

# SAFETY CULTURE

The Root Cause of Safety Incidents

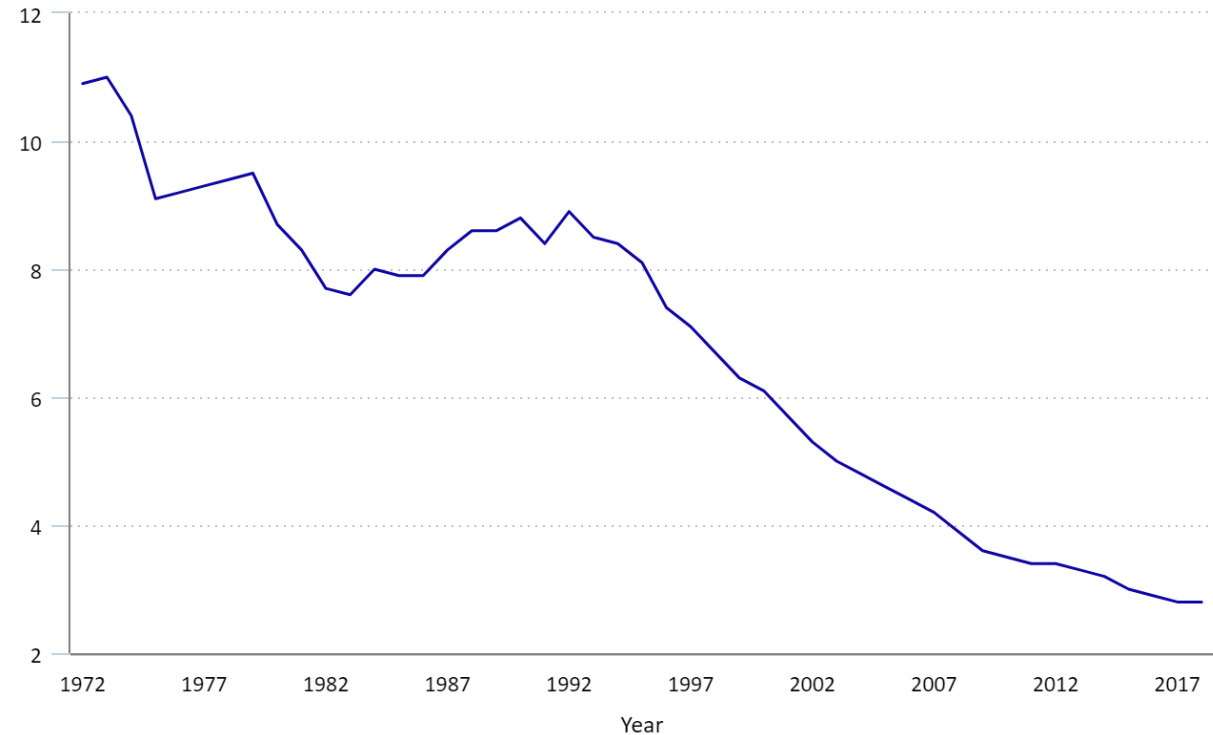
NSA Annual Meeting 2023

Presented by Jerimi Yost

# OCCUPATIONAL HEALTH AND SAFETY ACT OF 1970

- Public outcry against rising injury and death rates in the workplace.
- Intended to ensure “so far as possible every working man and woman in the nation safe and healthful working conditions and to preserve our human resources.”
- Employer responsibility to provide a safe workplace, free from serious recognized hazards.

Chart 1. Incidence rates of nonfatal occupational injuries and illnesses, private industry, 1972–2018



Hover over chart to view data.

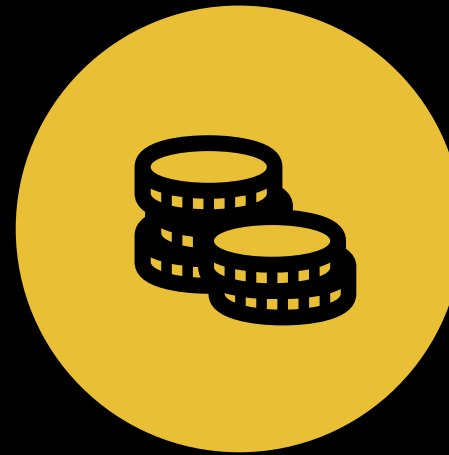
Source: U.S. Bureau of Labor Statistics, Survey of Occupational Injuries and Illnesses.



