



Webinar

## Safe enough?

How to develop a vibrant safety culture that achieves positive, measurable injury reduction.

# Webinar Logistics

- All participants are muted
- 45 minute presentation
- 10 minutes Q&A session
  - Use the Questions box on your sidebar to submit questions
  - We'll respond to as many questions as we can in the Q&A session so we can end on time!
- Web/Phone Conference Issues or Concerns
  - If you are having difficulty seeing/hearing the presentation, please submit a question using the Questions box or
  - Call / text 925.408.0944
- A short evaluation survey will be sent after the session –please help us with your feedback!
- All attendees will receive a link to the recorded webinar, presentation slides and injury reduction guide within a day or two of the webinar

# Today's Speakers



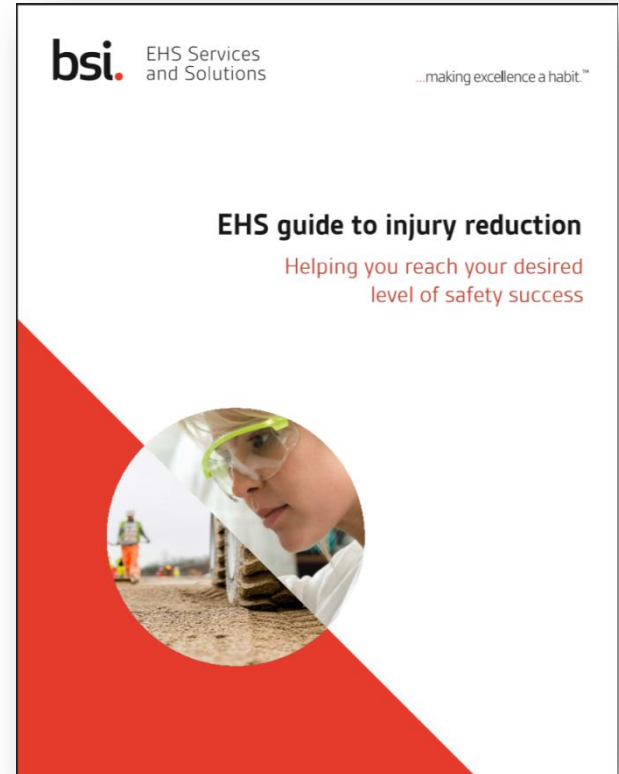
Christy Foster  
Managing Principal and Director,  
Healthcare, BSI EHS Services and  
Solutions



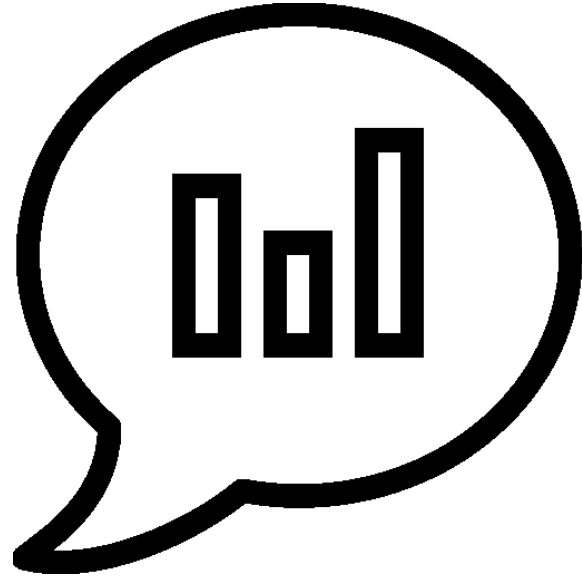
Gary Robinson  
VP, BSI EHS Solutions

# EHS guide to injury reduction

Helping you reach your desired  
level of safety success



## **Interactive Poll - What role do you have in your organization**



Why worry about injuries and incidents?



