

# **Building a Safety Culture**

**APPLICABLE STANDARD:** N/A

**EMPLOYEES AFFECTED:** All

## **WHAT IS IT?**

A safety culture exists when your company has made the jump from managing safety because the law requires it to living safety because it has become ingrained in all aspects of your operations. You know you're on the right track when your employees practice safety even when you aren't looking.

## **WHY IS IT IMPORTANT?**

A safety culture is necessary for long-term safe operations. Safety programs often fail because they are rolled out without adequate employee involvement. Building a safety culture should involve everyone.

## **WHAT IS REQUIRED?**

- Top management must be truly committed to safety all the time. If the job can't be done safely, then it should not be done at all.
- Everyone involved must believe that safety is as important as productivity, with zero tolerance for those who refuse to take ownership of their own safe workplace.

## **HOW DO YOU DO IT?**

Top management must lead by example. Create a workplace that allows open discussion so employees feel free to discuss their concerns. Appeal to employees as stewards of the safety culture. Let them know that you need their help.

In addition, take the following steps:

- Have clear goals and objectives. Communicate the plan.
- Assign responsibilities. Everyone should know their roles. Be specific about who does what.
- Hold everyone accountable. Make use of work reviews, progressive discipline, praise, and rewards.
- Evaluate your culture. Talk to your employees. Use surveys and investigations.
- Make reviews part of normal operating procedures with standard time frames. Provide feedback.

## **WHERE CAN I GET MORE INFORMATION?**

- ISRI
- Your insurance carrier
- Other scrap operations