



SAFETY CULTURE PRESENTATION

2.0

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A little laugh

- To err is human.

To blame it on someone else, shows
management potential.

Introduction

- Safety Culture is an important topic, but time consuming to audit (because of the sample required) and difficult to tackle.
- It is recommended that it is only be taken on, where there is good reason to believe that there is a significant issue to address, such as a poor safety record over a period, and where the company is likely to be receptive to advice.

- An organization's culture can have as big an influence on safety outcomes, as it does with the safety management system.
- Safety culture is the subset of the overall company culture.

Safety Culture?

- What is a Safety Culture?
- The Safety Culture of an organization is the product of individual and group values, attitudes, perceptions, competencies and patterns of behaviour that determine the commitment to, and the style and proficiency of, an organizations health and safety management.

- Organizations with a positive safety culture are characterized by communications founded on mutual trust, by shared perceptions of the importance of safety and by confidence in the efficacy of preventative measures.

- Many companies talk about safety culture when referring to the inclination of their employees to comply with rules or act safely or unsafely
- What is more significant, is the culture and style of management.
- Ie: a natural unconscious bias for production over safety, or a tendency to focussing on short-term and being highly reactive.

Symptoms of poor cultural factor can include:

- Widespread, routine procedural violations.
 - Failure to comply with the company's own SMS
 - Management decisions that appear consistently to put production or cost before safety.
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- When we do our audits, we find this, 9 out 10 times!!

Key aspects of an effective culture:

- **Management Commitment:** This commitment produces higher levels of motivation and concern for the health and safety throughout.
- It is indicated by the proportion of resources and support allocated to health and safety management (time, money, people)
- Status given to health and safety versus production, cost, etc.
- The active involvement of senior management in the health and safety system is very important

Key aspects:

- **Visible Management:** Managers need to be seen to lead by example.
- Good managers appear regularly on the “shop floor”, talk about H&S and visibly demonstrate their commitment by their actions
- It is important that management is perceived as sincerely committed to safety. If not, employees will generally assume that they are expected to put commercial interests first and safety will be undermined by cynicism.

Key aspects:

- Good communication between all levels of employee:
- In a positive culture, questions about health and safety should be part of everyday work conversations. Management should listen actively to what they are being told by employees, and take what they hear seriously.
- Active employee participation is vital, to build ownership. We need to exploit their knowledge of their own work.
- When stories from workers and management are consistent, then safety is seen as a joint exercise.

Key aspects

- **Auditing:** Auditing needs to involve interviewing a cross-section of the company, in a non-threatening manner
- The numbers needs to sufficient to take into account differing views and experience.
- Is the IRS really working??

Key Aspects

- Enforcement and advise:
- Clearly, safety culture itself is not enforceable, and interventions are generally reserved for receptive companies, or as part of an overall incident investigation.
- However, there can be enforcement to address outcomes of a poor culture.
- If procedural controls are not reliable, then management needs to provide alternate safeguards through the hierarchy of control or compliance.

Question Set

- On your tables, there is a simple audit questionnaire to use.

■ Questions ????????