## The situation in numbers <sup>(iii)</sup>



Every **15** seconds

a worker dies from a work-related  
accident or disease  
153 workers have a work-related  
accident



**6,300**  
each day

The number of people who die as  
a result of occupational accidents  
or work-related diseases



**317**  
million

accidents occur on  
the job annually



**4%**  
global GDP

The estimated cost of poor  
occupational safety and health  
practices each year

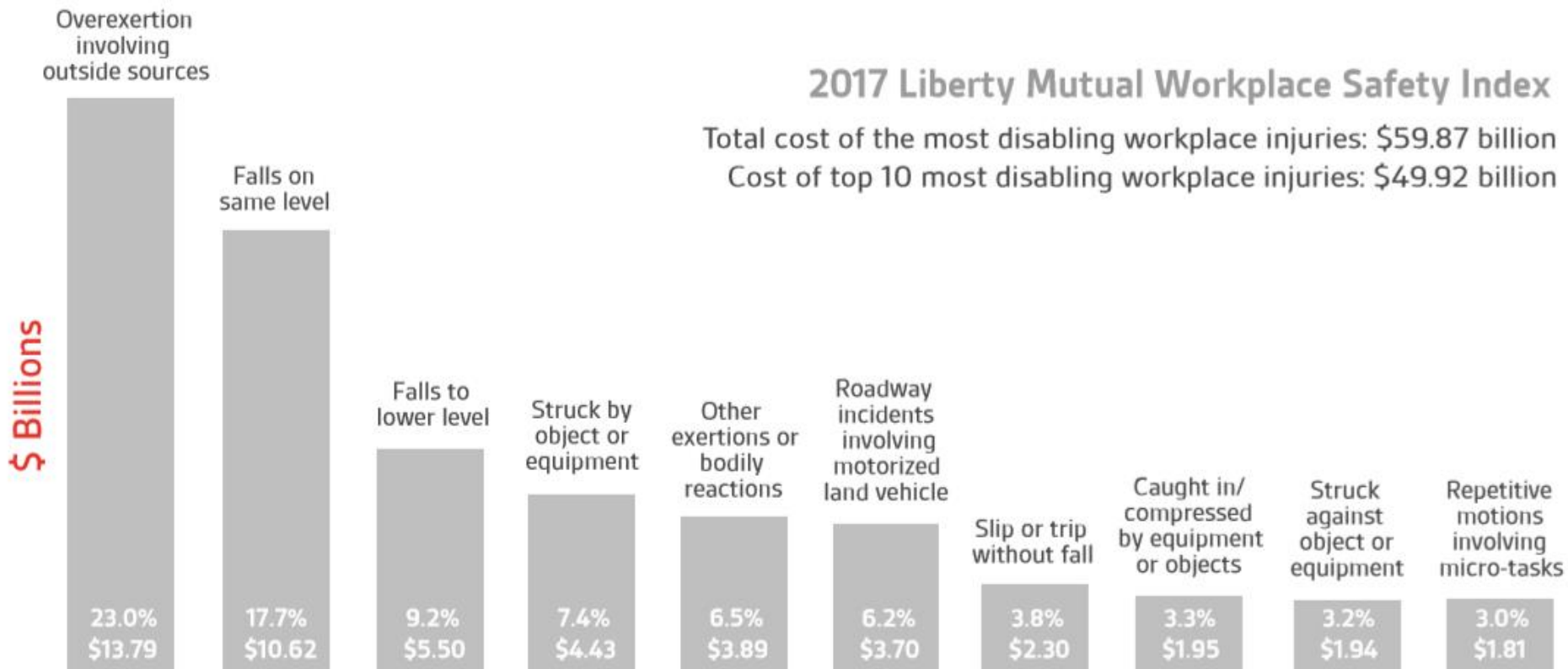
## Range of direct costs

1. Workers compensation payments
2. Medical expenses
3. Lost time, absenteeism, lost productivity
4. Legal services
5. Cost of fines, work stoppage

