

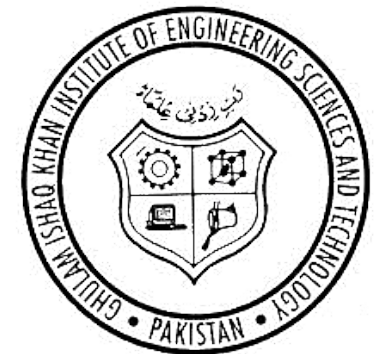


# Promoting a Positive Health and Safety Culture

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## Occupational Health and Safety (CH161)

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# What is Safety

The condition of being protected from or unlikely to cause danger, risk, or injury.

- **Culture:**

“A culture is a way of doing things that is **shared, taught or copied**”.

*Everyone in a particular culture tends to do things in a similar way, which they would consider to be the **norm**.*

- **Multicultural:**

*Coexistence or interaction of different cultural groups within a society or organization.*



# Health & Safety Culture

A culture in which the **right to a safe and healthy working environment** is respected at all levels, where **government, employers and workers** actively participate in securing a safe and healthy working environment through a system of **defined rights, responsibilities and duties**, and where the **principle of prevention** is accorded the highest priority.

## Safety culture is the combination of:

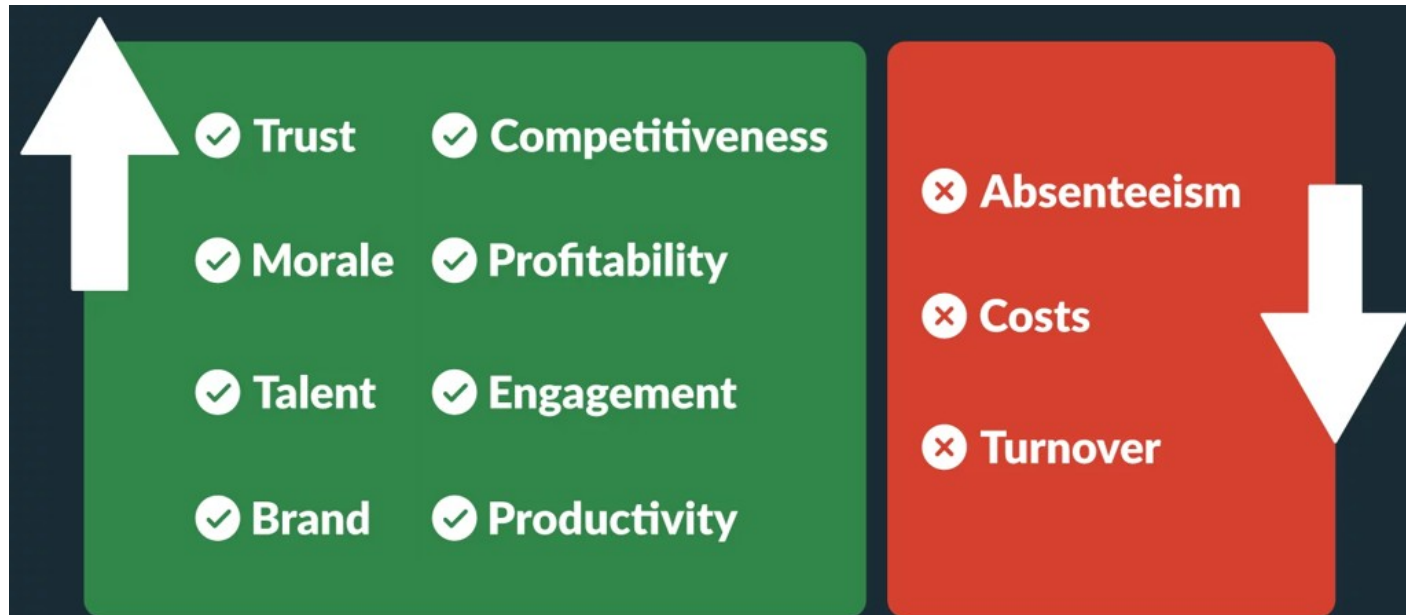
1. How people feel about safety (the safety climate),
2. What they actually do, and
3. The Policies & Procedures that an organization has.



