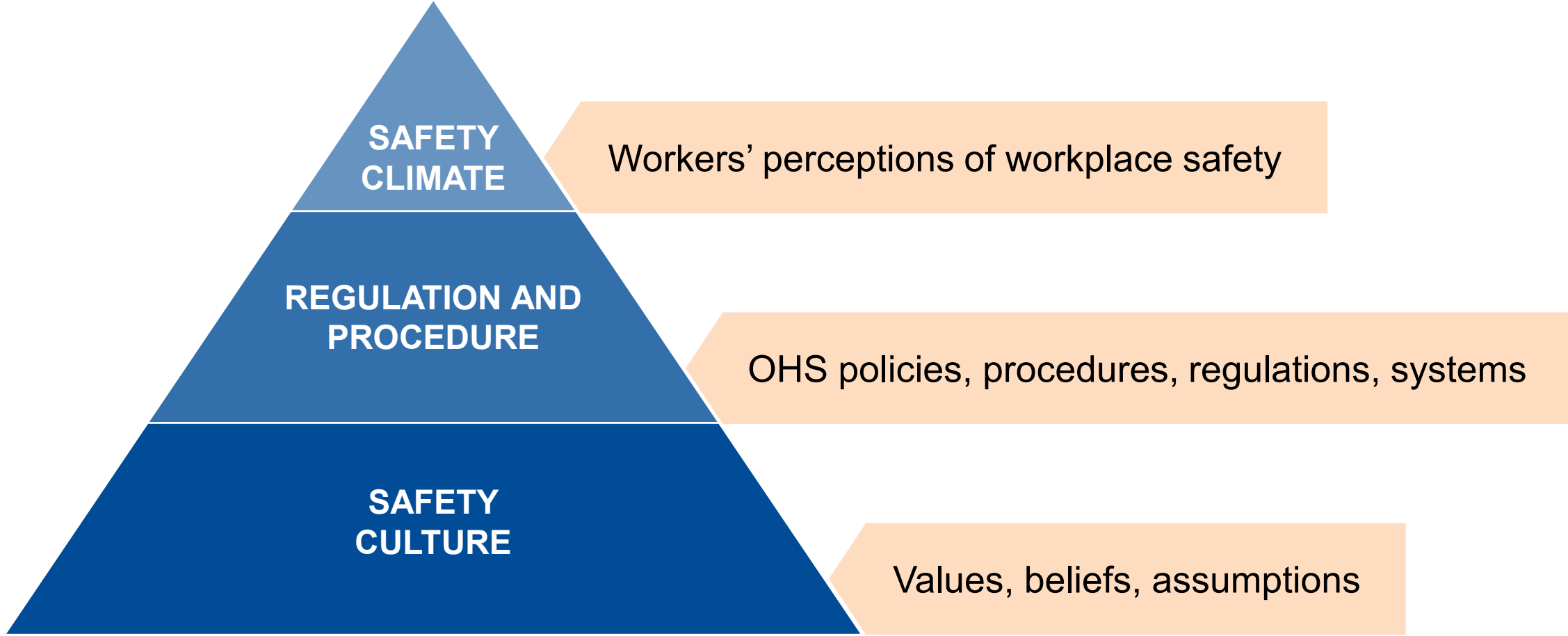




# Safety Culture and the JHSC

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# Safety Culture and Safety Climate