## Indirect Costs

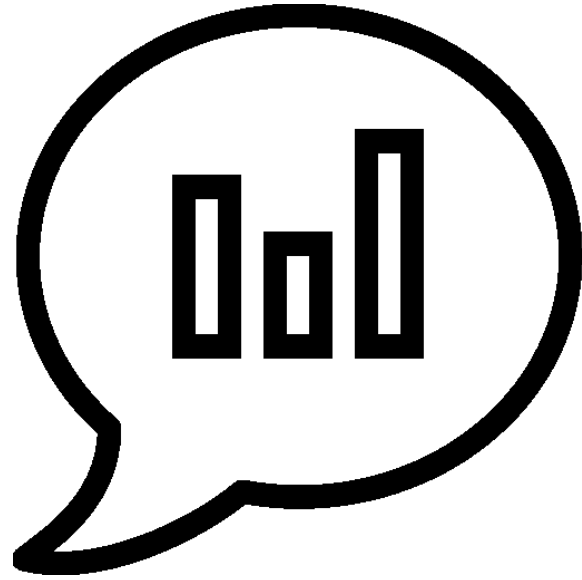
1. Costs of injury investigation
2. Increased insurance costs
3. Business disruption
4. Replacing employees
5. Reduced employee morale
6. Impact on company image/reputation
7. Shareholder value

## Top 10 causes and direct costs of the most disabling U.S. workplace injuries <sup>(ii)</sup>





**Interactive Poll – Which statements about safety do you agree with?**



# The role of paradigms in influencing organizational safety success.



You can *hope* that you  
have things covered...



. . . or you can create a proactive culture of improvement.



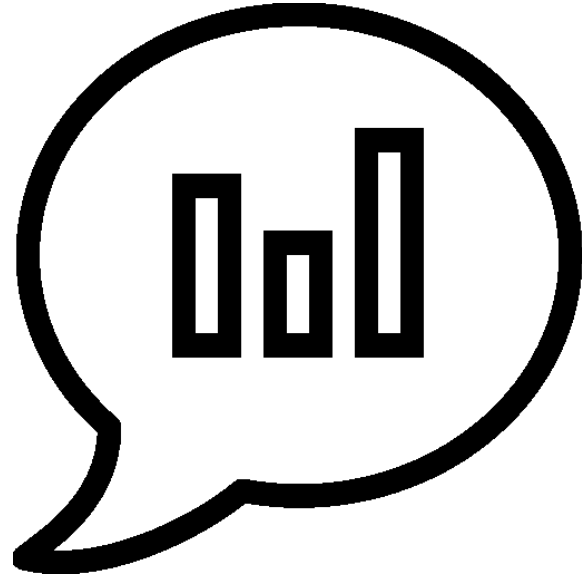
The paradigms that world-class safety performers embrace are that **all injuries are preventable;**

