

1ST WORKPLACE HEALTH SAFETY ENVIRONMENT



WPHSE

CONFERENCE & EXHIBITION

SHERATON DAMMAM HOTEL & CONVENTION CENTRE

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Ms. Kate Field

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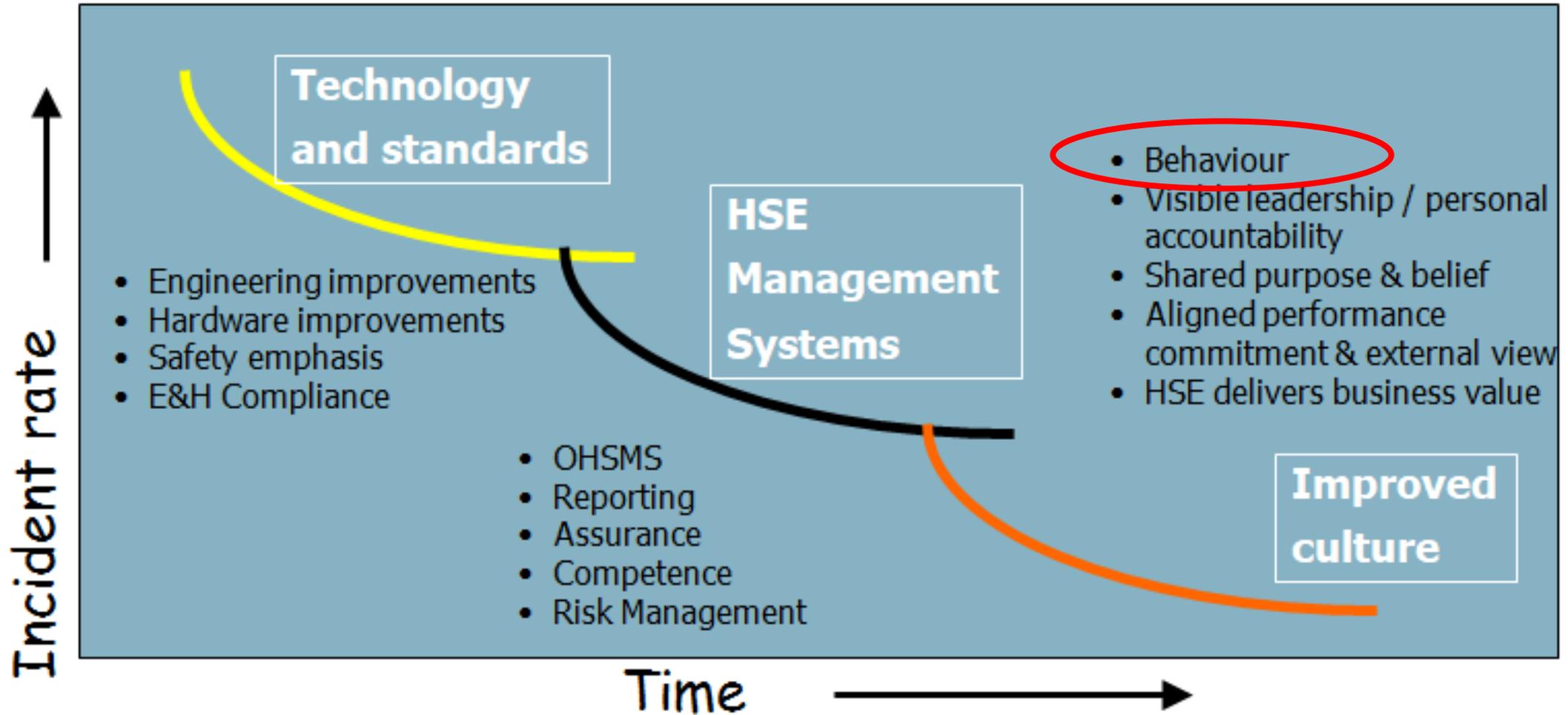
Abstract:

Does ISO 45001 support a strong safety culture?

This presentation will explore organizational culture, specifically in relation to occupational health and safety and whether the new international occupational health and safety management standard, ISO 45001 offers a mechanism for improving culture.



WHY'S IS CULTURE IMPORTANT?

