

Keeping Safety on the Agenda in a Slow Economy

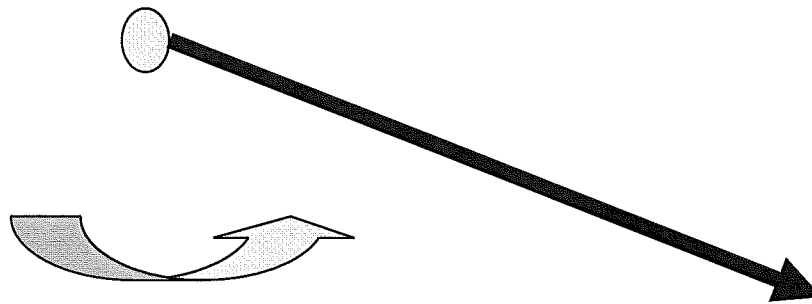
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Division / Department name



Business/Safety Pendulum



Times are good

Abundance of
resources

Increased time
pressures

Times are difficult

Diminished
resources

Abundance
of time

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WORK SAFE BC

WORKING TO MAKE A DIFFERENCE

What are the issues?

- Less access to resources
 - Soft skill budgets often first cut.
 - Training and auditing seen as expendable.
- Lowered expectations
- Mental distractions
- Frustration and resentment

What is the danger ?

- Most accidents caused by erred decision-making often by people trying to do the right thing.
- Problems get driven underground.
- “Bunker mentality” emerges.
- Workplace culture begins to be affected.

Workplace Culture

- Defined simply, workplace culture is “How we do it here.”
- More and more, workplace culture is being seen as the major predictor of business & safety performance.
- Having a positive workplace culture is not just a matter of safety performance but is mandatory for business survival.

Breaking free of old traditions

- WestJet experience

Cause and effect

- Business cycle extremes put additional distraction and stress on workers.
- Gain clarity by returning to basic values of the organization.
- Simply throwing money at the problem is not realistic and rarely is truly effective.
- The companies that are most prepared for the pendulum swing gain most success.
- “People are not an asset, they’re people.”

Positive culture and collaboration

- Communicate, communicate, communicate
- Be open and honest.
- Break down the “us versus them”.
- “We’re all in this together.”
- Identify common goals.
- Never stop learning.
- Figure out what success looks like and objectively measure for it.
- “A small success is not a failure”

Most important

- Have the courage to break free and do “it” differently!

Thank you

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