

RISK CONTROL CONSULTING

Creating a Safety Culture

Creating a culture of safety isn't formed overnight. A simple training class or checklist doesn't invoke employees to think and act in a manner resulting in reduced injuries and time off from work. So, what exactly should you do to move towards a safety climate?

STEP 1: Responsibility and Accountability

Safety is a team effort starting at the top. Management, supervisors, and staff each evaluated on their safety performance. Incorporating both responsibility and accountability involves who must do what and establishing a consequence for action (or inaction). If an audit is assigned to an employee and the completion of that audit is noted in both the employee and supervisor's performance evaluation, the positive or negative impact will cause both to consider before ignoring this requirement.

STEP 2: Job Evaluations

Writing safety into everyone's job description is critical. Be specific. The statement should hold the employee accountable for specific actions. For example: The [job title] is responsible for attending all required safety training, following all safety rules and reporting workplace injuries in accordance with [organization name]'s policy. It is the employee's supervisor or department head to confirm these actions are followed. This means provide training and personal protective equipment as well as investigation all accidents.

STEP 3: Training

A general rule of thumb for training is – if you have a written safety program, training should be provided annually. In order to promote safety from the top down, it is best if managers perform the training or host the training event. Training does not have to be limited to safety and health but may also include tips on communication, team building and hazard recognition. Bringing individuals together for training helps build cohesion and starts opening the lines of communication.

This Tribal First Risk Control Consulting fact sheet is not intended to be exhaustive. The discussion and best practices suggested herein should not be regarded as legal advice. Readers should pursue legal counsel or contact their insurance providers to gain more exhaustive advice. For more information on this topic, please contact Tribal First Risk Control Consulting at (888) 737-4752 or riskcontrol@tribalfirst.com.