# Essential Aspects of a JHSC



REPRESENTS STAFF



FACILITATES COMMUNICATION

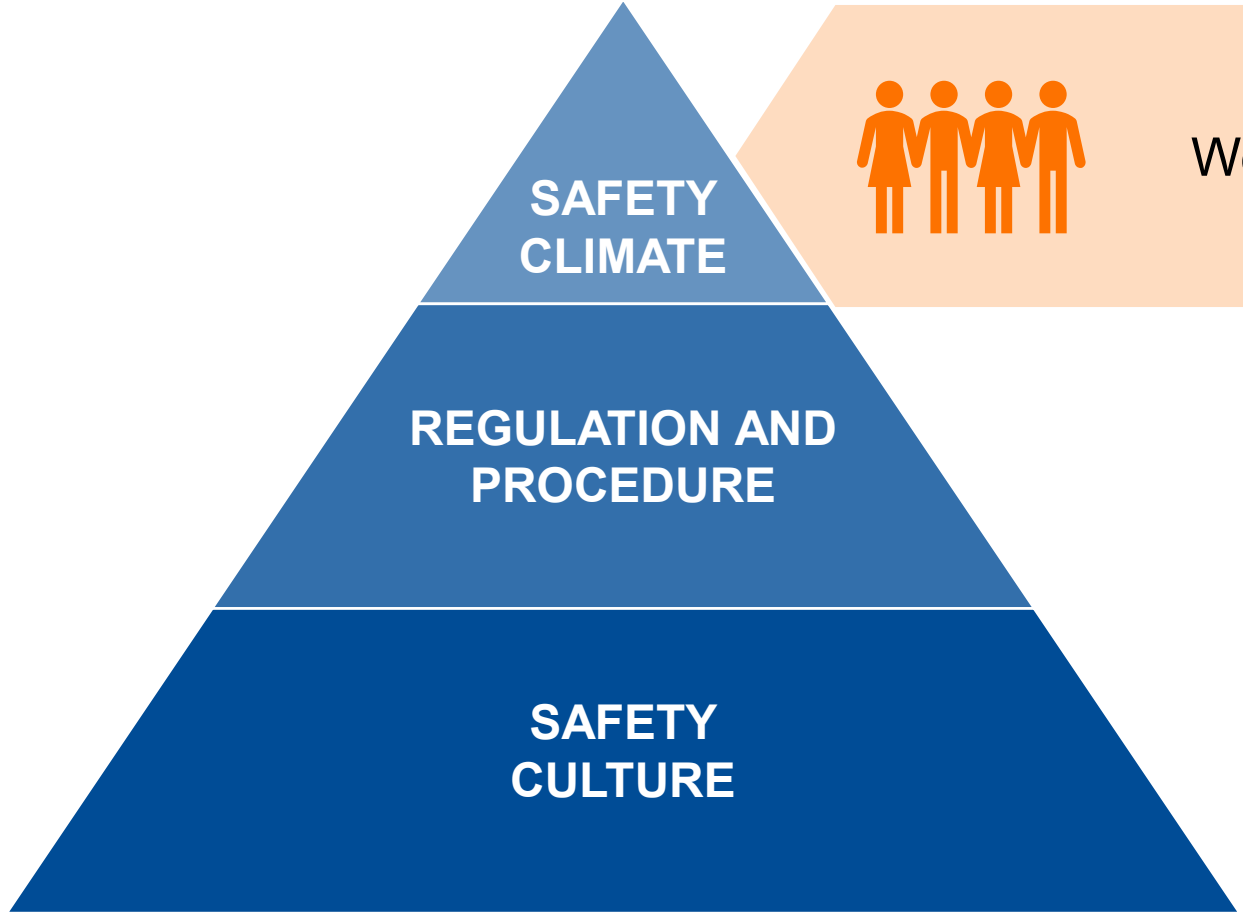


