What is Safety Culture?

- Safety culture is the attitude, beliefs, perceptions and values that employees share in relation to safety in the workplace, "the way we do things around here".
- An organization’s safety culture is the result of a number of factors such as:
  - Management and employee norms, assumptions and beliefs
  - Management and employee attitudes
  - Values, myths, stories
  - Policies and procedures
  - Supervisor priorities, responsibilities and accountability
  - Production and bottom line pressures
  - Actions or lack of action to correct unsafe behaviors
  - Employee training and motivation
  - Employee involvement or "buy-in."

In a strong safety culture, everyone feels responsible for safety and pursues it on a daily basis; employees go beyond "the call of duty" to identify unsafe conditions and behaviors, and intervene to correct them.

How do we build a Safety Culture?

Not with confusing charts, or wheels.

Make it simple!

1. Regulatory Compliance
2. Training
3. Relationship Building
4. Presence

Focus 95% of effort here.
Regulatory Compliance

- Safety/Env Programs/Policies
- Claims Management
- Drug Testing
- DQ Files
- etc....

- Vital for compliance with state and federal agencies!
- Vital for creating a foundation for a good safety culture!

Training

- Opportunity to present policies/programs updates.
- Review incidents (trends, near misses)
- Discuss current topic (changing weather, regulation changes)

Mostly employees want to

UNDERSTAND!

Relationship Building (Management)

- Know operations (Landfill Ops, Hauling Ops, MRF, TS)
- Get out on a truck regularly, visit your landfill.
- Fight one battle at a time!
- Give a little to get a lot.
Relationship Building  
(Drivers/Operators/Mechanics/Helpers)

- Be there when the drivers/employees are in the building.  
  *Management is not an 8-5 job!*
- Regular route observations
- Reward good behavior as often or more than reprimanding for poor behavior.
- Change the perception of safety from a negative to a positive.

Presence

- You have to be visible when it matters!
- You have to be flexible!
- You must be engaged!
- Most importantly, YOU MUST LISTEN!!

Summary

- Focus on reducing incidents, and the injuries and damages will take care of themselves.
- Build the foundation (Programs/Policies, and Training)
- Build strong relationships with other managers and employees
- Be available, be present!
- Repeat message every chance you get!