

Safety Culture – Fear Driven

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What is Culture?

- Expressions of Human Intellect



What is Culture?

- Customs and social activities of certain individuals or communities



What is Safety?

- The state of being secured from or improbable causes of risks or injuries



What do you think Safety means to you?

- Is it necessary ?
- Do you think it can change lives?
- Is it good for business?
- Can it save costs in the long run?



Employing Safety in the workplace:

- Can it prevent serious injuries or deaths ?
- Can it avoid loss of properties?



Employing Safety in the workplace:

- Can surely reduce costs for companies:

- ☐ Insurance Premium

- ☐ Compensations
(Beyond insurance coverage)

- ☐ Legal fines

- ☐ Lost work productivity



Employing Safety in the workplace:

- Lead to deterring serious implications with the law (fines/prison)



What would you think?

- You just checked into your hotel, round the corner heading towards your room, and you see a guy standing on a bucket on the top rung of a ladder.



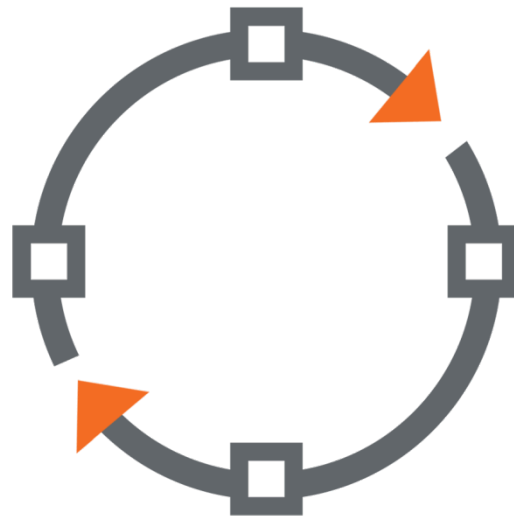
What is a safety culture?

- A safety culture is just like any other culture, it is where individuals share their perceptions & beliefs toward safety



What is a safety culture?

- Safety is a way of life, a process not a program

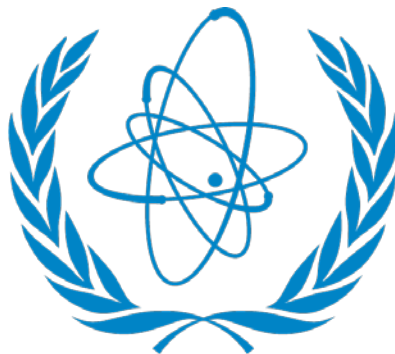


PROCESS



History of safety culture:

- The origin of the term “Safety Culture” first was used from the initial report of the (International Atomic Energy Agency) back in 1986 at “The Chernobyl Accident”



IAEA

International Atomic Energy Agency



How does safety culture work?



How does safety culture work?

- Safety Awareness
- Hazards Identification
- Risk Analysis / Assessment
- Reporting incidents/ near misses
- Investigations for learning opportunities



How does safety culture work?

- Personnel safety awareness
 - Always being aware of your surroundings



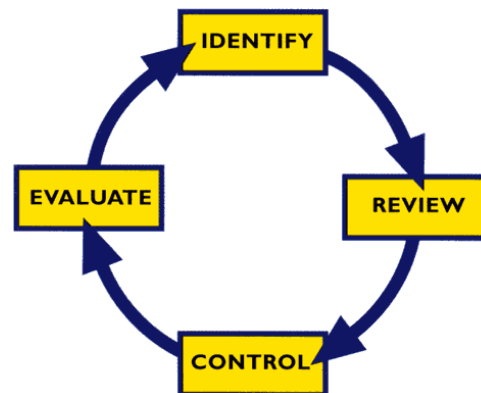
How does safety culture work?

- Hazards Identification
 - Being able to identify hazards before they result in an injury or death

