

Safety Snapshot: EHS Essentials

SEPTEMBER 2025



Fast, focused safety insights to help your team prevent incidents before they happen

Turn Staffing Gaps Into Safety Gains

You already know how it feels.

One resignation. One expansion project. One new corporate initiative. Suddenly, your safety program that felt steady is straining at the seams.

You're juggling inspections, deadlines, and worker questions and still asking yourself at the end of the day: *How am I going to do it all?*

The truth is, you don't have to do it alone.

DEKRA provides interim EHS managers — experienced leaders who step in immediately to keep your program running, your people supported, and your compliance on track. With the right support, moments of pressure don't have to hold you back. They can actually make your program stronger.

What You May Not Be Seeing About EHS Gaps

Most leaders know gaps cause stress. What is less obvious is how much risk builds quietly when continuity is disrupted:

- **Knowledge loss is silent.** Tribal knowledge is rarely written down. When a skilled professional leaves, years of insight into hazards, near misses, and control effectiveness can disappear instantly.
- **Controls need daily proof.** The safeguards that prevent serious injuries only work if someone verifies them consistently. When staff are stretched, these checks are the first to slip.
- **Compliance is cumulative.** A missed report or inspection doesn't vanish. It compounds into larger findings and regulatory attention down the line.

- **Culture unravels quickly.** Employees notice when safety feels less visible. Even a short absence can make them believe priorities have shifted away from protection.

These are not small issues. They are the cracks that eventually turn into disengagements, incidents or violations.

5 Early Warning Signs of an EHS Gap

1. **Delayed reporting:** Incidents, inspections, or compliance logs are taking longer to complete than usual.
2. **Missed verifications:** Critical safeguards are assumed to be working, but no one is actively validating.
3. **Overloaded staff:** Your EHS team is putting in extra hours just to keep up with the basics.
4. **Silent floor:** Employees are asking fewer questions, raising fewer issues, or not seeing safety leadership present.
5. **Strategic work stalled:** Long-term initiatives like training, safety culture-building, or process improvements are slipping off the agenda.

If you recognize even two of these, your program may already be running with hidden gaps. On-site support can help you get ahead before they become real setbacks.

Safety Snapshot: EHS Essentials

September 2025



What Forward-Thinking Leaders Do Differently

Leaders who consistently outperform do not wait for gaps to become emergencies. They recognize that staffing disruption is inevitable, so they plan for resilience.

- **They treat safety staffing like supply chain reliability.**
No one would accept a fragile supply chain, yet many tolerate fragile EHS staffing. Strong leaders build surge capacity so when turnover, growth, or new demands appear, the program bends but does not break.
- **They redefine the role of safety professionals.**
Safety staff are more than compliance officers. They are culture shapers and daily coaches. The most effective programs are those where employees see safety leadership present, answering questions, and reinforcing decisions in real time.
- **They bring in expertise when needed.**
No team has every specialty in-house. Instead of reinventing solutions, progressive leaders tap into proven practices from other industries and move faster with less risk.
- **They measure continuity, not just compliance.**
Incident rates only tell part of the story. Resilient leaders track how often controls are verified, how reliably audit cycles close, and how engaged supervisors are in safety coaching. These indicators show whether programs are being sustained daily, not just whether incidents were avoided.

This mindset turns pressure into progress. By protecting continuity, leaders ensure their safety programs keep getting stronger even through change.

Three Questions to Ask Yourself Right Now

1. *If my EHS lead left tomorrow, how much knowledge would walk out with them?*
2. *If compliance deadlines stacked up next month, do we have the capacity to hit everyone?*
3. *If employees do not see safety leadership present for a few weeks, how will it affect trust and culture?*

If those questions create hesitation, your program may be vulnerable.

Turn Gaps Into Growth

Change is constant. Growth, new initiatives, and shifting priorities will always create movement in your safety program. The real advantage comes from how you respond.

With DEKRA interim EHS managers, you don't just hold the line. You build momentum. Our interim leaders help you:

- Keep compliance cycles on track with confidence
- Reassure employees with strong, visible leadership
- Preserve critical knowledge and best practices
- Advance safety culture and long-term initiatives

Every gap is an opportunity. With DEKRA, your program grows stronger every day.

When it matters most, DEKRA is your partner in on-demand EHS management.

**Email: osr.info.us@dekra.com
Visit dekra.us/ehs-consulting**