MAKES RECOMMENDATIONS



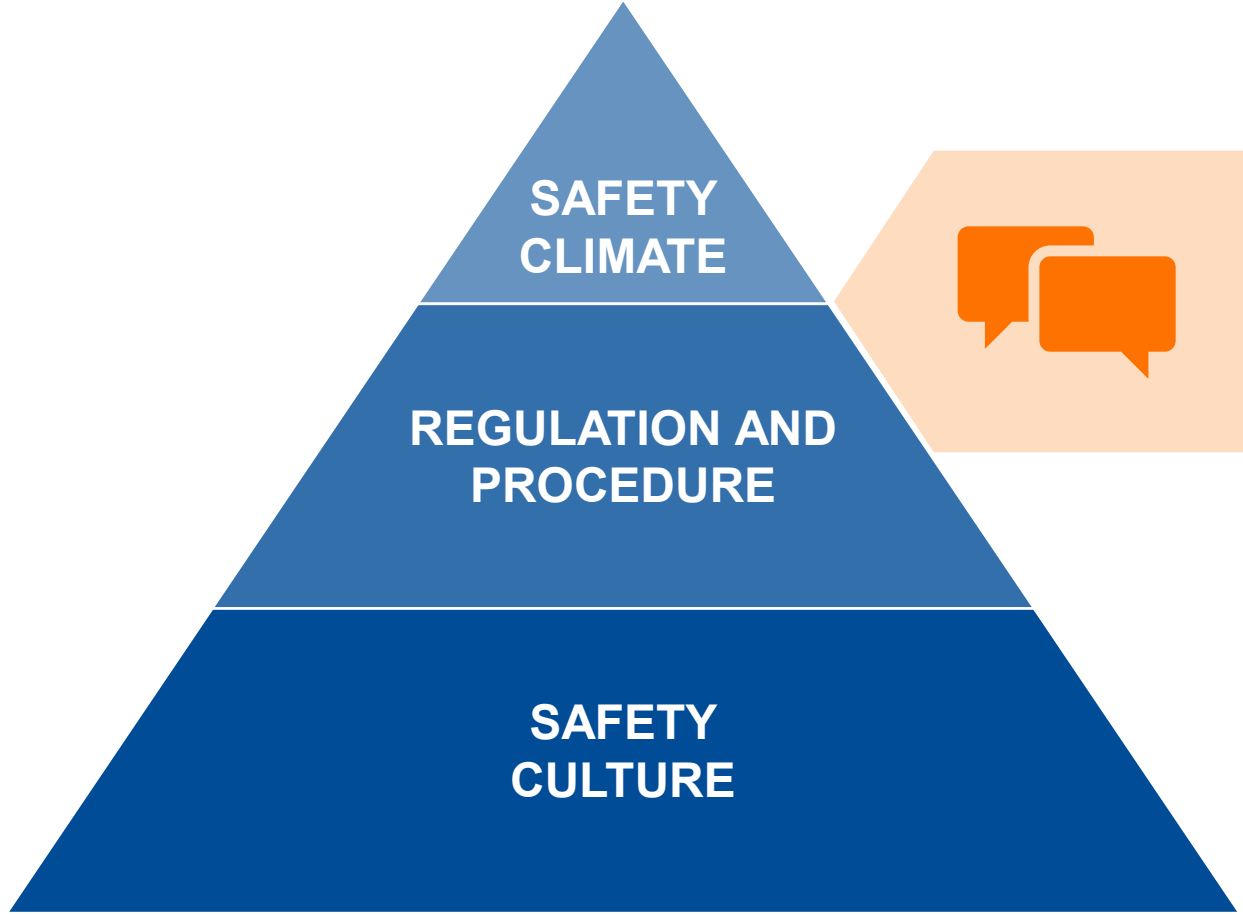
MONITORS OHS