# Why a Safety Culture?

- Predicts Safety Performance!
- Builds Trust within the organization.
- Reduction in number of accidents & Injuries
- Increased Productivity/reduces disturbances
- **Improved Employee Morale**
- Cost savings/Lower Insurance Rates
- Improved Public relations.
- Fewer lost work days
- ✓ And many more

## Benefits:



# Signs That Suggest A Poor Safety Culture

- High accident rates
- Routine procedural violations
- The perception of a blame culture
- A high sickness, ill-health, and absentee rate among the workforce
- Failures of compliance with health and safety systems
- Management decisions that prioritize stakeholders/cost over the safety of their employees.
- Health & safety training as a low priority, relying on 'e' training.



# Signs That Suggest A Poor Safety Culture

- No resources (in terms of budget, people or facilities) made available for the effective management of health and safety.
- A lack of compliance with relevant health and safety law and the safety rules and procedures of the organization
- Poor selection procedures and management of contractors
- Poor levels of communication, cooperation and control
- A weak health and safety management structure
- High insurance premiums.



# Signs That Suggest A Positive Culture

- Management Commitment to Safety and Health
- Safety and Health Upheld as Company Values
- Accountability for Safety and Health
- Worker Involvement in Job Site Safety and Health
- Leadership by Job Site Supervisors
- Effectiveness of Communication about Safety & Health
- Owner Involvement in Safety
- Health & Safety Knowledge and willingness to challenge deviation
- Visible management commitment at all levels in the organisation



# Signs That Suggest A Positive Culture

- Good knowledge and understanding of health and safety throughout the organisation; with Realistic Information, Training and Instruction.
- Visible evidence of investment in health and safety, including the quality of the working environment and provided equipment.
- Proactive approach to addressing improvements and defects before problems arise.;
- Effective communication up, down and across the organisation;
- Fair and just discipline system;
- Meaningful involvement of the workforce in all aspects of health and safety.



# Breaking A Health & Safety Culture

It takes a long time to develop a good culture, but it can be lost very easily. Erosion will occur more quickly than growth, and single events can have a catastrophic impact.

Examples of where it can go wrong include:

1. Managers 'forgetting' to talk about safety;
2. Managers appearing to pay 'lip service' to safety;
3. Unfair disciplinary action
4. Failure to respond to issues raised by the workforce;
5. Failure to consult the workforce when decisions are made.

*Cultures continually evolve, and continuous attention is required to ensure changes are positive and not negative*

