

# Developing and Maintaining a Successful Safety Culture

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WORKERS' COMPENSATION INSURANCE  
WORK SAFE, TEXAS™



# Agenda

What is a safety culture

Developing a positive safety culture

Maintaining a safety culture

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# What is a Safety Culture?



# What is a Safety Culture?



- ✓ Core Values
- ✓ Behaviors
- ✓ Unique

# How is a Safety Culture Helpful?



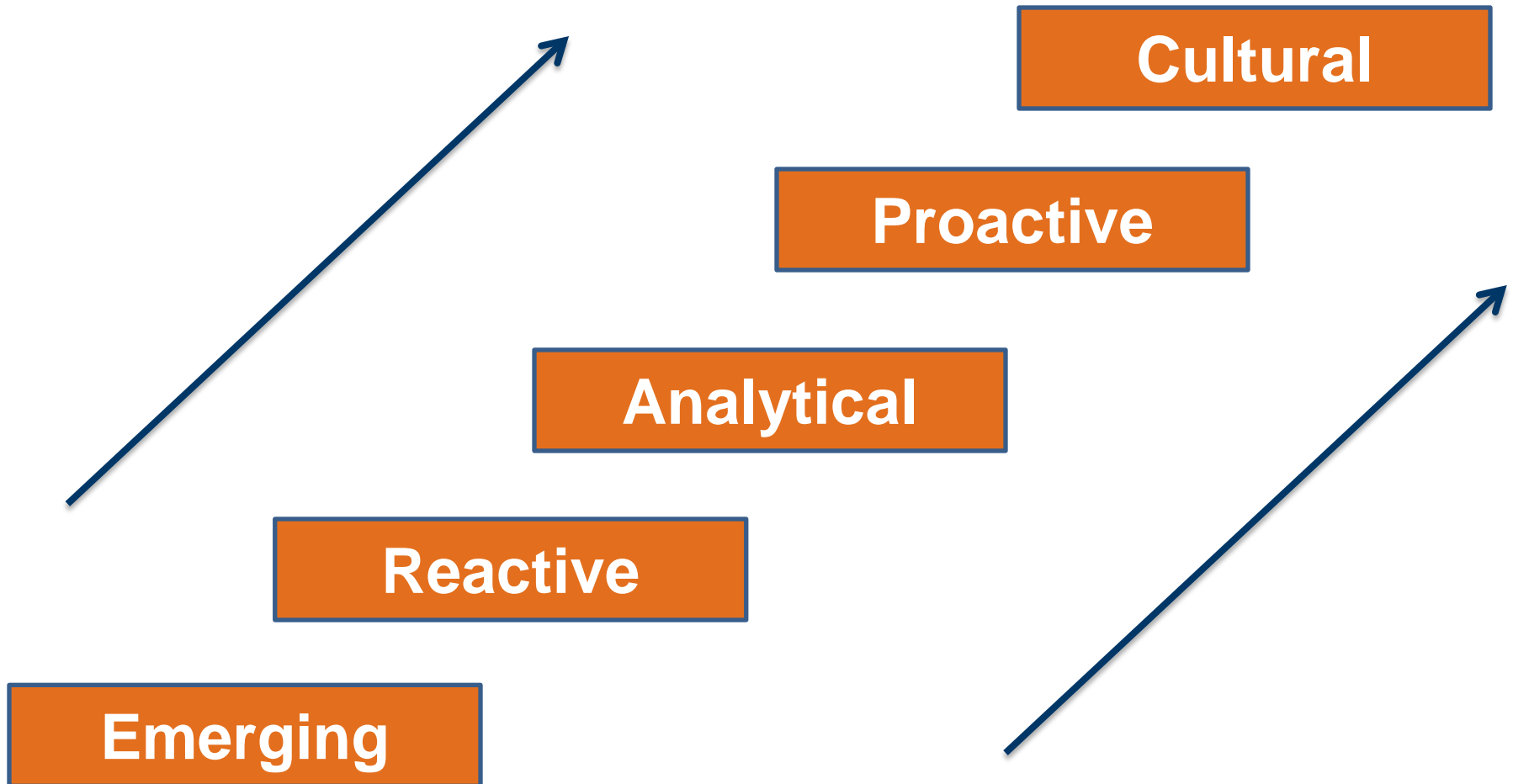
- ✓ Lower workers' comp costs
- ✓ Lower insurance premiums
- ✓ Increased employee retention
- ✓ More engaged workforce
- ✓ Better recruiting
- ✓ No OSHA fines
- ✓ Fewer lost work days

