

Defining Safety Culture

The safety culture in an organization is the product of individual and group values, attitudes, perceptions, competencies, and patterns of behaviour that determine the commitment to and the style and proficiency of, an organization's health and safety management. Organizations with a positive safety culture are founded on mutual trust, by shared perceptions of the importance of safety and by confidence in the efficiency of preventative measures.

- John B. Taylor, Safety Culture: Assessing and Changing the Behaviour of Organizations

Safety Culture and Management Systems

Safety Culture elements

Leadership Commitment

Employee Empowerment and Accountability

Resiliency

Vigilance

A strong safety culture is developed when leaders uphold values, demonstrate commitment and communicate expectations. An organizational leader's ability to do this in an efficient and effective manner directly influences their success in culture change initiatives. Leveraging a management system provides the necessary structure and systematic approach that enables culture change. It provides every employee in an organization with line of sight into how their everyday work impacts the organization and each other. This improved visibility empowers them and aligns their attitudes and behaviors with the organization's values.

Culture change takes time, and the continuous improvement philosophy inherent in management systems allows an organization to build on positive cultural changes made and fosters continued and measurable progress towards cultural goals

Management systems are an integrated framework that provides a systematic approach to planning, implementing, measuring and improving organizational performance and culture. An effective management system provides a clear link to organizational goals and objectives, integrated processes and programs, methods to ensure conformity to standards and expectations and support for continuous improvement.

Combining safety culture and management systems into an integrated safety framework allows a company to continually monitor changes in culture. Implementing an active monitoring approach reduces the time between cultural assessments and allows for the identification and correction of minor infractions and issues before they become ingrained within the organization. It can take as little as six weeks for a negative behaviour to become a habit that erodes an organizations safety culture.

Integrated Safety Culture Framework



Applied4Sight has developed a proprietary Safety Culture Maturity Framework and tool that aligns and measures both safety culture and management systems. It integrates safety culture best practices from multiple high-risk industries including rail, chemical, nuclear, air traffic, aerospace, manufacturing, offshore, shipping and transportation industries.

Contact us to find out more.
www.applied4sight.com