

Every company will tell you they have a **Safety Culture**, but do they and how do you know?

I would like to start by wishing each and every one of you a sincere Safe, healthy and happy 2016. With a new year comes new opportunities to raise the Safety bar just a little bit higher.

A Safety culture is much more than the "Safety First" sign hanging up over the

door. That sign means nothing and is pure unadulterated "Bull Pucky". If it were true, all aircraft would sit on the ground and no one would touch them. Only then could they be considered 100% Safe.

A company needs to make a profit in order to survive. Thus, profit and survival come first and one can hope that Safety comes a close second. Without profit there is soon no need for Safety, as the company will cease to exist.



The "Safety First" sign comes with some very small print, like you see on some "too good to be true" deals. I've seen on TV recently, ads for high speed cable internet for only \$5.00 per month. In that very small print you will find that price is for 6 months after which you will pay \$49.99 per month on a two year contract when bundled with a \$79.99 TV service and a \$24.99 phone service. The small print on the "Safety First"

sign says, "...unless it costs money." The more expensive a proposed Safety fix is going to be, the less likely it will happen, because it interferes with the real "first" - Profit. So all those signs you see should really say "Safety; a very close second to profit", if they were honest.

A Safety Culture is hard to measure, but you'll soon know it after you've worked in it for a while. The odds of being killed in an aircraft accident vary from 1 in 260,000 flights (parts of Africa) to 1 in 11,000,000 flights. (North America and other Western countries). What makes this huge difference? Simple: The Safety Culture.

What is this Safety Culture? Here is one person's interpretation of a Safety Culture: "The product of individual and group values, attitudes, perceptions, competencies, and

patterns of behavior that determine the commitment to, and the style and proficiency of, an organization's health and Safety management."

Here is what I think a Safety Culture is.

A true Safety Culture is where:

- $\sqrt{}$ Safety is treated seriously by the management
- $\sqrt{}$ all believe that Safety does not have to come at the cost of productivity
- $\sqrt{}$ Safety is an integral part of the way the company operates
- $\sqrt{\text{all}}$ company employees are trained and encouraged to think and work Safely at all times
- $\sqrt{}$ Safety goals are set and <u>all</u> work toward their achievement

Do You Work in a Safety Culture?

The following questions have been adapted from my good friend Professor James Reason and are intended to help determine if your organization has a Safety oriented culture.

Where does your Company fit in? Answer these questions and find out. If you don't know the answer, give it a 0.

Give each question a rating by circling 0, 5 or 10 according to the following scoring:

0 5 10

No, not my Sometimes Yes, This is Company my Company my Company

1. MINDFUL OF DANGER: I believe our Company's management is very mindful of the human and organizational factors that can endanger our operations.

