

Developing and Maintaining a Successful Safety Culture

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WORKERS' COMPENSATION INSURANCE
WORK SAFE, TEXAS™



Agenda

What is a safety culture

Developing a positive safety culture

Maintaining a safety culture

Agenda

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What is a Safety Culture?



What is a Safety Culture?



- ✓ Core Values
- ✓ Behaviors
- ✓ Unique

How is a Safety Culture Helpful?

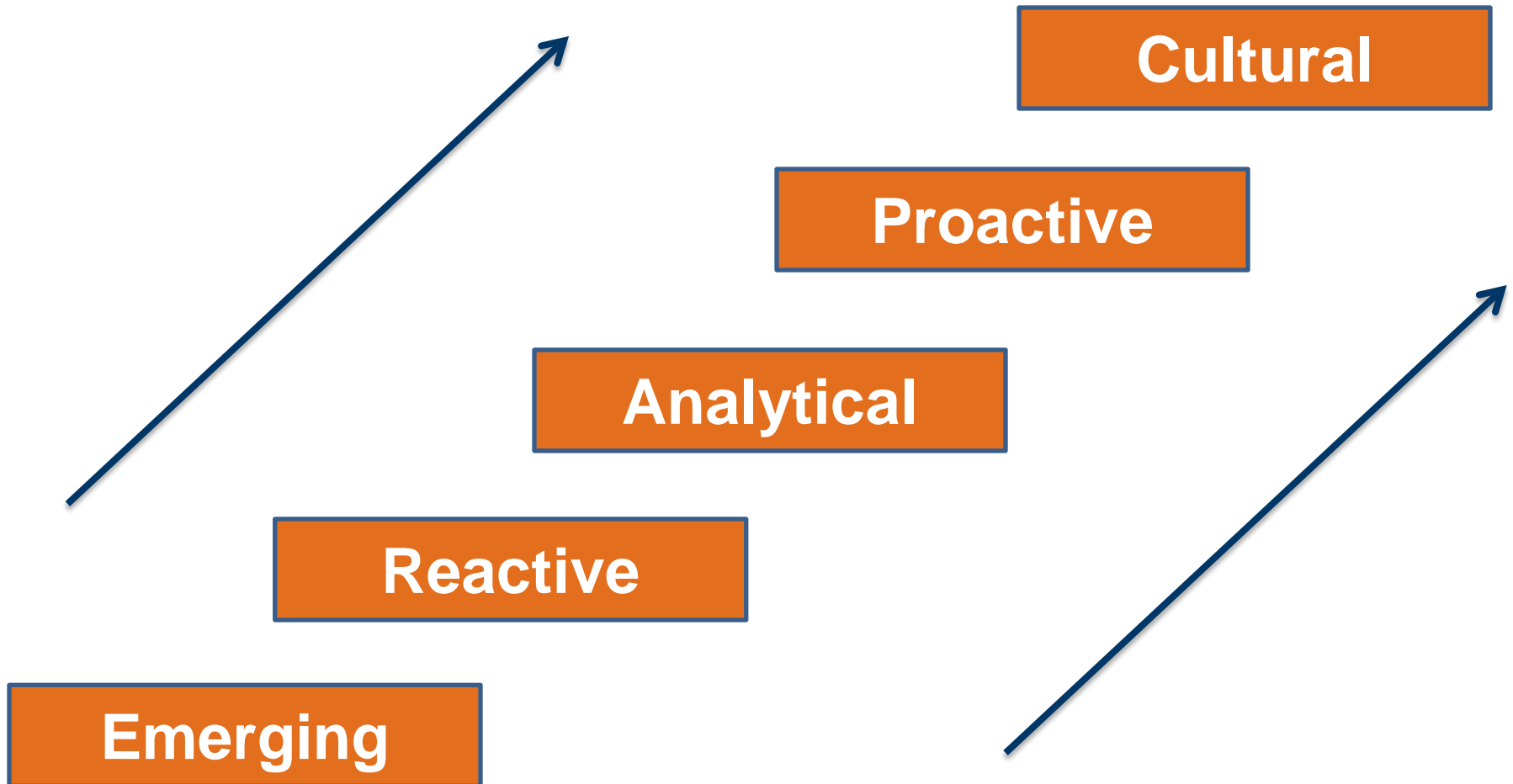


- ✓ Lower workers' comp costs
- ✓ Lower insurance premiums
- ✓ Increased employee retention
- ✓ More engaged workforce
- ✓ Better recruiting
- ✓ No OSHA fines
- ✓ Fewer lost work days