and there are **no injuries that are acceptable.**

**How are you doing with respect to injuries and incidents?**



**Interactive Poll – What are some of the barriers your organization faces?**



# Historic approach to safety in the US

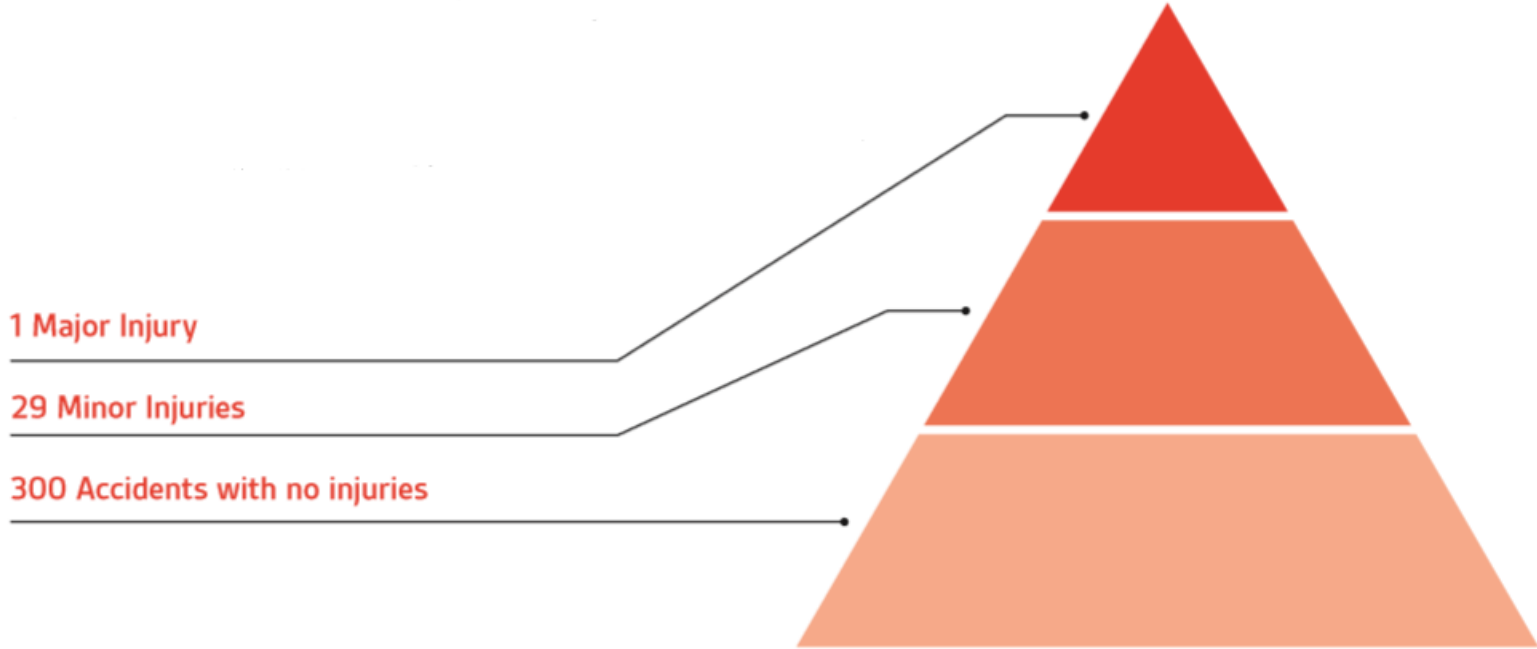


Figure 1 : Heinrich's foundation of a major injury



# The limits to this approach

1 Major Injury

10 Severe Accidents

30 Property Accidents

300 Near Misses (estimated)

300,000 At risk behaviors (estimated)

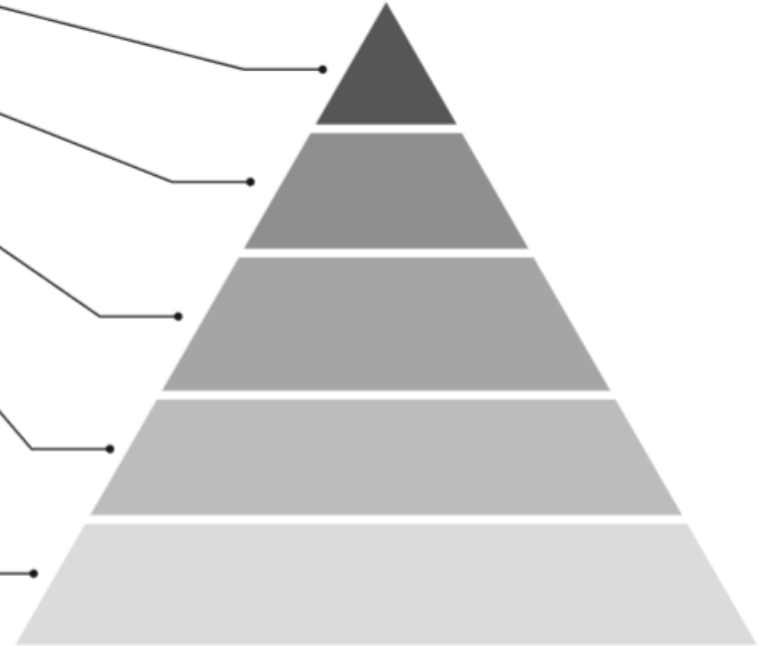


Figure 2: Safety triangle with additional levels

**Result:  
Major injury**

Major injuries can be reduced or eliminated by focusing more attention on the layers below.