# How to Improve Safety Culture ??

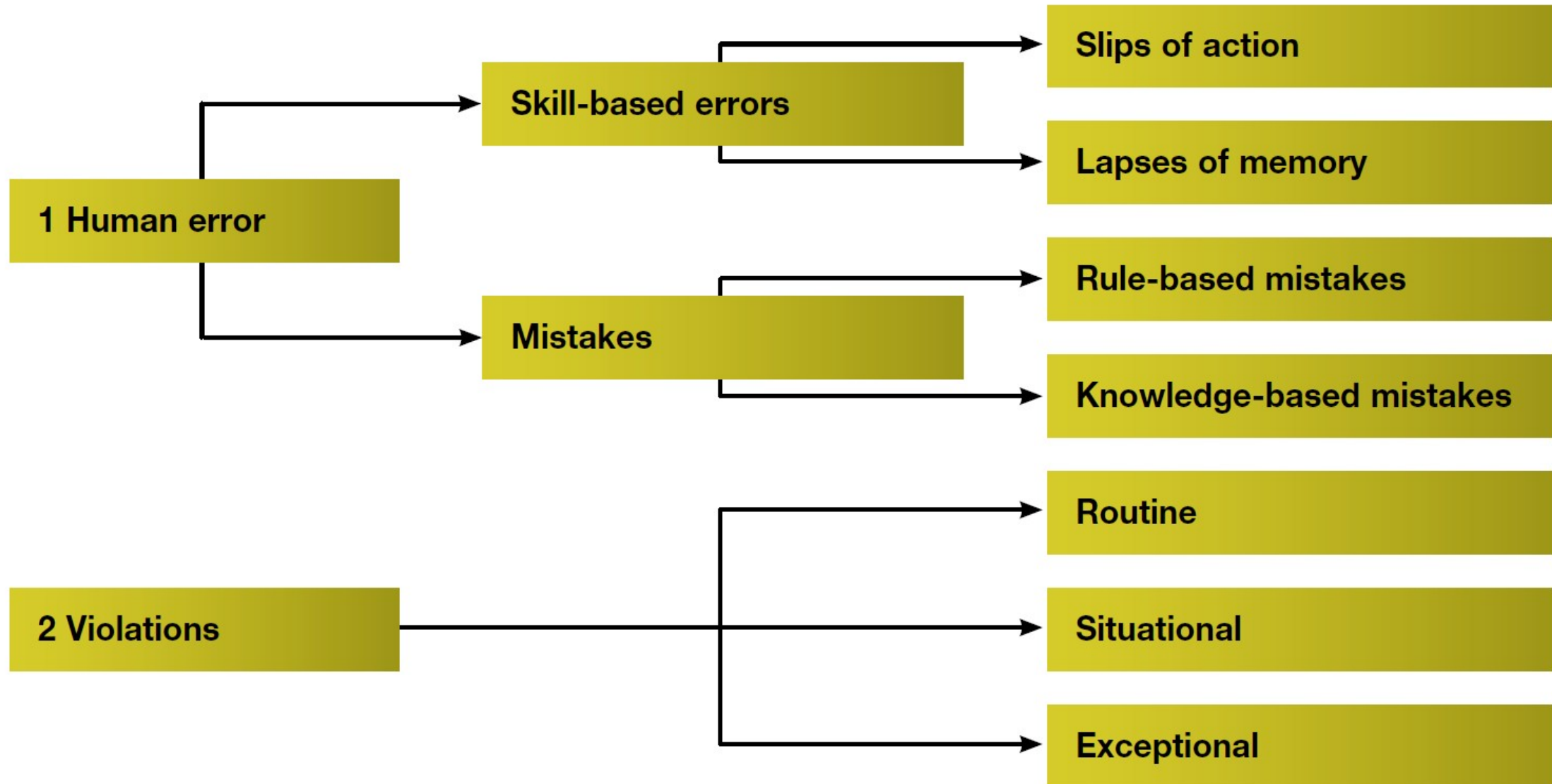
- ✓ Increase the amount of time, managers spend visiting the workplace (not just after an accident);
- ✓ Improve managers' non-technical skills e.g., communication;
- ✓ Increase levels of workforce participation in safety-related problems and solutions;
- ✓ Promote a 'just culture' where blame is only used when someone takes reckless risks;
- ✓ Implement an induction training assurance program to ensure everyone throughout the organization has the skills they need to work safely.



# How to Improve Safety Culture ??

- **Identify** how workplace injuries or illnesses can affect your everyday life.
- Identify common symptoms, aches/pains, illnesses and injuries that are associated with your work.
- Identify and recognize the exposures and hazards linked to work-related illnesses and injuries.
- **Develop** solutions and strategies to address these identified hazards.
- **Listen while employees talk.** They may have spent a long time thinking about the matters under discussion – and they may have excellent ideas.
- **Acknowledge employees' opinions**, even if they are at odds with your own.
- Try putting yourself in their shoes.
- Give people room to **save face**, especially after criticism, failure, or disappointment.

# Human Factors and their Influence on Safety Performance



# Health & Safety Training

- Health and safety training is a very important part of the health and safety culture, and it is also a legal requirement.
- There are several different types of training; these include:



## 1. Induction Training:

- Induction training should always be provided to **new employees, trainees and contractors**.
- It is useful if the employee signs a record to the effect that training has been received.

