Building a Safety Culture

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TOPIC: Building a Safety Culture

Safety Culture can be thought of as the values, beliefs, perceptions and normal behaviors that are shared by employees.

Whether it is intentional or not, every organization has a safety culture. The question is whether the safety culture is what we want it to be and what can we do to change it.

☑ POSITIVE SAFETY CULTURE: In a positive safety culture:

- o Communication is open at all levels of the organization and feedback is seen as vital to improving safety processes.
- o Individuals at all levels focus on what can be done to prevent injuries or illnesses.
- o There is a commitment to safety regardless of all other concerns in the business.
- o People and their well being are valued. The focus is on protecting people, not the bottom line.
- o All personnel, especially senior managers, demonstrate their commitment to safety by following all safety processes and procedures, just as they instruct their employees to do.

☑ NEGATIVE SAFETY CULTURE: In a negative safety culture:.

- o Communication is not open at all levels; employees do not openly communicate with upper management.
- o Safety rules are used to discipline employees.
- o Management may not follow safety rules (for example, not wearing hearing protection or other PPE as they are supposed to).
- o Production demands require less focus on safety.
- o Management's concern is not for the well being of the employees, but rather for a good safety record.

Questions to Generate Discussion

- What kind of safety culture do we have?
- What can our management team do to improve our safety culture?
- What can you do, individually, to improve our safety culture?
- Why is communication so important in establishing a safety culture?
- Do you feel you could approach a peer to discuss something that they could do more safely? Why or why not?
- If you could change one thing about our safety culture, what would it be?

Discussion Date: _____

Employee Participants:

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