**Result:  
Minor injury**

Each minor injury should be investigated for direct and indirect causality with appropriate corrective actions. Particular attention should be given to categories of minor injuries that had the potential to be major.

**Behavior and leadership:**  
Unsafe acts, unsafe conditions, process findings, safe acts, assessments, best practice

Tracking and analyzing **unsafe acts, unsafe conditions** and **process findings** will help to highlight where injuries can happen and identify preventative actions. Going deeper to focus on positive behaviors for safe actions, assessments and observed best practice will help to align the right behavior.

**Safety culture and leadership:**  
Investigations, performance review, communication, recognition, accountability (systems approach), shared values

**Investigations, performance review, communication, recognition, accountability (systems approach) and shared values** are all aspects of driving safety culture that will prevent injuries from happening.

Focusing on safety culture and leadership

# The role of the leader

**Building  
Relationships**

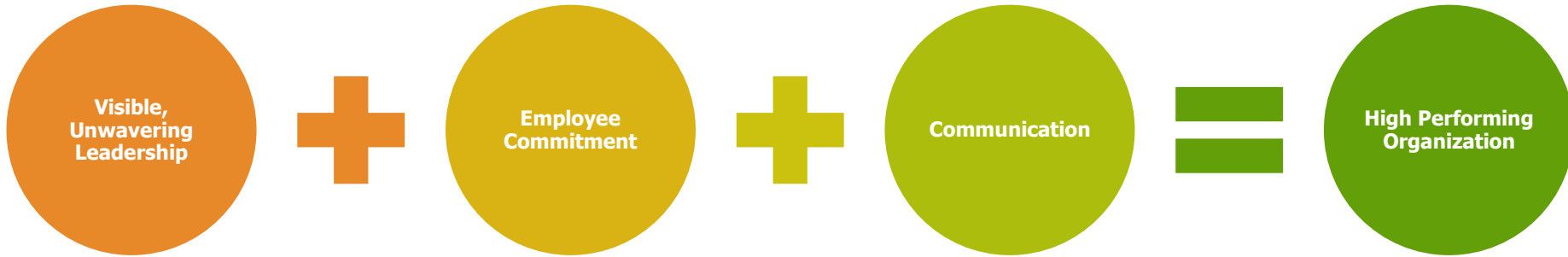
**Commitment  
and Concern**

**Employee  
Engagement**

**Consistent  
Follow up**

**Visible Decisions  
with Foundation  
of Safety**

# Recipe for Success



# Where do you start?

# Where do you start?

EARLY PHASE

INTERMEDIATE PHASE

ADVANCED PHASE

1

2

3

4

5

## Working towards compliance

- Few written programs
- Little or no professional EHS management

## Achieving compliance

- Many EHS programs
- EHS professional management

## Compliance and basic management systems

- Internal audits
- Regular updates of EHS programs
- Team of EHS professionals
- Prevention oriented

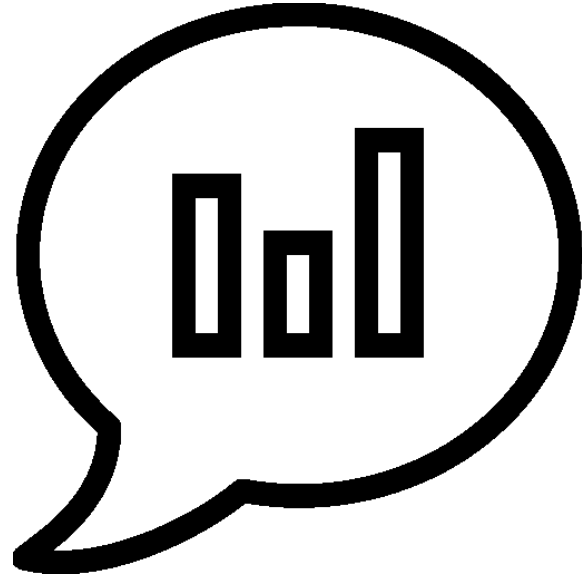
## EHS management system driven

- Established continuous improvement systems in place
- Safety culture optimized
- Organizational resilience framework in place

