



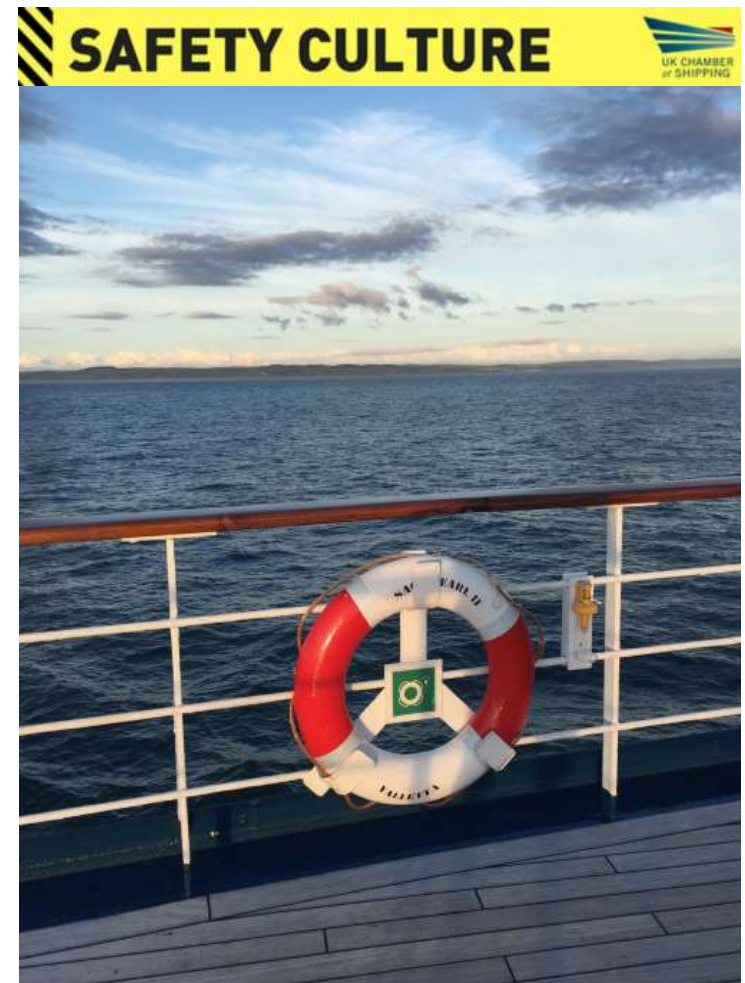
# UK Chamber Safety Culture

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### Saga Pearl II

