

Leadership and Commitment*



Leadership allows leaders to influence to achieve company health and safety goals. Commitment is a quality that inspires and attracts people to follow and demonstrates that a leader acts on the cause.

A strong and visible leadership can help prevent accidents, injuries, and other risks. It also helps create a high standard of safety management and health.

Why is it important?

Leadership is crucial to achieve health and safety goals and objectives in the workplace. If leadership treats health and safety as a priority, the rest of the company will follow. Improving health and safety performance is the foundation of a successful health and safety culture.

Key characteristics of strong leadership and commitment

A health and safety culture shows a commitment to keep workers safe on the job. Include health and safety in every part of your business through:

- Managers aware of health and safety requirements in their areas
- Leaders addressing health and safety topics regularly, not just after an accident

- Senior management investing time and money in health and safety
- Policies embedding safety into all business activities
- Leaders supporting health and safety initiatives that go beyond regulatory compliance
- Employees having necessary resources for health and safety

Associated risks

Poor leadership in health and safety can contribute to incidents such as:

- Catastrophic events (e.g. Titanic, Deepwater Horizon Oil Spill, Fukushima nuclear crisis)
- Fatalities, injuries, or property and equipment damage
- High injury rates, sick days, down time, and insurance premiums
- Low employee morale
- Penalties and loss of reputation and business
- Ineffective OHS systems

Preventative next steps

The following help leaders demonstrate their commitment to health and safety:

- Establish annual health and safety plans
- Communicate health and safety information and make it a topic of everyday conversation
- Be aware of injury and illness statistics and investigate near misses, incidents, and accidents
- Visit the shop floor regularly to champion the safety agenda
- Set clear expectations, encourage accountability, and give feedback for good behaviours
- Invest in health and safety training and measure the outcomes of health and safety activities
- Be honest and open about health and safety issues
- Create a culture that values health and safety and be transparent about its importance in the workplace
- Engage workers in all aspects of health and safety, including planning, implementation, and daily work activities
- Strive to improve continuously health and safety performance



For additional resources visit:

WorkSafeBC: [Leadership & commitment](#)

Leadership and Commitment Toolbox Talk

Name of Facilitator: _____ Date: _____

Supervisor Signature: _____ Date: _____

Safety Specific Training Requirements: Identified Hazards/concerns

_____	_____
_____	_____
_____	_____
_____	_____

Employee feedback/questions/recommendations

_____	_____
_____	_____
_____	_____
_____	_____

Workers who attended

Name	Initial	Name	Initial
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Key Talking Points