# Impact of Representation



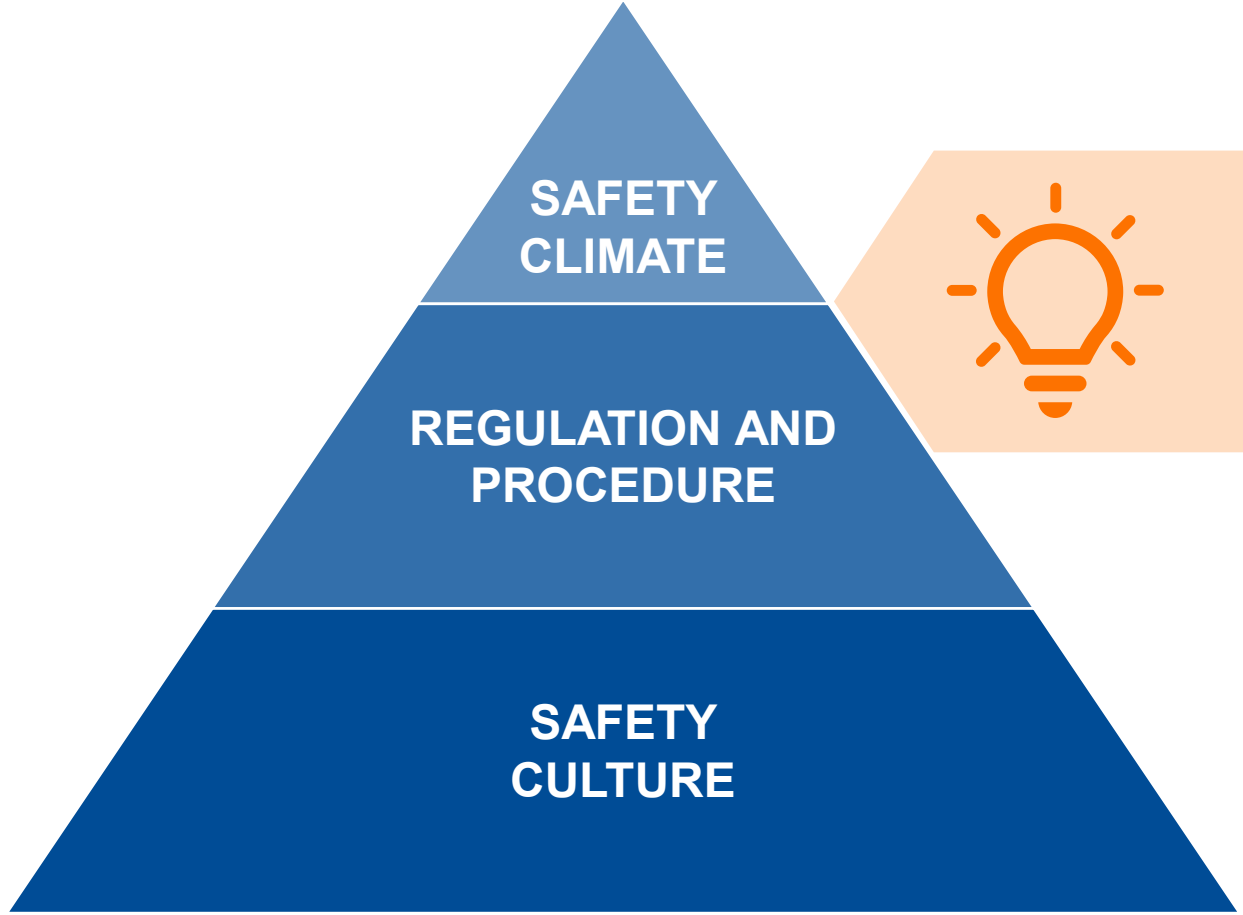
Workers have a voice in creating a safe workplace