# EMPLOYER CONTRIBUTION TO WORKPLACE SAFETY



\$82.5 BILLION IN 2020 FOR  
EMPLOYEE TRAINING

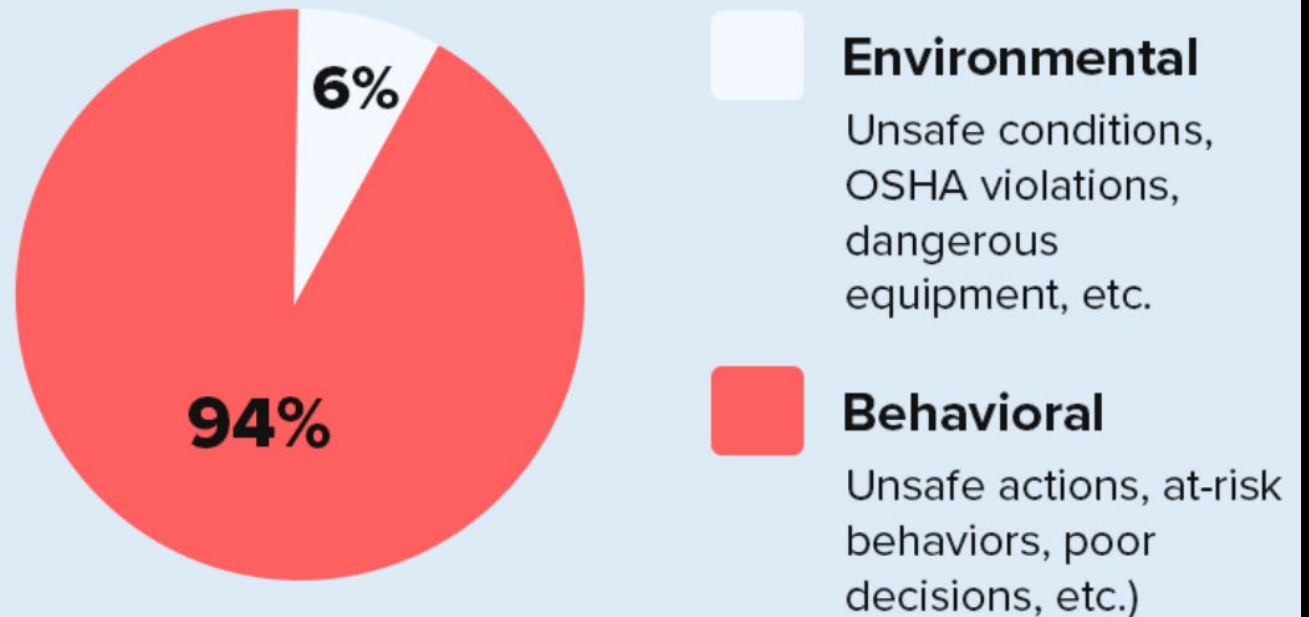


\$1,100 PER US EMPLOYEE  
(ON AVERAGE)

# WHY ARE INCIDENTS STILL OCCURRING?

- Unsafe behaviors
- Internal/Personal
  - Intentional
  - Unintentional
- External
  - Technical/Systems Environment
  - Social/Cultural Environment

## Causes of Workplace Incidents\*\*



# UNSAFE BEHAVIORS

## Internal/Personal

- Unintentional -
  - Lapses or Mistakes
- Intentional -
  - Difference in perception of the risk
  - Benefits - positive, immediate, and certain
    - Most effective in motivating behavior
  - Risks – negative, uncertain, and sometimes delayed
    - Least effective in motivating behavior

## External

- Technical/Systems Environment -
  - Employees faced with impossible choice
- Social/Cultural Environment -
  - Established Norms

# SAFETY CULTURE

- The collection of the beliefs, perceptions and values that employees share in relation to risks within the workplace.
- Belief – a subjective attitude that a central concept is true or a state of affairs
- Perception – the organization, identification, and interpretation of sensory information
- Values – denotes the degree of importance of some thing or action

# 4 TYPES OF SAFETY CULTURE

Forced	“Carrot & Stick Culture” Safety ‘Police’
Protective	Policies & Procedures Unending Flow of Regulations
Involved	Monitor by Performance High Level Training for Employees
Integral	Top Management Inclusion in Safety Training Safety Has Budget and Authority



# ROAD TO SAFETY CULTURE RUIN

Inconsistency

'Silo' Structure

Drive-Down Approach

Stubbornness

Profit Maximization

It's Not My Job

It's Their Fault







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Commitment

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Communication

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Lead by Example

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Positive Reporting Process

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Training

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Involve Employees

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Employee Empowerment