## 2. Job-Specific Training

- **Job-specific training** ensures that employees undertake their job in a safe manner.
- Details of the safe system of work or, in more hazardous jobs, a permit to work system, should be covered.

# Health & Safety Training

## 3. Supervisory & Management Training

- Supervisory and management health and safety training follows similar topics to those contained in an induction training course but will be covered in more depth.
- There will also be a more detailed treatment of health and safety law.

## 4. Specialist Training

- Specialist health and safety training is normally needed for activities that are not related to a specific job but more to an activity.
- Examples include first-aid, fire prevention, fork-lift truck driving, overhead crane operation, scaffold inspection and legal health and safety inspections.
- These training courses are often provided by specialist organizations and successful participants are awarded certificates.



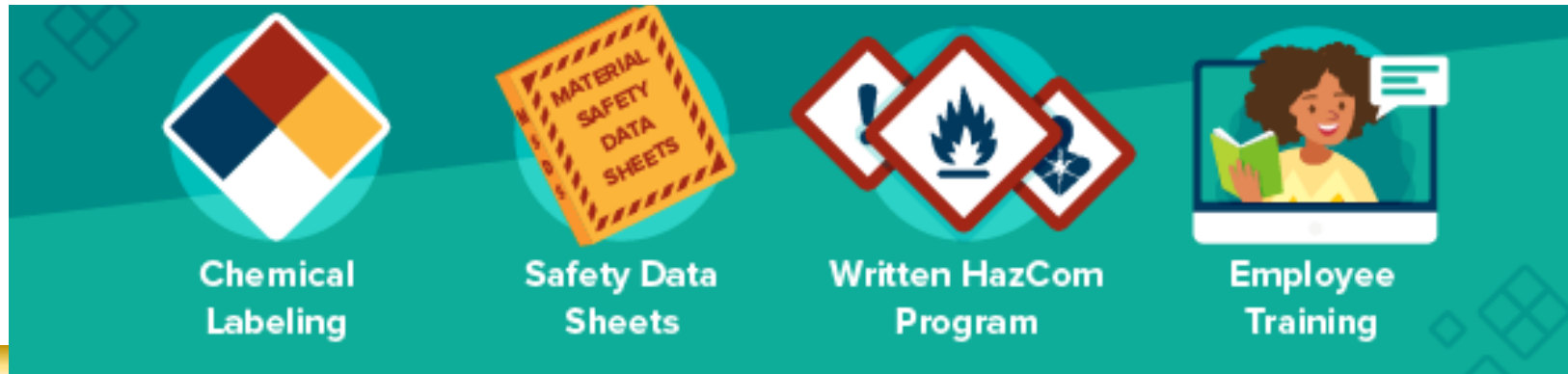
# HAZARD COMMUNICATIONS



Hazard communication (HazCom), is a set of processes and procedures that employers and importers must implement in the workplace to effectively communicate hazards associated with chemicals during handling, shipping, and any form of exposure.

This requires unrestricted employee access to:

1. Material Safety Data Sheet (MSDS)
2. Globally Harmonized System of Classification and Labeling of Chemicals (GHS)
3. Appropriate training to understand health and safety risks



Designed to protect employees from hazardous chemicals  
**"Right-To-Know Law"**

Purpose:

- ✓ Ensure the hazards of chemicals are evaluated
- ✓ Communicate hazards to employers and employees
- ✓ Provide information on protective measures available to prevent adverse effects









HSE department is designed to provide employees with the information they need.