# Impact of Communication




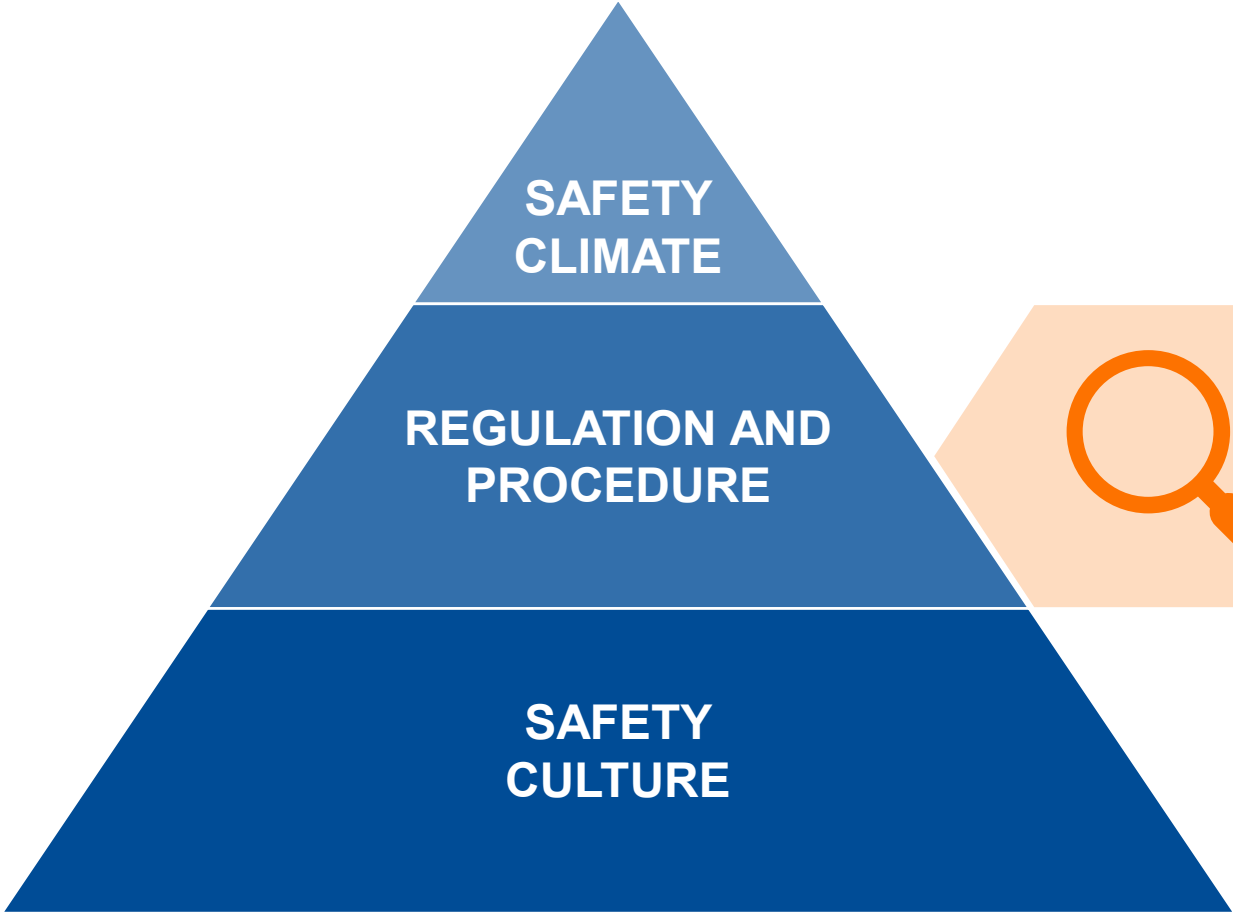
Sharing of information on hazards, preventive measures, incident investigations