## EHS leadership

- Sector leader
- Best in class
- Organizational resilience is core to the company
- EHS and sustainability tied to competitive advantage

**Interactive Poll – Where do you think your organization stands?**



# Early Phase Tactics

## EARLY PHASE

1

### Working towards compliance

- Few written programs
- Little or no professional EHS management

2

### Achieving compliance

- Many EHS programs
- EHS professional management

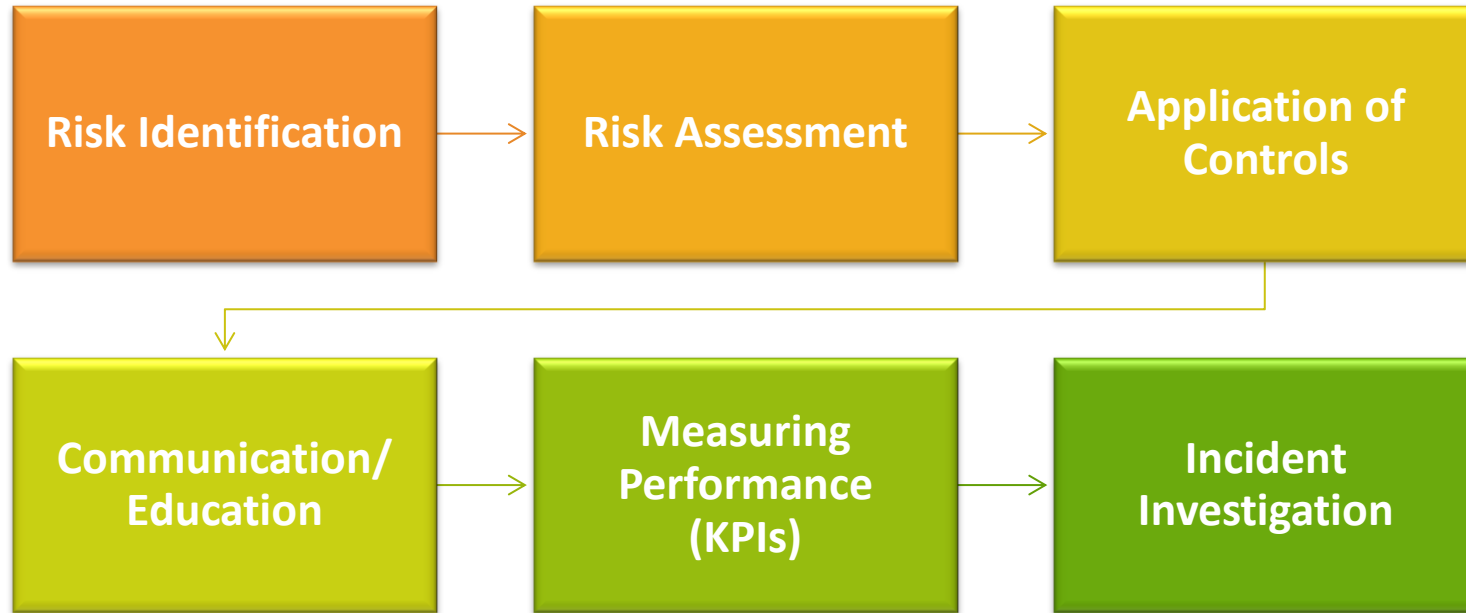
**The focus at this level of maturity is on establishing compliance. Questions to consider:**

- What are our risks?
- How do we address those risks?
- How do we teach employees to work safely?
- How do we know how well we are doing?
- How do we correct and improve when something goes wrong?



