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### Overview

- What is safety culture?
- Benefits of positive safety culture
- What is a safety committee?
- Using a safety committee to build safety culture
- Building supervisor support and employee engagement

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# Safety Culture

What It is, Its Benefits

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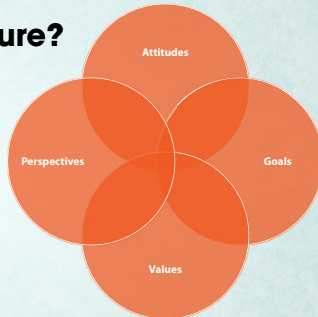
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## What Is Safety Culture?

### Safety Culture:

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

- Multiple cultures
- Slow to change



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## Benefits of a Positive Safety Culture

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



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## Negative Safety Culture



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## Negative Safety Culture



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## Feedback Loop



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## 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

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## Safety Committees

Using Them to Boost Positive Safety Culture

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## Safety Committees

- Joint labor and management committee
  - Representatives from multiple departments within organization
  - Address issues related to safety
- Center of safety
  - Communication/discussion
  - Safety activities and events



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## Using Safety Committees to Improve Safety Culture

- Committee members as department liaisons
- Departmental audits
- Accident investigation
- Meet regularly
- Include decision makers on committee

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## Sincerity and Honesty

- Say what you mean and mean what you say
- Walk the walk
- Insincerity is quickly recognized
- Focus on safety and well-being of employees



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## Safety Committee Members as Liaisons

- Vital source of communication:
  - Committee to co-workers
  - Co-workers to committee
- Members are a point of contact
- Takeaways agenda item



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## Departmental Audits



- Identify and correct hazards
- Learn about hazard recognition
- Be seen improving the conditions for employees
- Share results and corrective actions

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## Review Incident Investigations



Per Minnesota Administrative Rule 5208.0050

“The safety and health committee shall review incidents resulting in work-related deaths, injuries, and illnesses and make recommendations to prevent further occurrences. The committee’s review of these incidents may be limited to a review of a report made by others who have investigated the incident.”

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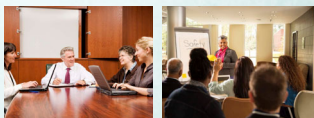
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## Meeting Frequency

- Are you meeting often enough?
  - Quarterly is minimum for compliance
- Think about departmental subcommittees
  - Sheriff
  - Highway
  - Social services



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## Include Decision Makers

- Joint labor-management committee
  - Administration
  - Commissioners/board members
  - Other elected officials
- See the process behind the scenes
- Demonstrates high level of commitment



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## Build Supervisor Support, Employee Engagement

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## Why Build Supervisor Support?



- Overlooked but vital
- Sets the example
- Encourages certain behaviors within a workgroup
- Familiarity with tasks and operations

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## Adult Learning and Building Support



- Adult Learning
  - Relevant
  - Practical
  - Why? Why? Why?
- Remember sincerity

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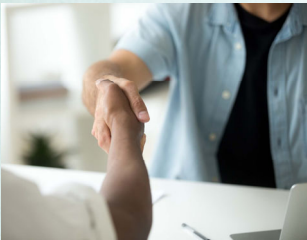
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## Involving and Empowering



- Involve and empower employees
  - Leverage knowledge and skills to come up with solutions
  - Builds trust

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## Ongoing Process, Effort

Building, Supporting Positive Safety Culture

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## It Takes Time



- Organizational change can take months and years
  - Natural aversion to change
- Avoid burnout
  - Focus on smaller goals
  - Use others to help with the work
  - Take care of yourself

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## Incentives and Recognition



- Remember the feedback loop
  - Recognize skills
  - Notice and pay attention to improvements
  - Acknowledge contributions
- Include safety on performance reviews and job descriptions
- Make safety a visible part of the workplace

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## Questions

Contact MCIT Loss Control

- Toll-free: **1.866.547.6516**
- E-mail:
  - [nlindberg@mcit.org](mailto:nlindberg@mcit.org)
  - [kbalfanz@mcit.org](mailto:kbalfanz@mcit.org)



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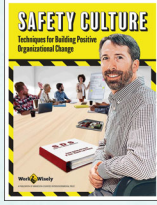
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## Resources



### MCIT.org under "Safety" Tab

- Safety Committees Resource Handbook
- Safety Culture: Techniques for Building Positive Organizational Change

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## Discussion

Ask Questions, Share Experiences

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