly Safety Tip

Fall Protection Basics



Fall Protection Explained



Hierarchy of Protection, Danger Zones, Strategies, Program Elements and Plan

To understand and apply the

Hierarchy of Fall Protection,

the figure alongside and this accompanying explanation detail a structured, four-level framework

that is designed to systematically eliminate or mitigate fall hazards by prioritizing the most effective means of prevention first, and

resorting to less desirable methods only when higher-level measures are not feasible . . .



- 1. Elimination of Risks:** The pinnacle of the hierarchy focuses on the elimination of fall risks altogether, which is by far the most effective method of protecting workers. Measures at this level include performing tasks on the ground whenever feasible or utilizing extendable tools that allow tasks to be completed from a safe distance, thereby avoiding the necessity of working from heights. Strategic planning during the project design and development phase can facilitate the incorporation of such risk elimination techniques.
- 2. Collective Systems:** The second tier involves the implementation of collective protective measures that safeguard all workers present in an area without requiring their active participation. Examples of these measures include the installation of guardrails and safety nets. These systems are designed to provide a passive form of protection that secures the entire worksite, thereby reducing the reliance on individual compliance with safety protocols.
- 3. Work Restraint Systems:** This level of the hierarchy aims to prevent access to areas where falls can occur. Work restraint systems involve the use of equipment such as body belts or harnesses combined with lanyards that tether the worker to a secure anchor point. These restraints are configured to prevent the worker from reaching an edge or other hazard zones, effectively reducing the risk of falls by restricting movement to safe areas only.
- 4. Fall Arrest Systems:** At the bottom of the hierarchy are fall arrest systems, which are employed as a last resort. These systems do not prevent falls but are designed to safely stop a fall in progress before the worker strikes a lower level. Fall arrest equipment includes full-body harnesses, shock-absorbing lanyards, and lifelines. It is crucial that these systems are correctly installed and that workers are properly trained in their use to ensure they function as intended during a fall.

By adhering to this hierarchy, organizations can systematically address the risks associated with working from heights and ensure they have explored all possible options to make such activities safer for their employees. This approach not only helps in complying with safety regulations but also significantly enhances the overall safety culture within the workplace, promoting a proactive stance towards the prevention of workplace injuries and fatalities related to falls.

Weekly Safety Share



Cutting Middle Management

✂ Big Names are Cutting Middle Management

Companies are flattening their org charts, reshaping the employer–employee relationship as leaders juggle more direct reports.

When workers can't count on day-to-day coaching or frequent recognition from managers—and AI steps in to fill in the gaps—soft skills become vital to keeping teams connected.

Companies like Google, Amazon, and UPS are flattening structures to reduce bureaucracy and accelerate decision-making.

As "delayering" becomes more popular, the median manager now oversees about 15 people, up from five in 2017.

While leaner structures keep teams agile, fewer one-on-ones, limited coaching, and reduced visibility of successes can weaken engagement and growth.

To counter this, leaders must set clear goals, encourage peer-to-peer recognition, offer development opportunities, and provide accessible well-being resources.

CONSIDER... We make the workplace "more human" by encouraging openness, demonstrating respect and value, while prioritizing *people-first policies* that build resilient and safe performance.

How employees rely on their managers



Source: FirstUp, 2025 Manager Impact Survey

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