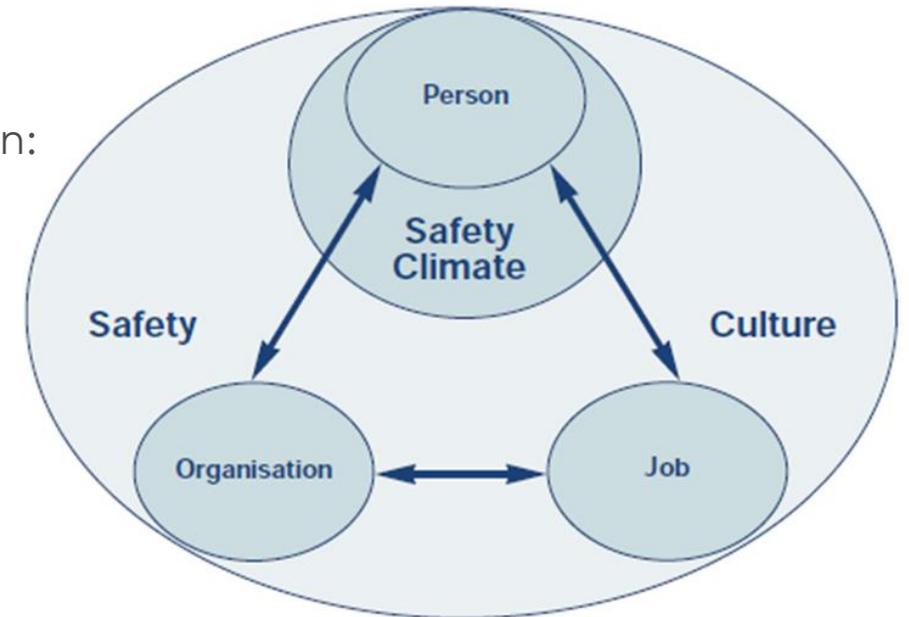


“The safety culture of an organization is the product of individual and group values, attitudes, competencies and patterns of behaviour that determine the commitment to, and the style and proficiency of, an organization’s health and safety programmes.”

Advisory Committee on the Safety of Nuclear Installations

- Maturity of “management system” i.e. Parker Hudson Model
- Behaviour and safety climate with is the result of interactions between:
 - Person
 - Job
 - Organization

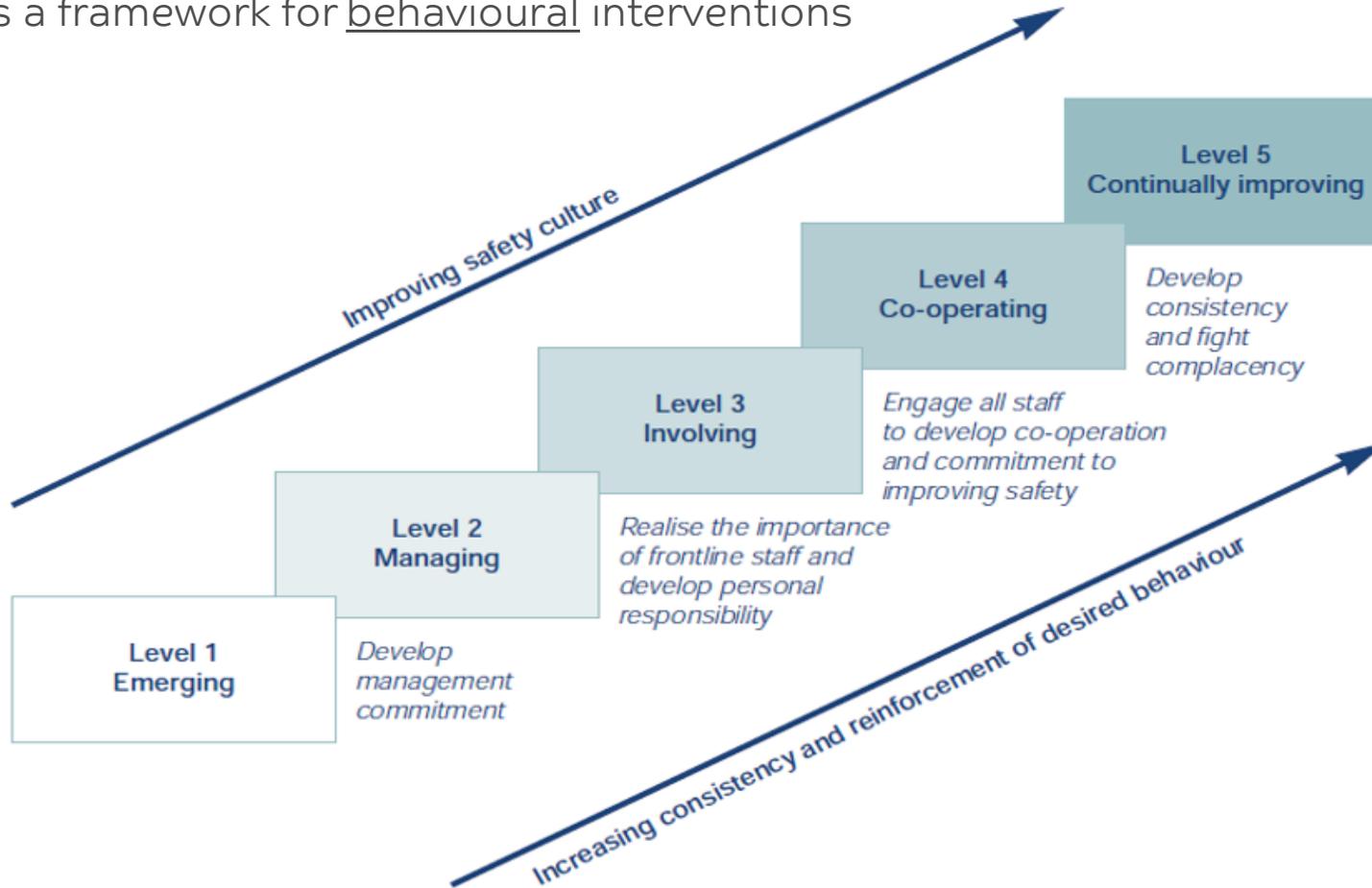
Changing Minds – A practical guide for behavioural change (2003)