# Program vs culture





# Stages of a safety culture

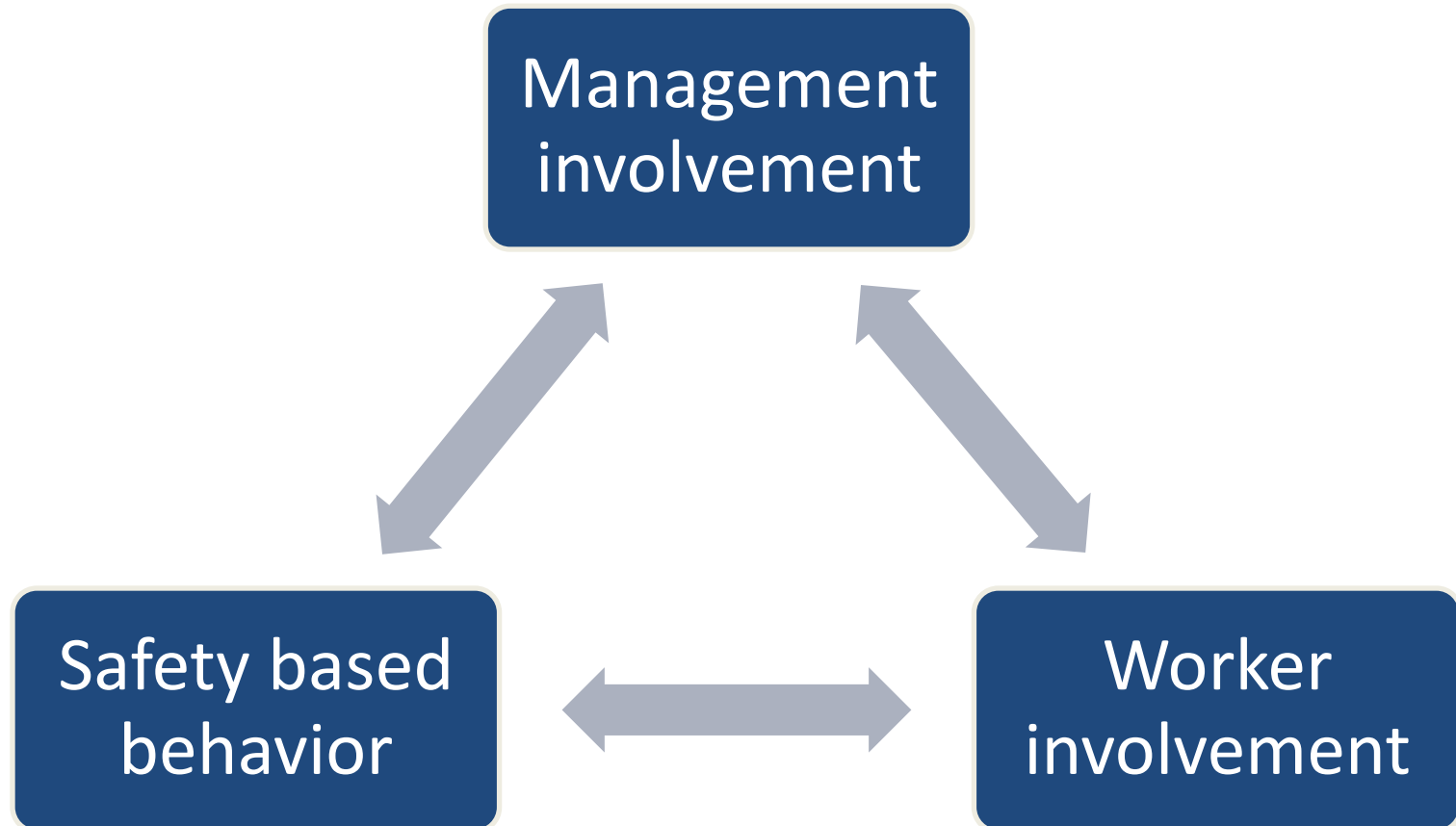


# How to create a safety culture

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# How do we start?



