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Developing A Safety Culture Within Your Organization

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Safety Culture

▸ Safety culture has been defined as "the observable degree of effort by which organizational members direct their actions toward improving safety on a daily basis." Translated, this means that health and safety should be incorporated into everything we do at the workplace as a belief system supported by processes and resources structured to manage injury risk

Responsibilities

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▶ The facility management team is responsible for the philosophy and safety culture visibility program within that facility

Management

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▶ Appoints responsible individual to coordinate health and safety activities throughout all operations.

▶ Integrates the organizations philosophy and a safety vision into the management process and communicates both to all employees.

▶ Relates the importance of safety at plant-wide meetings and periodically polls employee safety perceptions/attitudes - a crucial step in obtaining feedback on the program effectiveness.

▶ Establishes expectations, responsibilities and accountability for safety.

Management (Continued)

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- ▸ Ensures that safety concerns are handled as priorities.
- ▸ Establishes annual health and safety goals and objectives.
- ▸ Assigns measurable/quantifiable safety responsibilities to all managers (coordinators, supervisors, area managers etc.).
- ▸ Includes safety as a component in performance reviews of all personnel considered to be management (manufacturing and distribution).

Supervisor

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- ▸ Familiar with, explains and enforces specific job related safety protocols.
- ▸ Ensures that safety devices and PPE are used, where applicable.
- ▸ Conducts frequent safety inspections.
- ▸ Conducts weekly safety briefings orally to department.

Supervisor (Continued)

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- Conducts or assures proper health and safety training.
- Ensures that employees are aware of hazards.
- Provides employee consultation on safety issues.
- Ensures that injures are treated and reported promptly.

Supervisor (Continued)

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- Investigates all accidents.
- Acts upon all hazardous conditions reported by workers.
- Sets a good example by following safe work practices

Health & Safety Manager

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‣ Informs management of safety and health issues and needs.

‣ Advises operational management of required and necessary health and safety training and personnel issues related to health and safety.

‣ Assists management and supervisors in training.

‣ Develops facility specific health and safety regulatory and best practices programs and provides technical guidance.

Health & Safety Manager (Continued)

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‣ Maintains health and safety records.

‣ Monitors completion of safety and health responsibilities.

‣ Measures health and safety performance.

‣ Evaluates injury risks and helps assure regulatory compliance.

Health & Safety Manager (Continued)

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- Investigates all accidents.
- Motivates, trains and is responsible for developing and training the facility safety team.

Employees

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- Conducts work activities in compliance with health and safety rules.
- Reports unsafe conditions to supervisor.
- Accepts personal responsibility for a safer workplace.
- Assists safety team and safety coordinator with safety suggestions.

Employees (Continued)

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▸ Reports injuries, accidents or near misses to supervisor.
▸ Promotes safety with fellow employees.
▸ Participates in safety goal and objective attainment

Accountability

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▸ Measures must be taken to hold employees, supervisors, managers and staff members accountable for various elements of the health and safety program. Items that will assist with accountability are:
  ▸ Health and safety training.
  ▸ The facility performance appraisal program.
  ▸ The facility disciplinary action program.
  ▸ Positive reinforcement.

A safety culture is the result of:

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- ▸ The attitudes of management and employees regarding the value of safety in the workplace.
- ▸ The development, maintenance and enforcement of policies, procedures, and processes.
- ▸ Line or staff responsibility and accountability for minimizing potential for injury risk.
- ▸ Ensuring that effective disciplinary procedures are developed, practiced, and consistently enforced.

A safety culture is the result of: (Continued)

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- ▸ Actions in response to unsafe behavior.
- ▸ Ensuring that job training, including health and safety training, is comprehensive and effective.
- ▸ Making resources available and forecasting future needs in the overall business plan.

Panel discussion

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- Mark Styers
- Hillary Whitney
- Gary Clark
- Andy Metsker
- Dean Hiles
- David Burke

Do you have any questions regarding How to Establish a Safety Culture within your Organization?

Please bring questions for the panel to answer during a brief Q & A.

Question examples include:

How do I obtain management commitment and employee engagement?

How do I hold employees and managers accountable/ responsible?

How do I implement this type of program?

Why is it important to have a good safety culture?