SAFETY CULTURE MATURITY MODEL

Changing Minds – A practical guide for behavioural change (2003)

- This provides a framework for behavioural interventions



10 ELEMENTS TO SAFETY CULTURE MATURITY MODEL

1. **Management commitment and visibility**
 2. **Trust**, including trust between management and employees and between colleagues
 3. **Communication**, refers to the style (e.g. two-way) and effectiveness of communication
 4. **Participation**, which is the extent to which frontline staff are involved in decisions
 5. **Productivity versus safety**
 6. **Learning organization**: refers to the ability of an organization to learn from mistakes
 7. **Safety resources**, including safety staff and the time employees can spend on safety
 8. **Shared perceptions about safety**, refers to the extent all employees have a shared vision
 9. **Industrial relations and job satisfaction**
 10. **Training**, includes the value placed on training, the type and resources available.
-

DOES ISO 45001 ADDRESS THESE ELEMENTS?

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Leadership and
Worker
Participation
and
Communication

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Context
(Purpose of
organization)

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Management
of Change,
Management
Review and
Improvement

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Leadership
and worker
participation,
Resources,
and
Management
Review

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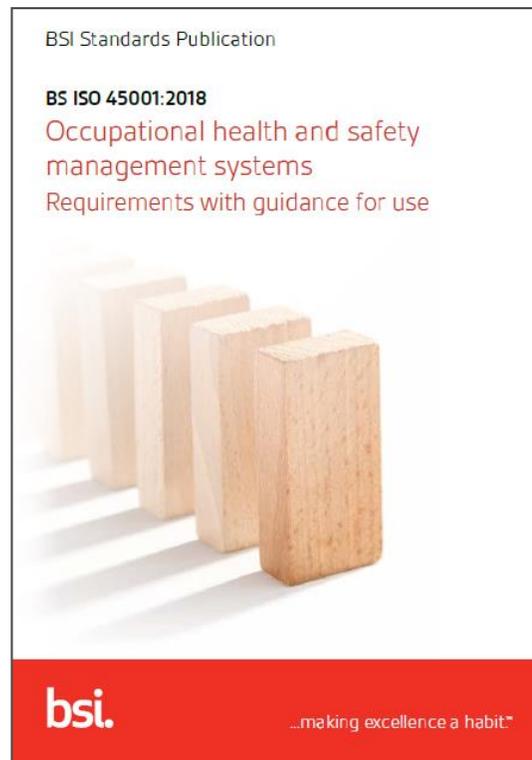
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Leadership
and Worker
Participation
and
Competence

Annex A.5.1

A culture that supports an organization's OH&S management system is largely determined by top management and is the product of individual and group values, attitudes, managerial practices, perceptions, competencies and patterns of activities that determine the commitment to, and the style and proficiency of, its OH&S management system.



5.1 Leadership and commitment

j) developing, leading and promoting a **culture** in the organization that supports the intended outcomes of the OH&S management system”

6.1.2.1 Hazard identification

The organization shall establish, implement and maintain a process(es) for hazard identification that is ongoing and proactive. The process(es) shall take into account, but not be limited to:

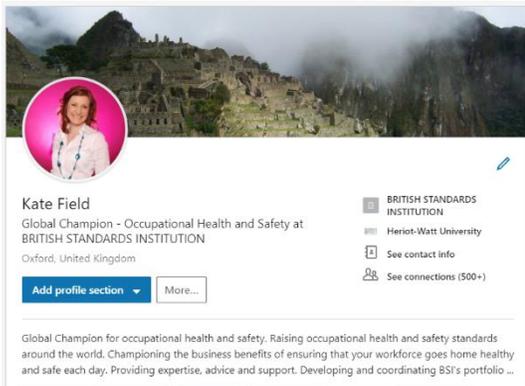
a) how work is organized, social factors (including workload, work hours, victimization, harassment and bullying), leadership and the **culture** in the organization