# Impact of Recommendations



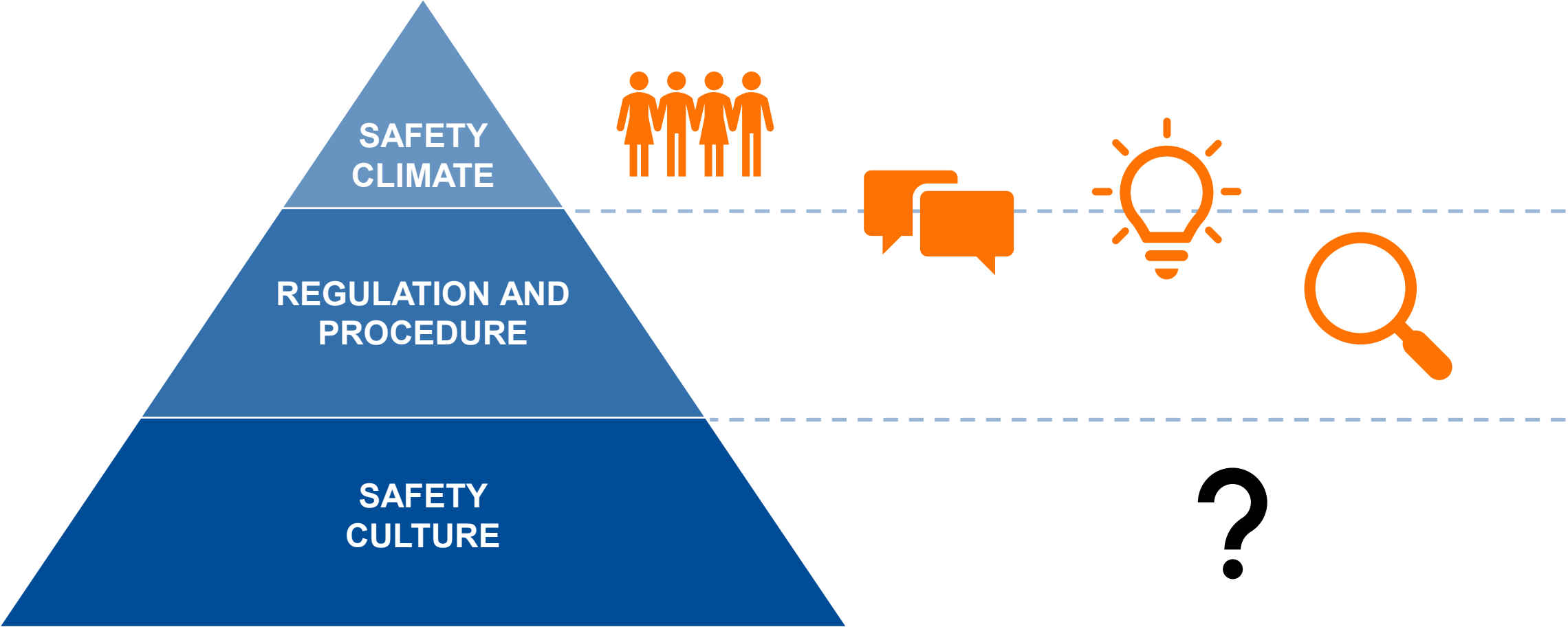
Taking action and resolving safety issues

# Impact of **Monitoring**



Checking the effectiveness of what's implemented

# What else impacts Safety Culture?





# Safety Culture Maturity® Model



- 1 Emerging as management commitment grows
- 2 Managing safety rules, policies, procedures
- 3 Involving frontline workers who take responsibility for safety
- 4 Company-wide cooperation and commitment to achieve safety goals
- 5 Safety is a core value and safety practices are continuously improving

# Strategies

A scenic landscape at sunset. In the foreground, there is a well-maintained vineyard with rows of grapevines supported by wooden stakes. The middle ground shows a calm lake reflecting the golden light of the setting sun. In the background, there are rolling hills and mountains under a sky filled with dramatic, dark clouds. The overall mood is peaceful and serene. The word "Strategies" is overlaid in large white text on the left side of the image.

# Establish Executive / Leadership Buy-In

- Understanding that beliefs and attitudes that shape our behaviors are what create culture
- C-suite, Owners, Leadership have a vital role in creating and supporting Safety Culture
- Organizations are looked at as a whole and not as separate Ops / Fin / Sales but as a complete company with crossover to establish a cohesive and collective program



# Establish Executive / Leadership Buy-In



**IMPORTANT**

- What typically is valued – gets done. Leadership must show this through their actions and not just the talk
- Fostering a safety culture, communicating the importance of safety and rewarding a safety also promotes a strong safety culture
- Management must set the tone by communicating the importance of safety just as much as other goals such as sales and production

# Be Knowledge Transformation Leaders

- Employees who translate new OHS knowledge into useable internal knowledge.
- They motivate co-workers and managers to act based on this knowledge.
- They influence key players to make improvements.
- These are often key enablers in safety culture initiatives.
- All JHSC members can be KTLs at their workplace.