Program vs culture



Stages of a safety culture

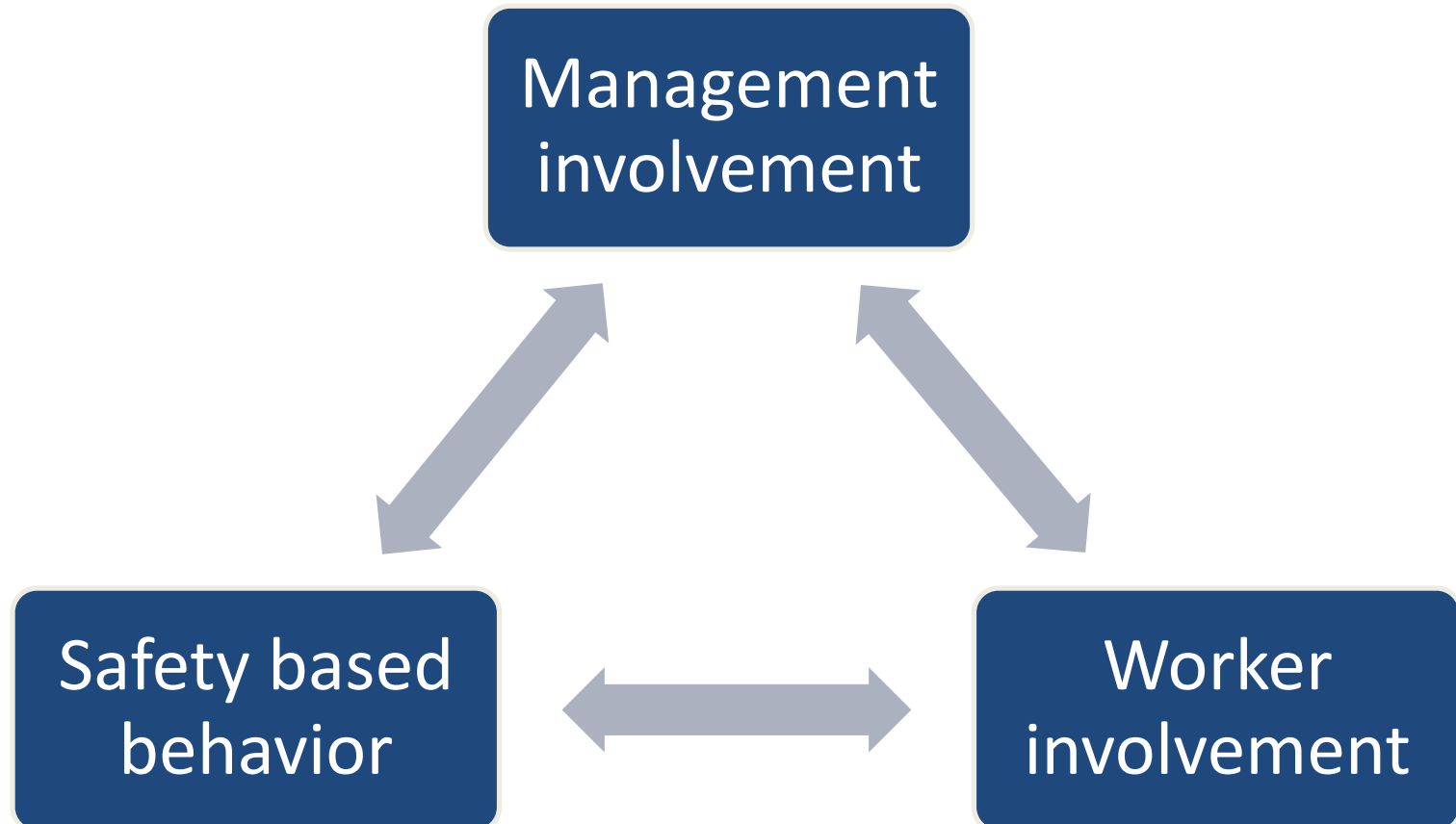


How to create a safety culture

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How do we start?