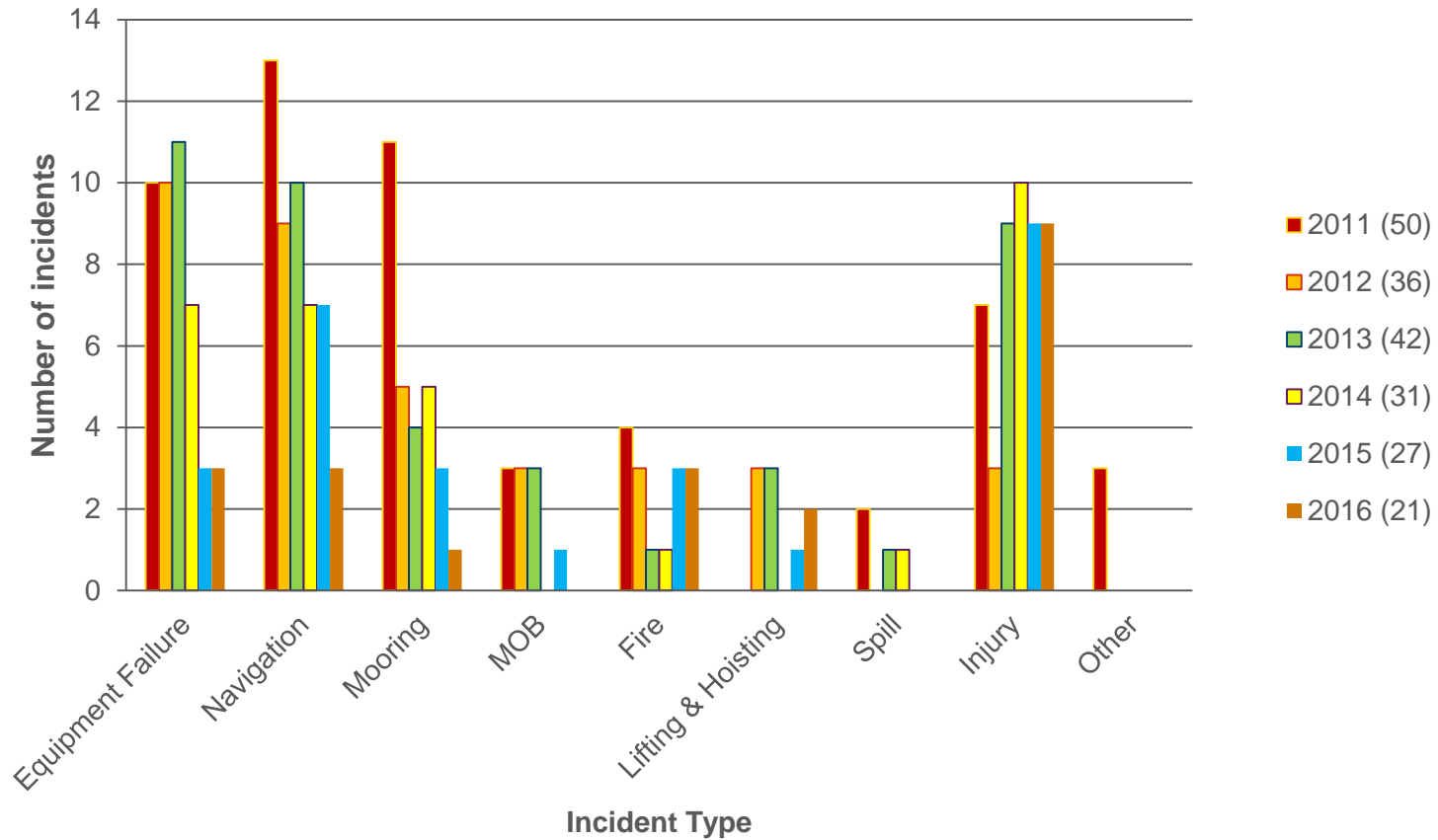
- Safety leadership
- Managing operational safety
- Interventions
- Data collection and benchmarking



