



MCIT

Minnesota Counties Intergovernmental Trust
VIRTUAL RISK MANAGEMENT WORKSHOP

Benefits and Tips for Creating a Positive Safety Culture

PRESENTED BY:



Brian Doughty
MCIT Loss Control Consultant

The information contained in this document is intended for general information purposes only and does not constitute legal or coverage advice on any specific matter.

Overview

- Benefits of a positive safety culture
- What is safety culture?
- Foundations of a positive safety culture
- Pillars to build a positive safety culture
- Tools to help shape a positive safety culture

Benefits of a Positive Safety Culture

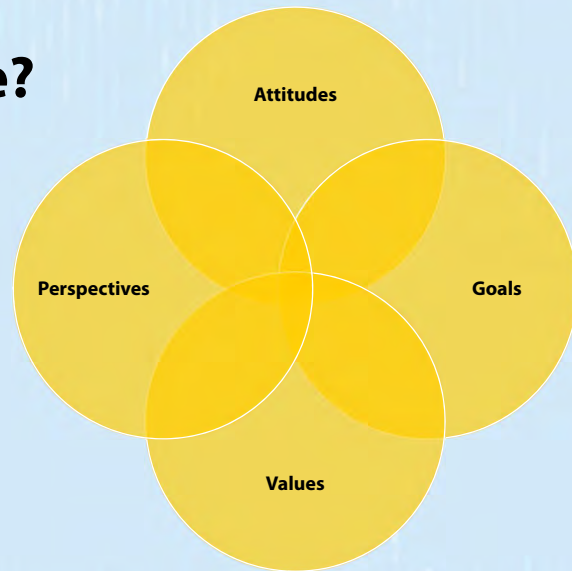
- Reduces employee injuries
- Improves communication
- Increases morale
- Improves productivity



What Is Safety Culture?

Culture:

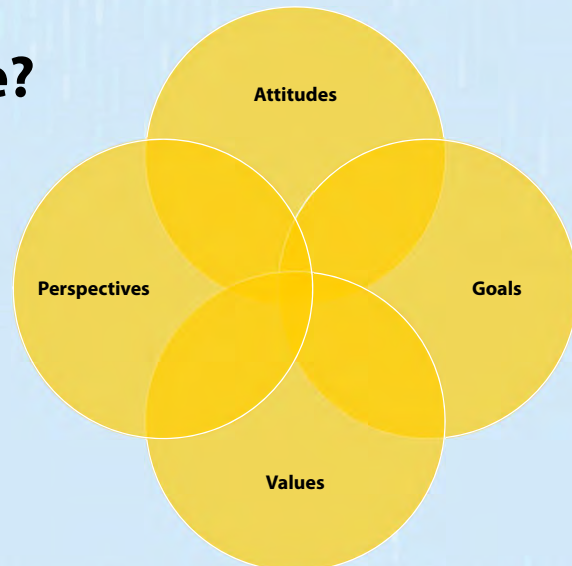
Shared attitudes, values, goals and perspectives that characterize an institution or organization



What Is Safety Culture?

Safety Culture:

Shared attitudes, values, goals and perspectives **aligned around safe work practices** that characterize an institution or organization



Negative Safety Culture



Feedback Loop



Safety Literacy



- All employees come to the job with varying perceptions regarding risk and safety
- Create mutual understanding of and expectations for safety at work

Building a Positive Safety Culture



Foundations of a Positive Safety Culture

- Organizationwide support and commitment to safety
- Open lines of communication
- Safety programs that align with actual work practices



Organizationwide Support and Commitment to Safety

- Incorporate safety messaging in several ways
 - Mission statements
 - Board resolution
 - Job descriptions/performance reviews
 - Ongoing messaging at team meetings
- Recognize and empower safety champions



Open Lines of Communication



- Encourage employees to bring forward concerns
- Improve safety literacy through training
- Involve employees in safety process