## Early Phase Tactics

# Building Blocks

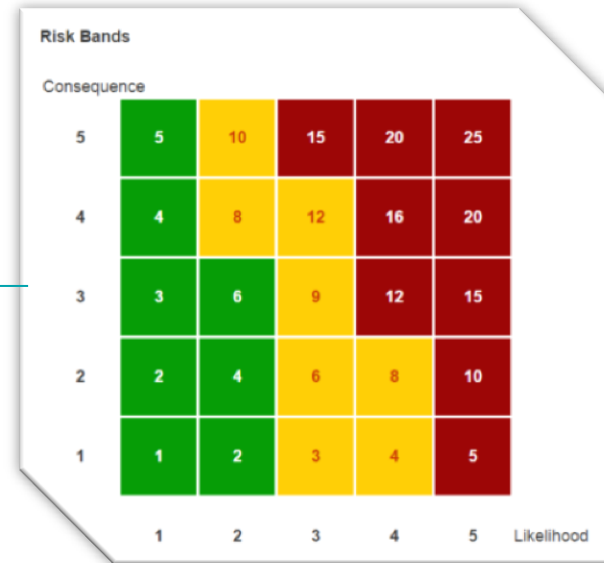


# Early Phase Tactics – Risk Identification

- How do we know what our risks are? How do we assess what is risky?
- What controls will help?

**EXAMPLE**

Risk	Risk Type	Likelihood	Consequence	Total	Risk Band
<input type="checkbox"/> Visual difficulties/eye strain, strains and sp...	Health and Safety Risk	1 ▼	3 ▼	3	3
<input type="checkbox"/> Strains and sprains from awkward postures...	Health and Safety Risk	4 ▼	5 ▼	20	20
<input type="checkbox"/> Cuts, sprains, strains, trips, and falls	Health and Safety Risk	3 ▼	2 ▼	6	6
<input type="checkbox"/> Injuries from materials tipping and falling a...	Health and Safety Risk	5 ▼	1 ▼	5	5
<input type="checkbox"/> Slips, trips, and falls	Health and Safety Risk	3 ▼	4 ▼	12	12
<input type="checkbox"/> Strains and sprains	Health and Safety Risk	1 ▼	3 ▼	3	3
<input type="checkbox"/> Fire	Health and Safety Risk	2 ▼	3 ▼	6	6
<input type="checkbox"/> Vehicle accidents and injuries	Health and Safety Risk	4 ▼	1 ▼	4	4
<input type="checkbox"/> Tasks involving Repetitive Motion	Health and Safety Risk	4 ▼	2 ▼	8	8
<input type="checkbox"/> Uses VDT/CRT > 4 hrs/day	Health and Safety Risk	2 ▼	2 ▼	4	4



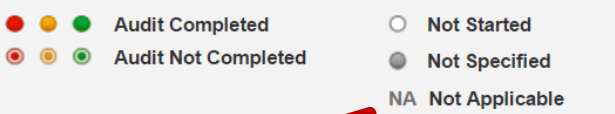
















# Early Phase Tactics – Education & Communication

- How do we teach employees to work safely?
- What should be in my education program?
- How should we communicate?



# Early Phase Tactics – Measuring Performance

- How do we know how well we are doing? Where do we have gaps in our program?