## (ROLE OF EMPLOYERS)

- Hazardous Chemical Inventory
- MSDS (Material Safety Data Sheets)
- Labels, Tags or Signs
- Written Hazard Communication Program
- Information and Training



Pictograms:				
Health Hazards		Toxic		Acutely Toxic
		Corrosive		Carcinogen
Physical Hazards		Reactive		Compressed Gas
		Explosive		Flammable

## LABELS, TAGS AND MARKINGS

- Labels include
  - *Identity of the hazardous chemical*
  - *Appropriate hazard warnings*
- Do not affix new labels to comply with the standard if existing labels already convey the required information

HAZARD KEY	
4 - SEVERE	
3 - SERIOUS	
2 - MODERATE	
1 - SLIGHT	
0 - MINIMAL	

CHEMICAL NAME	
MSDS #	
<input type="checkbox"/> FIRE HAZARD	
<input type="checkbox"/> HEALTH HAZARD	
<input type="checkbox"/> INSTABILITY	
<input type="checkbox"/> PERSONAL PROTECTION	

PERSONAL PROTECTION KEY	
A	G
B	H
C	I
D	J
E	K
F	X Ask your supervisor for specialized handling directions

Safety glasses	Gloves	Respirator	Protective suit	Safety glasses	Gloves	Respirator	Protective suit	Safety glasses	Gloves	Respirator	Protective suit

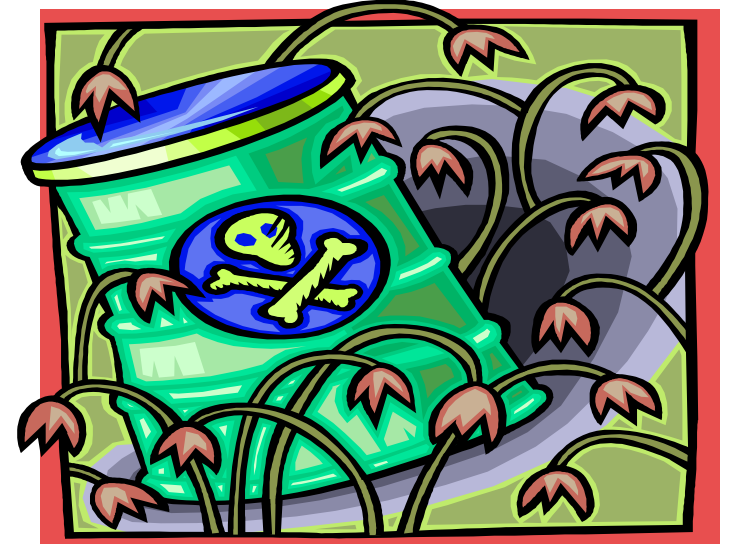
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## LABELING EXEMPTIONS

Some federal/provincial agencies control the labeling requirements for the following substances:

- *Pesticides*
- *Foods or food additives*
- *Distilled Spirits, tobacco*
- *Consumer products, cosmetics*



## DEVELOPMENT OF TRAINING PROGRAM

- Training programs must be developed that covers at least:
  - *MSDS's for each chemical*
  - *How to read labels & warnings*
  - *How to consult MSDS's*
- **MULTI-EMPLOYER WORKPLACES**

# **KNOWING ABOUT WORKPLACE HAZARDS**

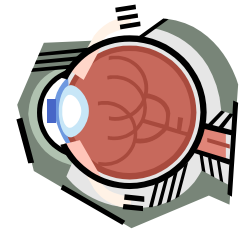
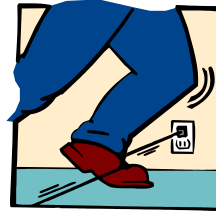
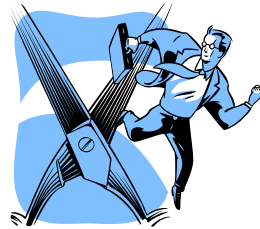


# What Are Hazards?

A hazard is anything that could hurt you or make you sick.

Hazards can;

- CUT YOU
- TRIP YOU
- BURN YOU
- CRUSH YOU
- HURT YOUR HEARING
- HURT YOUR EYES
- MAKE YOU SICK
- CAUSE YOU PAIN



# Find The Hazard



# Which picture shows the safe workplace?





Thanks