

PROMOTING A POSITIVE SAFETY CULTURE



According to [Safeopedia](#), safety culture is defined as the way in which safety is managed in a workplace. It is the combination of beliefs, perceptions and attitudes of employees toward the safety of workers and the overall safety of the work environment. Cultivating a safety culture is a key aspect in maintaining workplace safety.

Every workplace should know whether their safety culture is positive or needs improvement. If you are not sure, consider if employees follow policies and procedures even when no one is around? Are employees reporting hazards and injuries, is personal protective equipment provided and equipment in good working order? Do employees look out for one another and do you feel supported by management? All these things contribute to the type of safety culture at the workplace.

IF YOU FEEL YOUR SAFETY CULTURE CAN IMPROVE, HERE ARE SEVEN WAYS TO START:

- **TRAIN:** By providing appropriate and consistent training for staff, you are sending the message that safety is a priority. Training also prepares employees for possible hazards they may encounter on the job allowing them to recognize those hazards more easily.
- **BUILD TRUST:** Building trust takes time, but is best accomplished by being honest with one another, communicating clearly, being responsive to one another and being consistent.
- **DEMONSTRATE COMMITMENT:** Administration and employees all have a responsibility to lead by example and consistently do what is right. The focus needs to be on the team, not on the individual. Promises need to be kept when it comes to safety and everyone should have an open mind.
- **COMMUNICATE:** Communication should be clear, consistent and often. Regular staff meetings are a great way to discuss safety concerns. These meetings can be done by staff and rotate through the group. All relevant policies should be available to staff.
- **EMPOWER OTHERS:** By empowering employees to have a say in safety at work, employees feel a sense of ownership and that their opinions matter. Safety committees are a great way to foster this environment. Allow the safety committee to review safety policies for accuracy and recommend improvements.
- **CONTINUALLY IMPROVE:** Regularly review your safety policies for accuracy and make any necessary changes. Performing safety assessments works well for identifying risks. Requesting input from employees regarding what is working well and what needs to be changed can also be very effective.
- **RECOGNIZE SAFE PRACTICES:** Hold monthly staff meetings to discuss safety and other topics affecting the workplace. This is a great time for anyone to recognize a staff member seen being safe. Peer recognition is a powerful tool.

Fostering a healthy safety culture will assist in reducing risk exposures, reduce absenteeism, raise productivity and minimize the frequency and severity of injuries. The National Safety Council estimated that for every dollar you spend on prevention, it has the potential to save you two dollars. If your workplace is able to save money, think about what you could do with it — adding staff, upgrading equipment or repairing buildings.

If you have any additional questions or concerns regarding your safety culture, please contact PACE Risk Management.