# Go Beyond Representation



- JHSC members can make themselves more visible and accessible to workers
- Visibility can improve worker perception of efforts to improve OHS and reassures their voice is heard
- Becoming more accessible to workers facilitates communication and shows a proactive approach
- At toolbox talks, meetings, events, etc.

# Create and Support Active Safety Committees

- Reality – staying excited and focused on the needs and tasks of the safety committee is challenging
- Diversity is key with upper management all the way to PT worker representatives with a few "safety cheerleaders" to keep the engagement going
- What are the "goals" of the committee. Ensure to create consistency with meeting times, dates and agendas. This sets the tone for the importance of the meetings



# Create and Support Active Safety Committees



- Create an environment of interaction among members, bring in outside speakers to support the vision and goals of your Safety Committee
- Most important is actionable items assigned to members to complete. Follow up and follow through on these assigned items as this supports the commitment to the committee



# Invest in your Culture

- Safety Culture requires and investment and is difficult to achieve if not given this important consideration and attention
- Investment in this should be seen as a positive and responsible choice and not as an expense or expendable. Everything needs to be reviewed and understood as part of the plan to support a major pillar in a company's overall support



# Invest in your Culture



- Set goals and timelines on how and when items can be funded and based on the highest priority. All levels of the company are part of and developing this plan for it to be successful
- Establishing a priority on this is as important as determining a new location, hiring the right staff or funding assets for a business. Safety must be seen as one of the core pillars of the business and legitimized by investing in it

# Communication and Empowerment

- We have all heard, communication is key. Communication reinforces management's commitment to the safety culture and to not be just another "to do item"
- Empowering all, from the leadership to the frontline worker and giving them the tools and resources to be successful in their ability to perform and complete their work safely every time.