# Steps to creating a safety culture

Step 1: Recognizing current system is not working



# Steps to creating a safety culture

Step 2: Defining what safety looks like at your company



# Steps to creating a safety culture

Step 3: Target results not completion



# Steps to creating a safety culture

Step 4: Make improvement strategy fit your workplace



# Steps to creating a safety culture

## Step 5: Start with rule compliance





# Steps to creating a safety culture

Step 6: Involve your safety champions

**SAFETy**  
**Champions**



# Steps to creating a safety culture

Step 7: Encourage people to take care of one another



# Steps to creating a safety culture

Step 8: Make sure leadership reiterates the message



# Steps to creating a safety culture

## Step 9: Maintain habit and culture



# Steps to creating a safety culture

## Step 10: Be patient

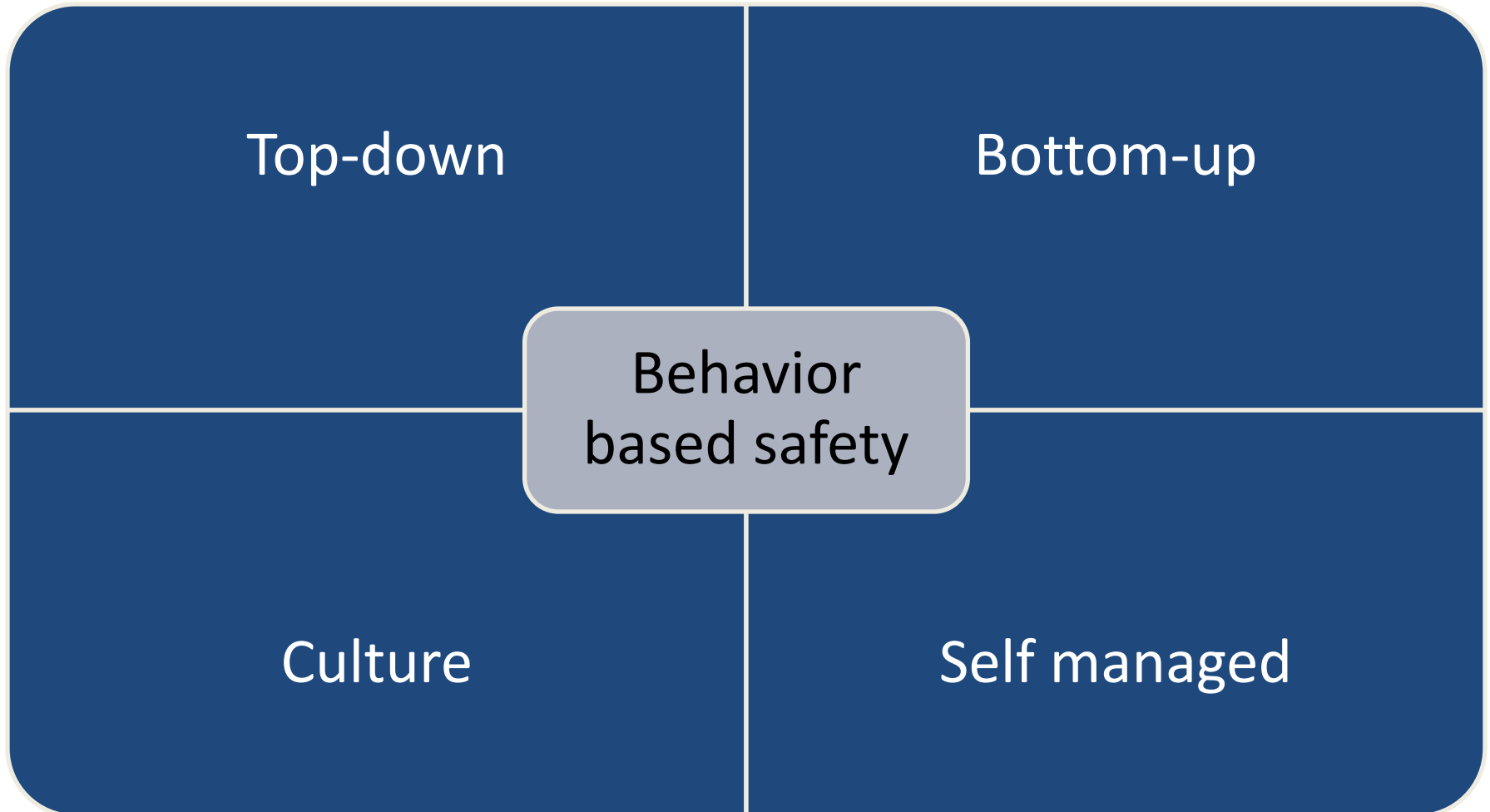


# How to maintain a safety culture

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# Behavior based safety



# Behavior based safety



Identifying safe and unsafe behavior

Data collection and analysis

Partnership



