DEPARTMENT OF PUBLIC WORKS
Developing a Safety Culture
When Your In Charge

“It ain’t easy but it can be done!”
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Developing a Safety Culture

1. **Safety : Definition**
   - The condition of being protected from or unlikely to cause danger, risk, or injury.
     synonyms: welfare, well-being, protection, security "the safety of the residents"

2. **Care: Definition**
   - The provision of what is necessary for the health, welfare, maintenance, and protection of someone or something.
     synonyms: safekeeping, supervision, custody, charge, protection, control, responsibility, help, aid, assistance, support; concern, consideration, thought, regard.
   - Serious attention or consideration applied to doing something correctly or to avoid damage or risk.

3. **Culture definition.** The sum of attitudes, customs, and beliefs that distinguishes one group of people from another. *Culture* is transmitted, through language, material objects, ritual, institutions, and art, from one generation to the next.
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Four Leadership steps that can be taken to implement the change
1. Make an initial assessment of where the organization is.
2. Make the Investment into education
3. Implement the “How we will be from this point forward”
4. Nurturing (Enforcement)

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• Step 1: Assessment
  – EASY PATH
    • New to the organization so there is no relationship to those who you now manage
    • Review SOP’s and practices
    • Watch how the group works
    • Implement Changes
  – HARD PATH
    • Part of the group for a long time. “Came up through the ranks”
    • They know what you have or have not done
    • Must ask them to do what you may not have done
    • Managing friends or in some cases adversaries
    • Implement changes
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• Step 1: Assessment cont’d
  – Need to observe behaviors and practices
    • Watch what they do
    • Ask why they do it
  – Discuss the Law or new ways of doing things
    • Review the laws
    • Try new products
  – Know your responsibility and be firm
    • Understand your Role
  – Accept that your role in the organization is new
    and you have ultimate responsibility

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• Step 2: Make the Investment into Education
  – Know what is required by Law
    • PEOSHA, OSHA
  – Talk about the Hierarchy of Safety
  – Instruction of proper use of equipment and test for proficiency
  – On going Training: Classroom and on the job
  – Share stories: Personal, News, Safety Bulletins
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• Step 3: Implementation
  – Set expectations regarding safety compliance
  – Purchase what you need and make it available
  – Walk the Walk: Be seen Safe, Foster the change
  – Dealing with Change
    • Hard! Hard! Hard!
    • People inherently do not like to change
      – We have always done it this way
      – Rules, Rules and More Rules!
      – Talk to why the change is necessary
        » The Law
        » Other Incidents

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• Step 4: Nurturing (Enforcement)
  – Set Accountability (Top - Down)
  – Implement change gradually if possible (ex. Vests)
  – Implement change immediately if necessary (ex. Leaf Vacs)
  – Talk about safety each day
  – Discipline if you need to
    • Question: How many times do I speak someone until I put it in writing?
    • Sets the tone
  – Share near misses
  – WALK THE WALK!
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- SHOW AND TELL

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- Concluding
  - Start small
  - Keep the employee and public welfare in the forefront
  - Educate, Educate, Educate
  - Be the Change

- QUESTIONS??????????

THANKS