



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:

Communication is open at all levels of the organization and feedback is seen as vital to improving safety processes.

Individuals at all levels focus on what can be done to prevent injuries or illnesses.

There is a commitment to safety regardless of all other concerns in the business.

People and their well-being are valued. The focus is on protecting people, not the bottom line.

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:

Communication is not open at all levels; employees do not openly communicate with upper management.

Safety rules are used to discipline employees.

Management may not follow safety rules (for example, not wearing hearing protection or other PPE as they are supposed to).

Production demands require less focus on safety.

Management's concern is not for the well-being of the employees, but rather for a good safety record.

SOURCE: safetytoolboxtopics.com



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