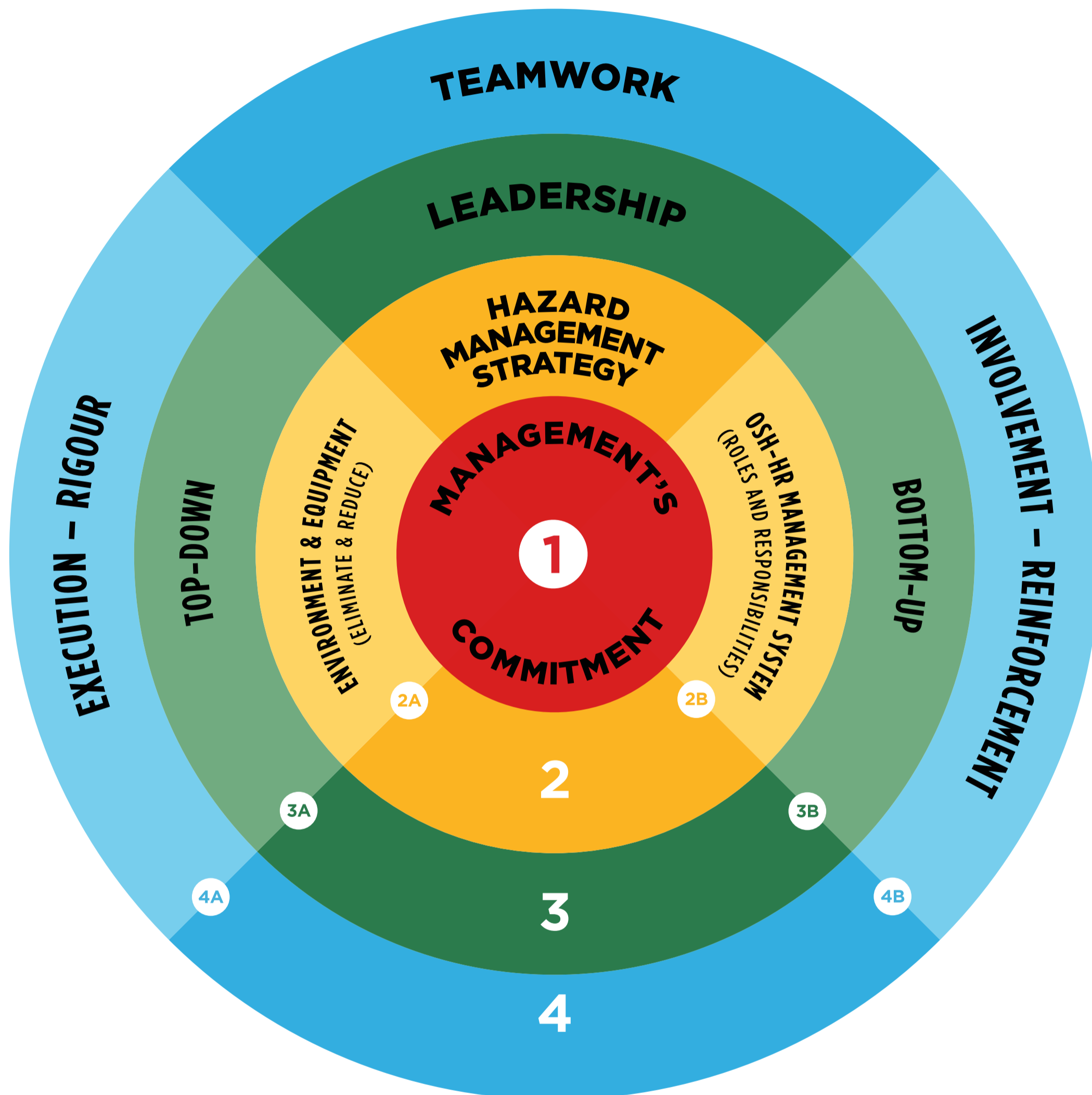


The Safety Culture Target

By Marc-André Ferron



1. Management's Commitment

OSH culture starts with management's commitment to managing hazards as efficiently as possible and providing the necessary resources to do so.

2A. Environment & Equipment

The leaders ensure that they are providing an environment and equipment with as few hazards as possible, which contributes to eliminating and reducing hazards at the source.

2B. OSH-HR Management System

When eliminating and reducing hazards at the source is not possible, leaders must set up and deliver programs that define everyone's roles and responsibilities, and ensure their full implementation.

3A. Top-Down

Leaders share the hazard management strategy from the top down so that each person understands precisely his or her role in hazard management.

3B. Bottom-Up

All team members contribute to the uniform deployment of the hazard management strategy and are supported by the management team.

4A. Execution-Rigour

Execution and rigour must be as perfect as possible. Tolerance and complacency must be eliminated from the organization's culture because the organization is immediately and fully accountable for the OSH of its employees.

4B. Involvement-Reinforcement

For the changes to take effect and the resistance to change to subside, everyone must be involved and the team must be motivated to execute the hazard management strategy.

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