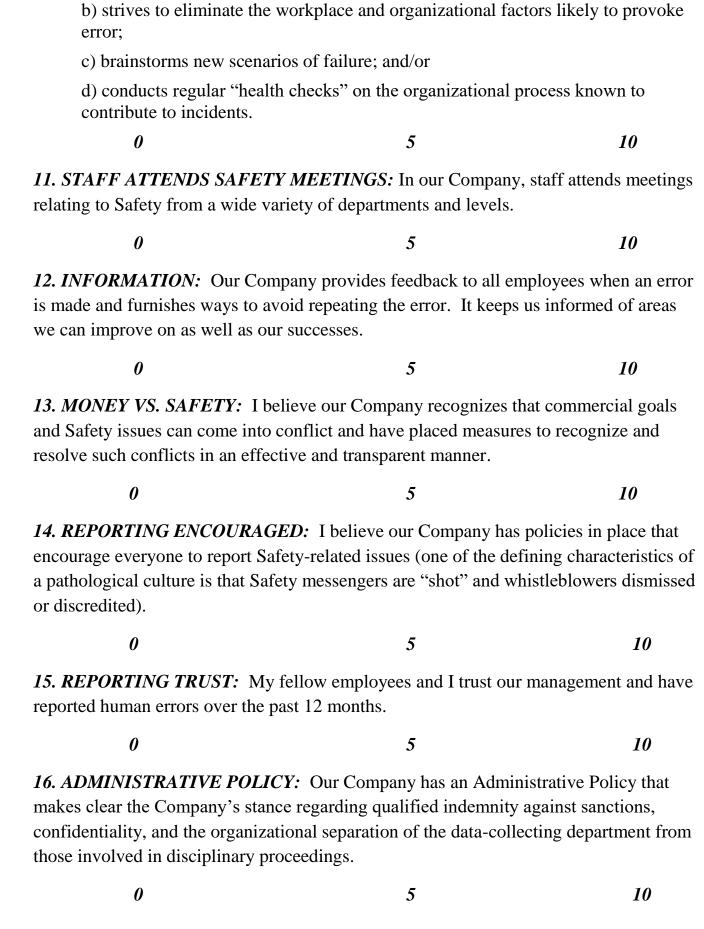
0 5 10

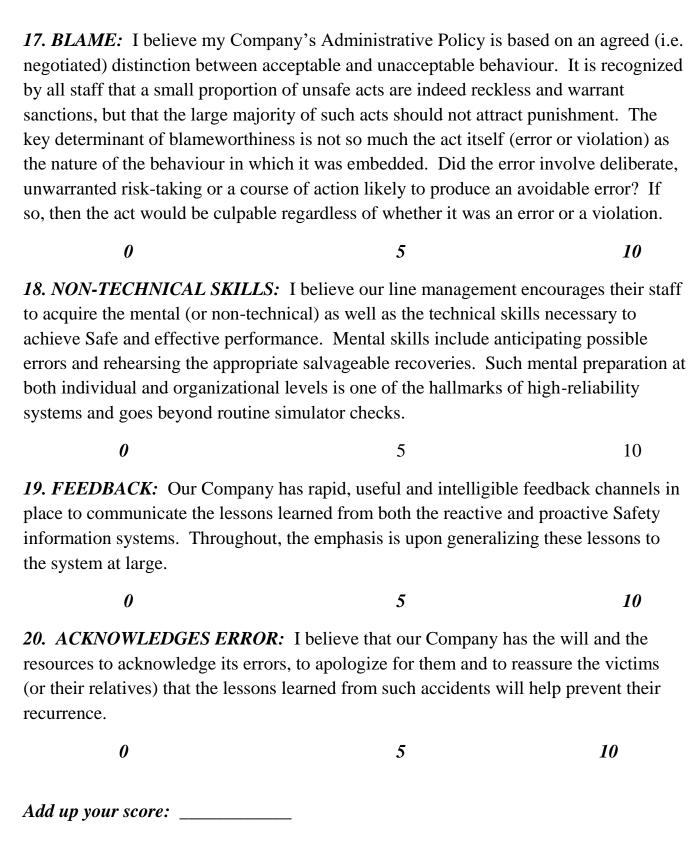
2. *MISSION STATEMENT:* Our Company illustrates its commitment to Safety in its mission statement that includes the call to operate Safely.

0 5 *10*

3. SAFETY POLICY: Our Conspells out everyone's responsible	mpany has a Safety Policy that is reabilities toward Safety.	adily visible to all and
0	5	10
accepts occasional setbacks and	believe our Company's managemend nasty surprises as inevitable. They m to avoid, or detect and recover from	y realize that staff
0	5	10
	ur Company's management are genuequate resources to serve this end.	inely committed to
0	5	10
	mpany, all employees, including ma arn how to avoid the error they never	_
0	5	10
	our Company past events are thorou learned are implemented as Compar	-
0	5	10
	After an incident in our Company, the failed system defenses and improve the incident individuals.	•
0	5	10
_	gement recognizes that effective man t process, depends critically on the c nformation.	-
0	5	10
10. HEALTH CHECKS: In or towards Safety. That is, it does	ur Company, management adopts a general some or all of the following:	proactive stance

a) takes steps to identify recurrent error traps and removes them;





So what does it mean? You'll have to tune in to the next issue to find out. As you might guess, the higher the score the better. Slip this issue onto the boss's desk if you think it might help and I'll hope that you still have a job for the next issue.