Safety Programs Align with Actual Work Practices

- Reflect the way employees actually work
- Reviewed annually



Pillars of a Positive Safety Culture



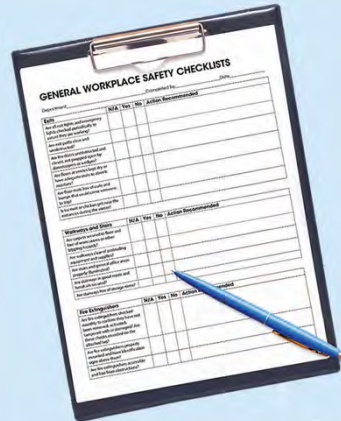
Active and Effective Safety Committees

- Safety clearinghouse
- Each member should be a safety liaison
- Activities can bolster commitment, communication and overall safety program



Regular Safety Audits

- Goal is a hazard free work place
- Formal safety audits
- Informal safety audits
- Hazard reporting



Incident Investigation

- Reduce future injuries
- Find root cause
- Have a process



Ongoing and Relevant Training



- Training enhances safety literacy
- Compliance vs. awareness
- Embed training throughout the year

Tools to Help Build a Positive Safety Culture



Safety Awareness Materials

- Posters
- Mini fliers
- Table tents
- Lock screen images
- Safety e-mails
- Short videos



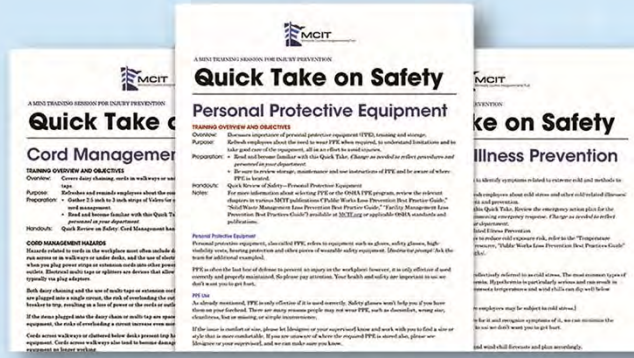
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Safety Campaigns



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Toolbox Talks/Short, Targeted Training



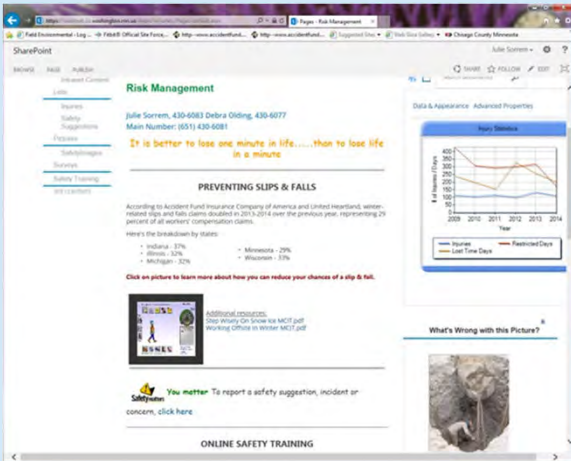
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Recognition Programs



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Intranet and Newsletters



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'Safety Culture: Techniques for Building Positive Organizational Change'

COMMUNICATION	Rarely/No 1	Sometimes 2	Often 3
Employees feel comfortable discussing safety issues with superiors.			
Employees feel comfortable discussing safety issues with other employees.			
Employee feedback is used in the creation of safety procedures, job hazard analyses, etc.			
There is a simple procedure in place for reporting safety hazards and concerns.			
When an employee reports a hazard, there is timely follow-through and feedback given to that employee.			
Supervisors and other team leaders can give safety responsibilities, tasks, feedback, and encouragement to employees, give constructive feedback, and follow through when an incident occurs.			
Supervisors include safety topics in their group meetings with employees.			

SMS	Rarely/No 1	Sometimes 2	Usually/Yes 3
Without accident data.			
Employees report concerns that procedures are put			
at least into and safety generalizing an action.			
Employees are involved in safety decisions to help to the safety of the organization. Other employees are involved in the communication process annually.			

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Safety Culture Awareness Campaign Materials

Posters, Mini Fliers, Table Tents, Lock Screens, Video, Label



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Join Us for More Workshops This Week

Register at MCIT.org/training-calendar/

Hot Topics in Risk Management

Oct. 23 at 10:30 a.m.

Trending Topics in Employment

Oct. 23 at 1 p.m.

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Discussion

Send questions, share experiences using the Chat feature