# Keys to maintaining safety culture

**1** Hazard identification and remediation

**2** Employee involvement

**3** No blame system

**4** Trusting relationships

# Keys to maintaining safety culture

**5** Safety is how it is done

**6** Celebrate success

**7** Positive reinforcement

**8** Encourage participation

# Management responsibilities in safety culture

**1** Role models

**2** Safety inspections

**3** Safety orientation and training

**4** Incident investigations

# Management responsibilities in safety culture

**5** Staffing for safety

**6** Providing safety education

**7** Specialized training

# Employee responsibility in safety culture



Employee  
involvement

Developing and  
maintaining  
safe habits

# Safety committees



Exchange of ideas

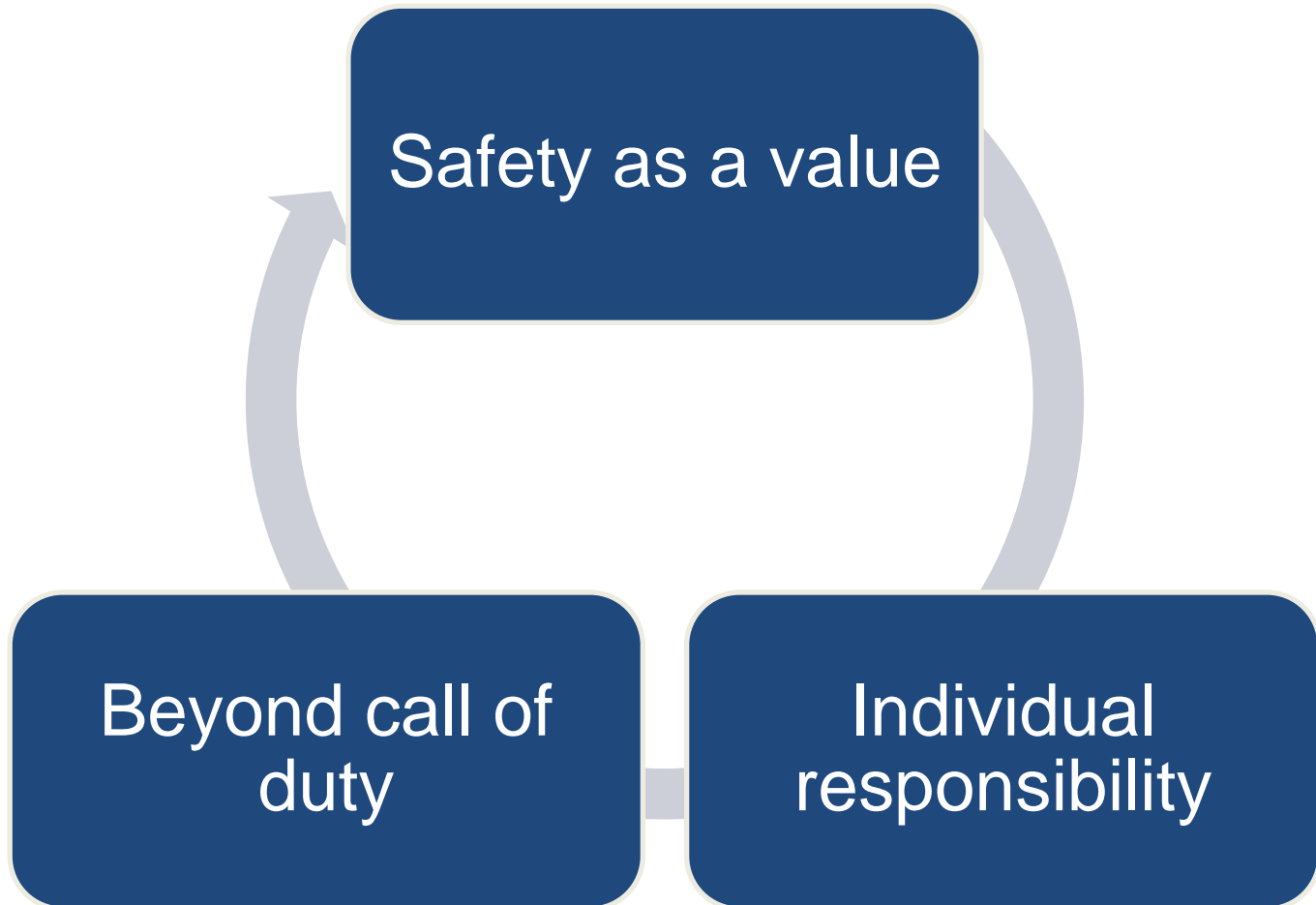
Safety champions

Management commitment

# Safety committees



# Total Safety Culture





# Summary

Safety culture  
defined

Steps to develop  
a safety culture

Maintaining a  
safety culture

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# Thank You

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