



SAFETY NEWS BULLETIN

SEPTEMBER 15, 2018
VOLUME 11, ISSUE 8

Safety Culture

What is a Safety Culture?

A Safety Culture is the set of values, attitudes and beliefs that management and the workforce use to determine how they act at work. Safety should not be viewed or stated simply as a priority. The priorities of a company can change over time, and even on short notice, but values do not. To say that safety is a priority means that it will change based on the needs or urgencies of the moment and will not always be on the top of your priority list.

Core Elements:

- Management's commitment to safety
- Regular on-going training
- Supplying proper Personal Protective Equipment
- Good housekeeping
- Worker involvement
- Co-worker support
- Personal accountability

Seven Safety Steps Your Company Can Take To Build A Stronger Safety Culture:

1. View and present safety as a continuous process instead of a focus item when incidents are on the rise. Don't stop training just because you get busy or distracted. What message do you think that sends to employees? Integrate safety activities into daily operations. Be sure it is something to you can stick with and grow with, not a new priority that appears to workers as yet another add-on or a "flavor of the month".
2. Look at near-misses or accidents as indicators of a series of connected events that led to the incident, not as a one-time or isolated event. You must stop thinking that some accidents are just not preventable. Be sure to do a Root Cause Analysis type of investigation.
3. Make the effort to encourage workers for improving safety performance. Watch for improvements and recognize them. Every manager should verbally recognize a safe act and give positive reinforcement at least two times a day.
4. Get employees involved in the safety decision-making process instead of dictating new policies and priorities. If it comes from them, it makes them accountable.

5. When near-misses or accidents occur, look first at why the safety management system failed instead of looking to place blame. Look at accident investigations as action planning, not fault-finding missions. Make all accidents a big deal, not to appoint blame, but to get employees involved for future prevention. It sends a message that it is not acceptable to have accidents and if done right, shows that management cares.
6. Identify all of the "hidden" costs of workplace injuries and illnesses, such as lost work days, loss of production, Workers' Compensation, and time spent on claims management and replacing a worker. Measure the costs over time to see what benefit safety is to the bottom line. If you can measure it, you can manage it. Make the case to management that these costs can be managed and reduced with a stronger commitment to safety.
7. Train, inspect, enforce and encourage for safety as a part of your daily business practices.

Safety Compliance Company can assist you with creating your company's safety culture plan. Contact your SCC Representative to assist you in reviewing your safety program to be sure that your company is in compliance with OSHA regulations.

Sincerely,

Kirk Herold
Vice President
(562) 822-7233
kirkh@safetycompliance.com



Mission Statement: A worthy enterprise is based on educating and servicing.
Thomas Herold, President