



Jim Persons
jimpersons@safetypride.com
707-889-0881

Building a Safety Culture

Safety culture is the way in which safety is managed in the workplace, and reflects the attitudes, beliefs, perceptions, and values that employers and employees share in relation to safety.

Every organization has a safety culture. The question is whether the safety culture is what we want it to be. If the culture is not what we want it to be, what can we do to change it.

Positive Safety Culture:

- Communication is open at all levels of the organization and feedback is seen as vital to improving safety processes.
- Individuals at all levels focus on what can be done to prevent injuries or illnesses.
- There is a commitment to safety regardless of all other concerns.
- People and their well-being are valued. The focus is on protecting people, not the bottom line.
- All personnel, especially supervisors, demonstrate their commitment to safety by following all safety processes and procedures, as they instruct their employees to do.

Negative Safety Culture:

- Communication is not open at all levels; employees do not openly communicate with upper management and employers do not communicate with employees.
- Safety rules are used to discipline employees.
- Management may not follow safety rules.
- Production demands require less focus on safety.
- Management's concern is not for the wellbeing of the employees, but rather for a good safety record.