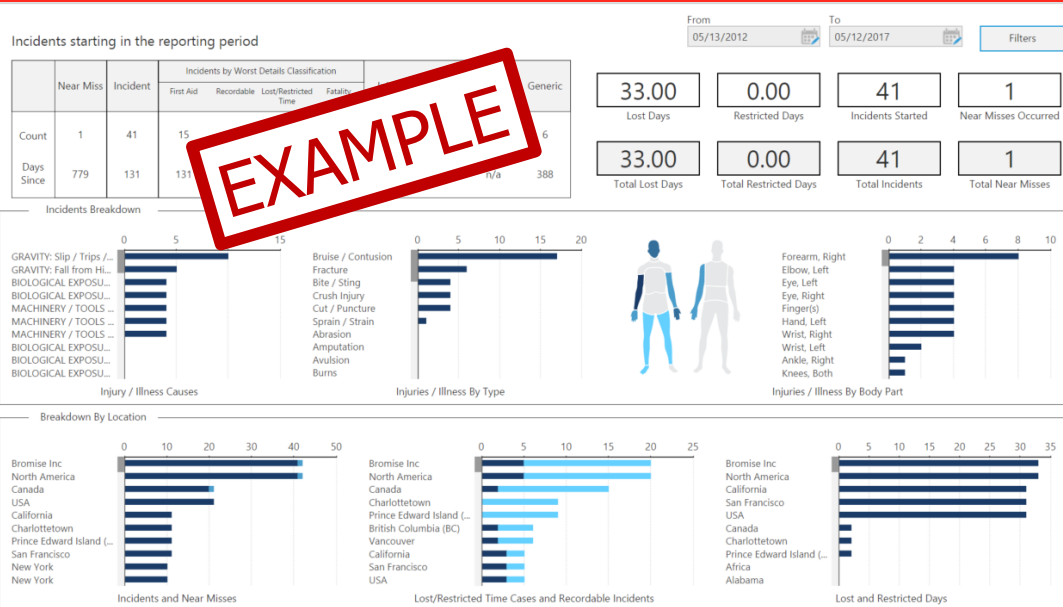
	AUR-000023   Burlingt... Safety - Inspections	AUR-000011   Calgary ... Safety - Inspections
		
Organisational Scope Ascending		
▶ PRT-0003 - General Safety Inspection - v1.01		
▶ Section 1 - General		
▶ Section 2 - Housekeeping & Facilities		
▶ Section 3 - Personal Protective Equipment		
▶ Section 4 - Hazard Communication		
▶ Section 5 - Hand & Power Tools		
▶ Section 6 - Electrical		
▶ Section 7 - Material Handling		
▶ Section 8 - Fire Protection		

**EXAMPLE**



# Early Phase Tactics – Correct and Improve

- How do we correct and improve when something goes wrong?
- Are we learning from adverse events?
- Do we have a process?



# Coming back to our model and the early phase topics, what benefits do you see from progressing to the next level?

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INTERMEDIATE PHASE

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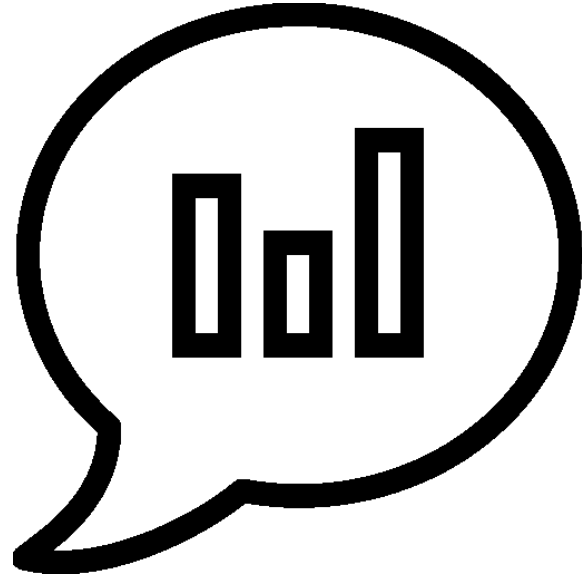
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**Interactive Poll – What benefits do you think your organization can realize from leveling up on the continuum?**





**bsi.** EHS Services  
and Solutions

...making excellence a habit.™

## **EHS guide to injury reduction**

Helping you reach your desired  
level of safety success





# Thank You for Attending

- Please fill out our short survey to receive a free of copy of the “EHS guide to injury reduction”
- Looking forward to discussing more advanced concepts on the next session
- [www.bsigroup.com/ehs](http://www.bsigroup.com/ehs)