10.3 Continual improvement

The organization shall continually improve the suitability, adequacy and effectiveness of the OH&S management system, by:

b) promoting a **culture** that supports an OH&S management system;

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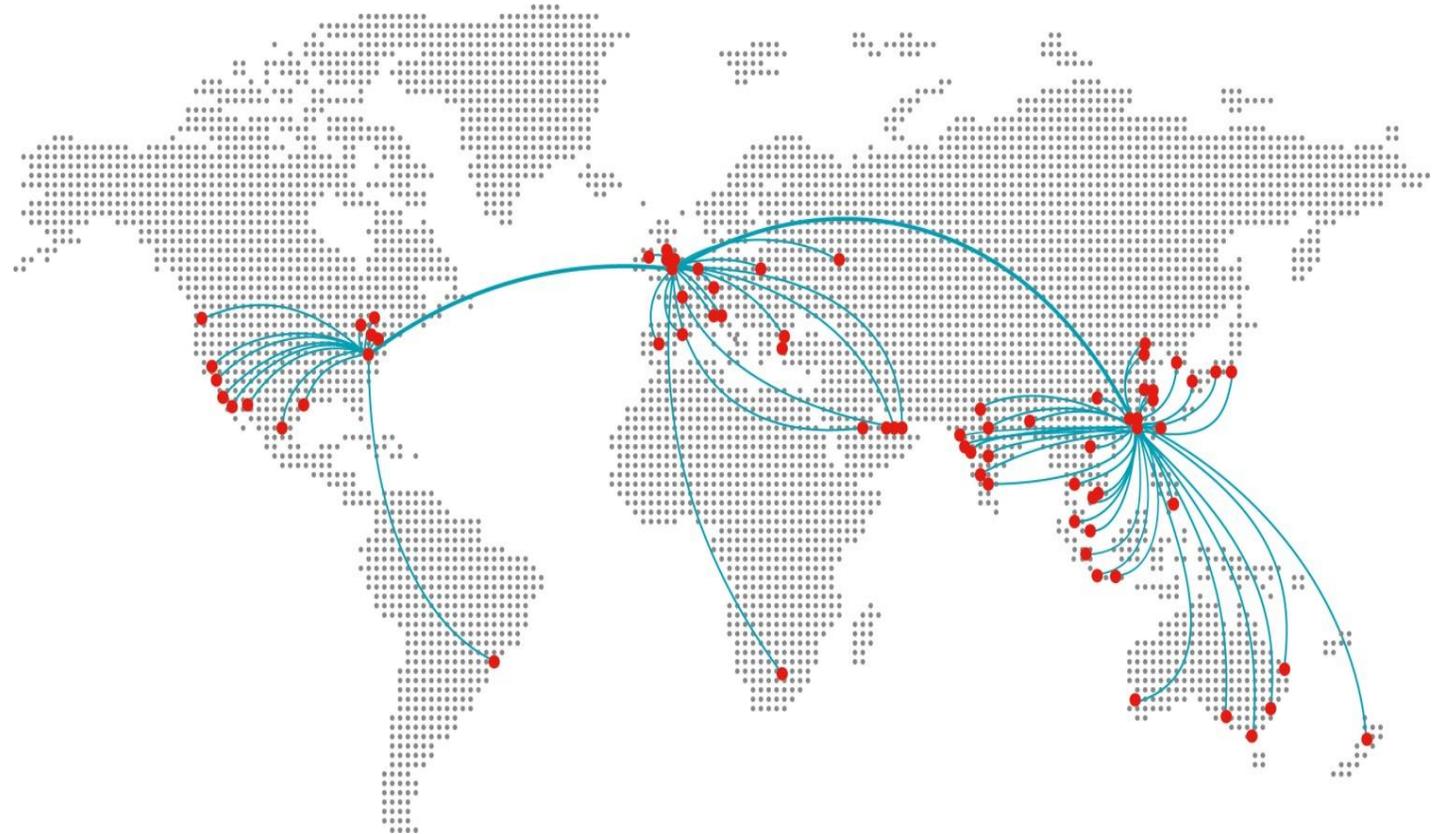


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Global Champion for occupational health and safety. Raising occupational health and safety standards around the world. Championing the business benefits of ensuring that your workforce goes home healthy and safe each day. Providing expertise, advice and support. Developing and coordinating BSI's portfolio ...



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