Steps to creating a safety culture

Step 1: Recognizing current system is not working



Steps to creating a safety culture

Step 2: Defining what safety looks like at your company



Steps to creating a safety culture

Step 3: Target results not completion



Steps to creating a safety culture

Step 4: Make improvement strategy fit your workplace



Steps to creating a safety culture

Step 6: Involve your safety champions

SAFETY
Champions



Steps to creating a safety culture

Step 8: Make sure leadership reiterates the message



Steps to creating a safety culture

Step 9: Maintain habit and culture



Steps to creating a safety culture

Step 10: Be patient

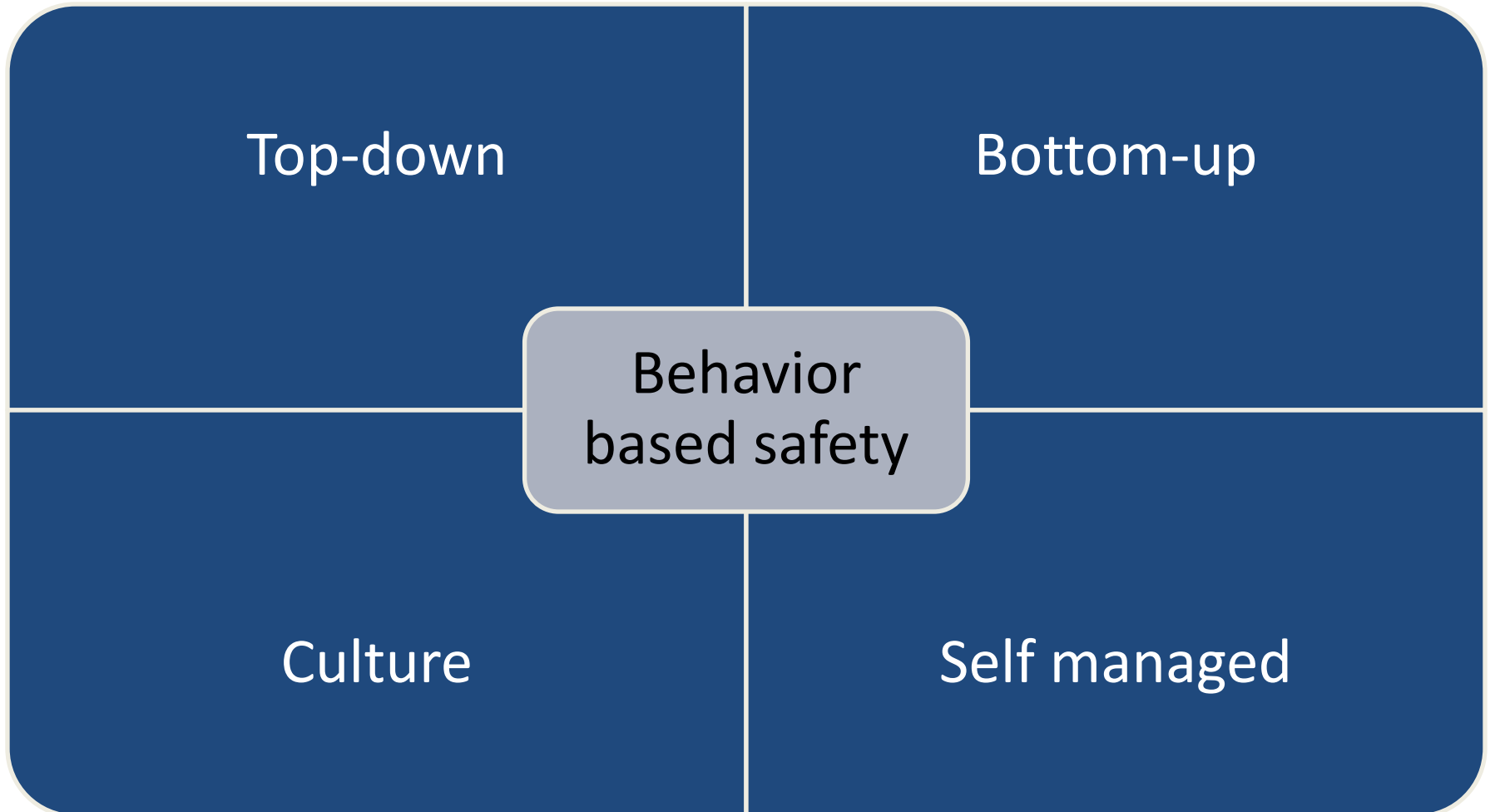


How to maintain a safety culture

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Behavior based safety



Behavior based safety



Identifying safe and unsafe behavior

Data collection and analysis

Partnership

Keys to maintaining safety culture

1 Hazard identification and remediation

2 Employee involvement

3 No blame system

4 Trusting relationships

Keys to maintaining safety culture

5 Safety is how it is done

6 Celebrate success

7 Positive reinforcement

8 Encourage participation

Management responsibilities in safety culture

1 Role models

2 Safety inspections

3 Safety orientation and training

4 Incident investigations

Management responsibilities in safety culture

5 Staffing for safety

6 Providing safety education

7 Specialized training

Employee responsibility in safety culture

The diagram consists of two large, dark blue, arrow-shaped boxes pointing towards each other, meeting at a central point. The left box contains the text 'Employee involvement' and the right box contains the text 'Developing and maintaining safe habits'. The entire diagram is set against a white background.