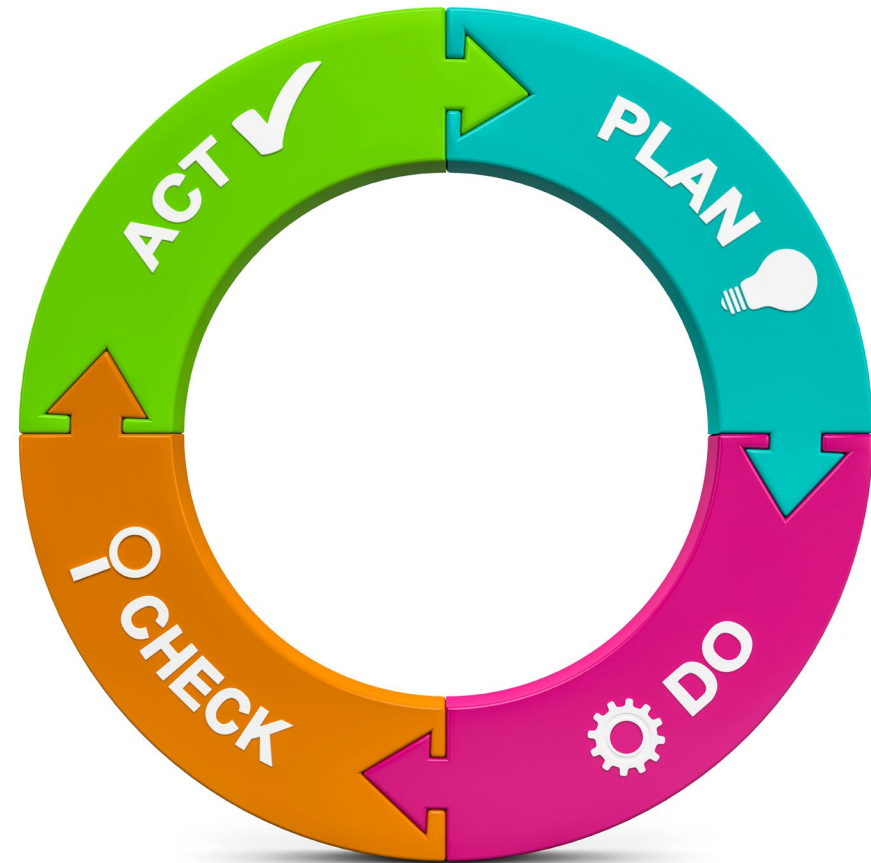
# Communication and Empowerment



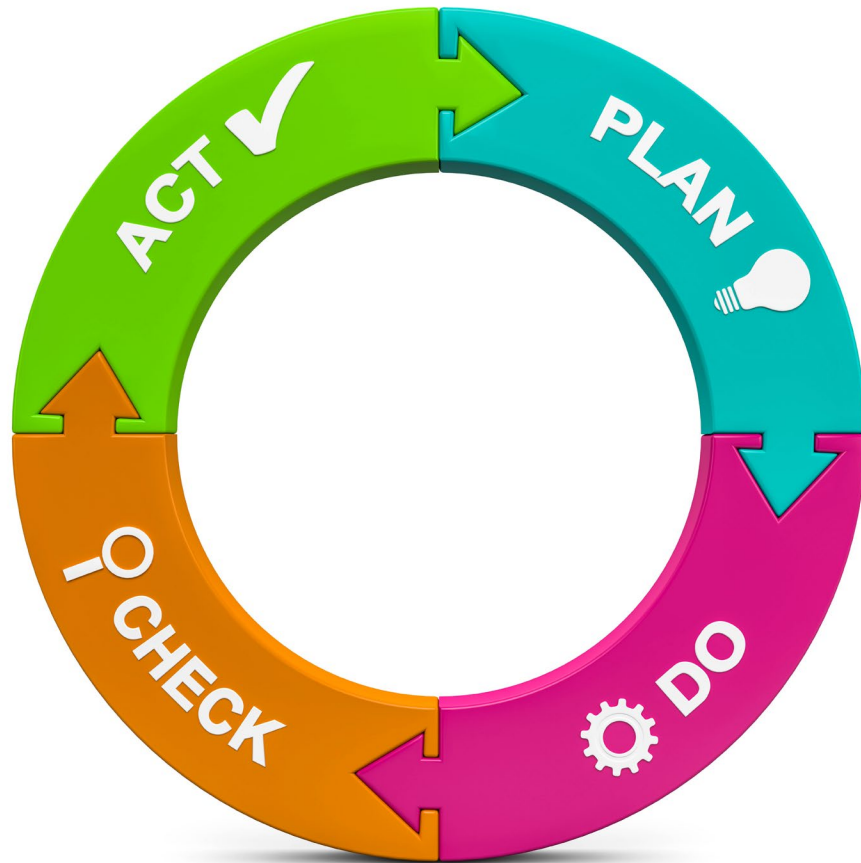
- Enable effective evaluation and reporting of issues. Creating a Safety Culture Survey is an important way to engage all employees to provide needed feedback. Do you feel safe to share your concerns or thoughts? Does the safety culture environment provide positive recognition for the timely reporting of safety concerns to management?
- Employees should be encouraged and met with praise when bringing issues forward. Supervisors, managers and leadership should be proactive, support workers concerns and look for meaningful solutions

# Continuous Improvement

- Through this process you will see improvements. Recorded incidences and accidents will decline and your team will see the value in the work being done. Complacency is easy to fall into and we need to set new goals and remain proactive
- Having your team looking forward at potential risks, hazards or improvements that can be made are an important part of ensuring continuous improvements



# Continuous Improvement



- Learn, grow and improve. Continued learning, safety classes or other related continuous learning really improves long term success and overall culture improvements
- Create a safety recognition and or an incentive program to support and celebrate safety milestones and successes can greatly improve Safety Culture



# The Challenge

# We are here to help...

Book a meeting with one of our Safety Advisors:

P: 604.795.9595

E: [manufacturing@safetyalliancebc.ca](mailto:manufacturing@safetyalliancebc.ca)

Visit our website for more resources and information:

[www.safetyalliancebc.ca](http://www.safetyalliancebc.ca)







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