## Safety Culture

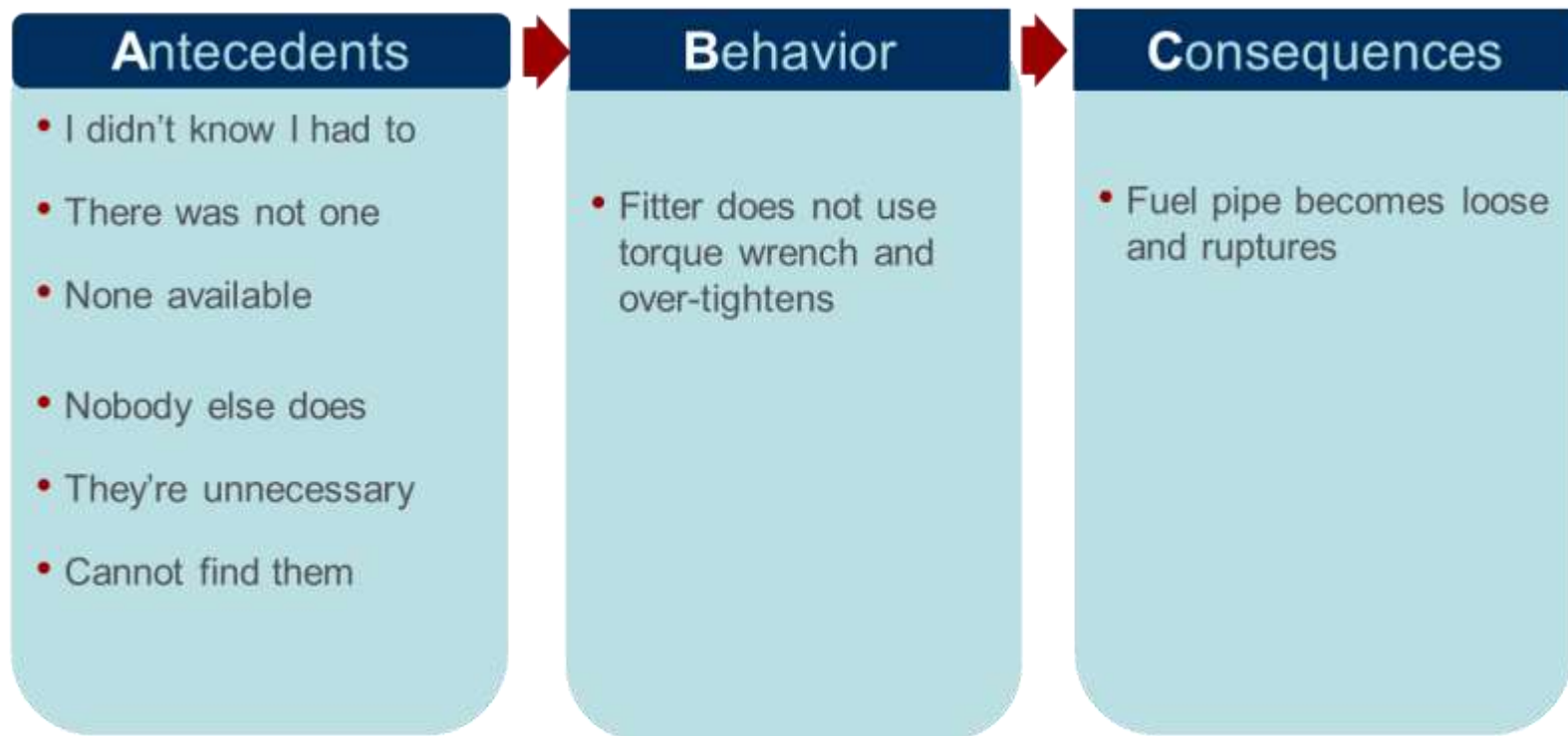


## Data collection and benchmarking



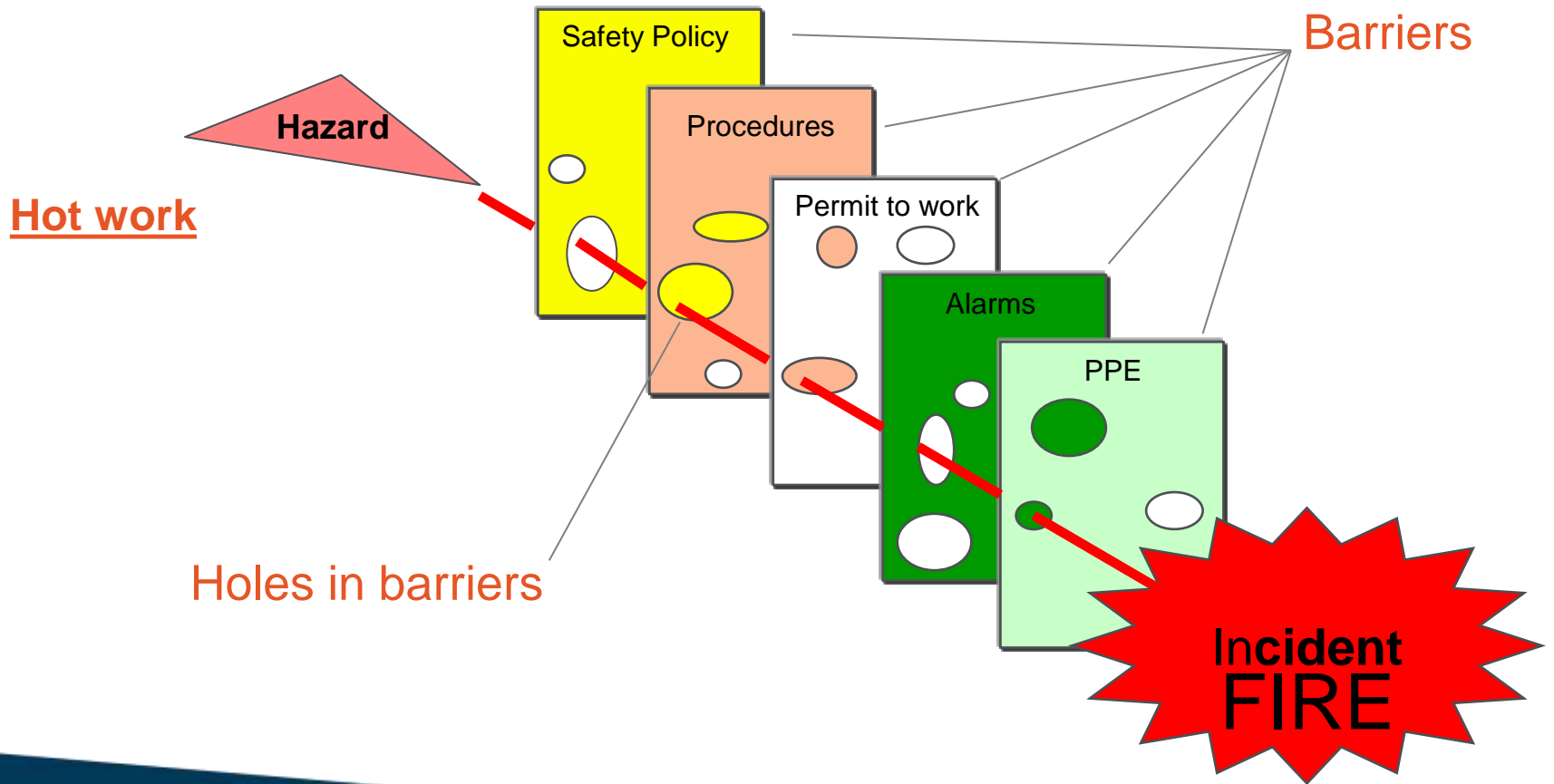
## Managing operational safety

The ABC model



## Managing operational safety

The Swiss cheese model



## Intervening

Six reasons we walk on by:



**Hierarchy** – we don't like to challenge power



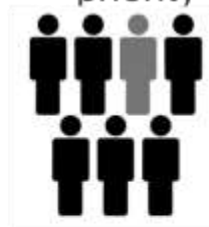
**Context** – changes our perception and priority



**Production** – daily tasks literally change time



**Tasks** – we focus on finishing current tasks



**Bystander** – the more people, the less we speak up



**Fear** – we are hard-wired to not challenge

## Intervening

### 1. Introduce yourself

Open on a personal friendly note - recognize the positives, such as hazard controls in place / working well

### 2. Identify the unsafe act

Question why they took the unsafe act. Then use 5 whys to find out the underlying reason

### 3. Acknowledge

Ask them to describe the consequences – what could have gone wrong?

### 4. Improve

Ask them to consider what they need to do to prevent the same situation next time

### 5. Commitment

Gain a pledge they will make changes on this





## Safety leadership

### Two cultures

#### A Compliance-Based Culture

- Safety is a rule / initiative
- Safety is measured by the absence (of accidents / ill health)
- Compliance is the goal (where things stop)
- People are told what to do i.e. the problem
- Safety finishes at the end of the working day

#### A Commitment Culture

- Safety is a value
- Measuring the presence (of engagements, ideas, employee reports, etc.)
- Compliance is where we start from
- Employees are engaged and seen as the solution
- Focus on creating 24/7 habits and behaviours

## Safety leadership

### Leaders Build Culture



## Safety leadership

The role of the leader

**Personality of the Leader**



**Climate created**



**Follower Behaviors Changed**



**Attitudes and Beliefs**



**Culture Established**

## Safety leadership

The journey