Employee
involvement

Developing and
maintaining
safe habits

Safety committees



Exchange of ideas

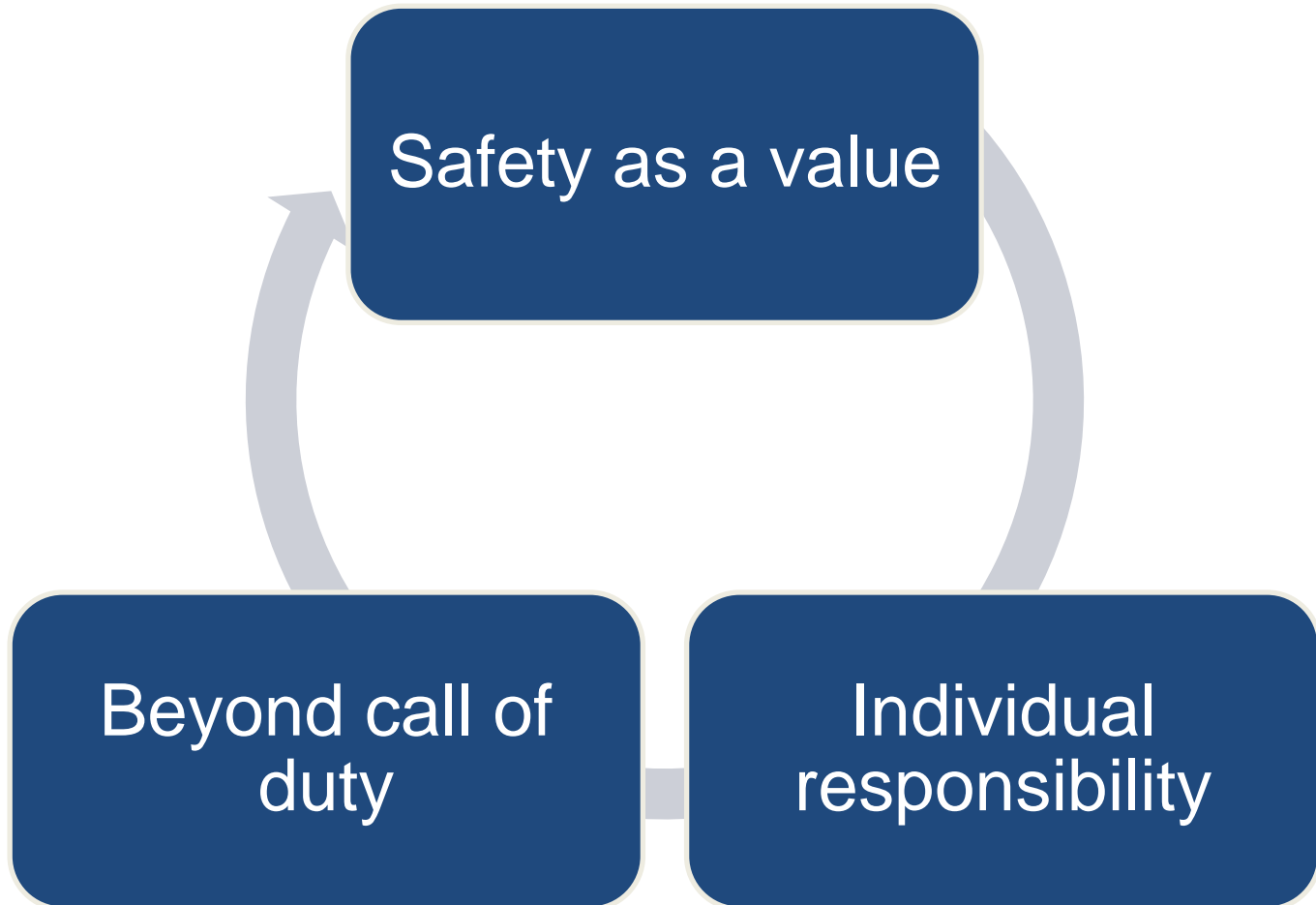
Safety champions

Management commitment

Safety committees



Total Safety Culture



Summary

Safety culture
defined

Steps to develop
a safety culture

Maintaining a
safety culture

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Thank You

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