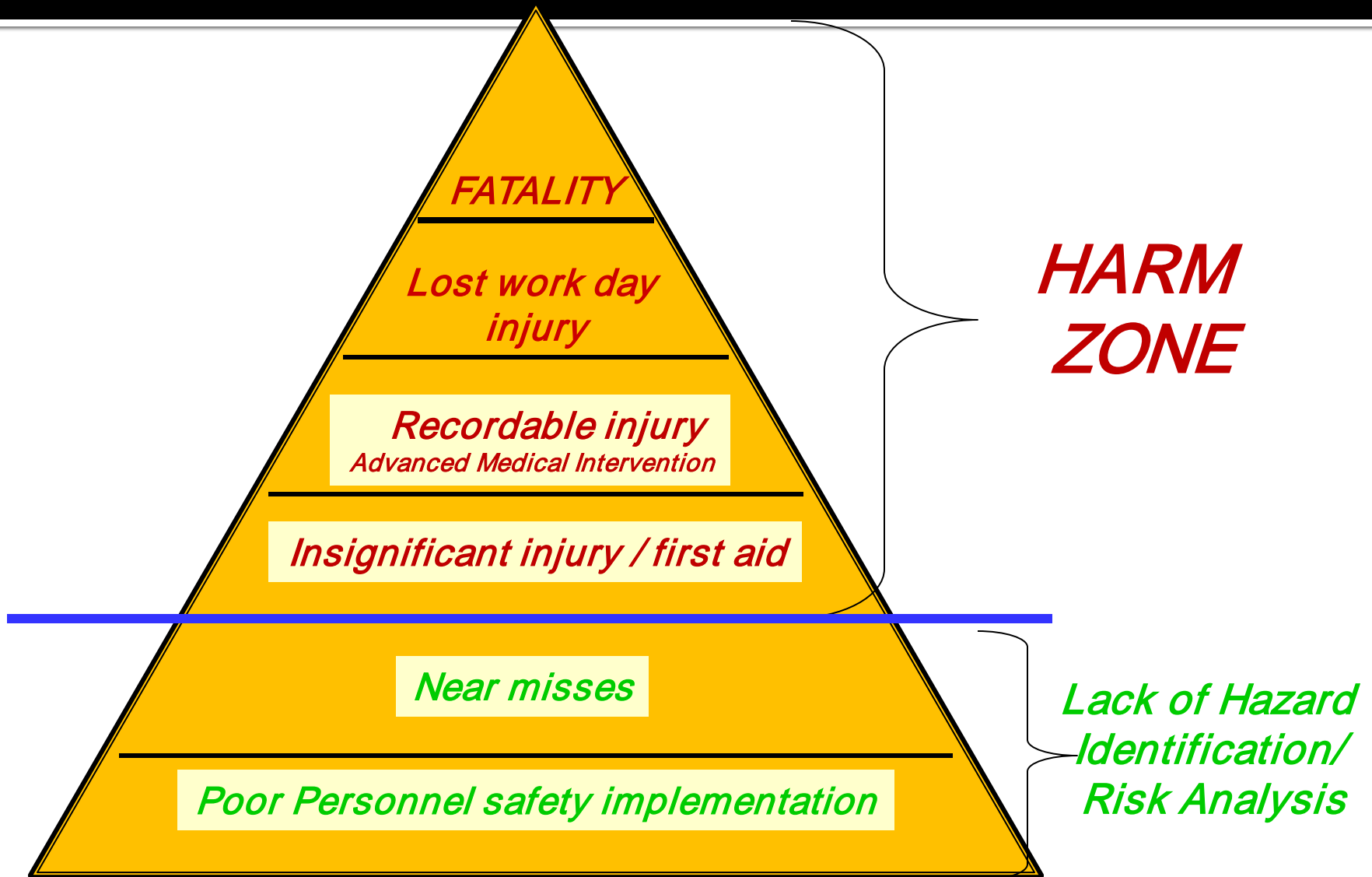


How does safety culture work?

- Job Risk Analysis needs to be seriously accounted for
 - (obligations)
- Analyzing the probability and severity of risks in order to eliminate, reduce or control as a minimum measure the possibility that harm is bound to occur.



A Safety Pyramid



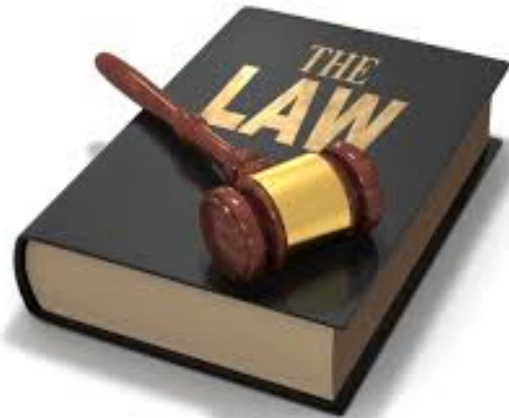
What is Fear?

- A feeling of discomfort triggered by certain stimulus such as danger or harm



How can a safety culture be driven by fear?

- A safety culture that is driven by fear, is a culture that is constantly trying to comply with the law, rather than committing to implement a framework for protecting their employees.



An example of a fear driven safety culture

- A company that would only implement safety systems because it is mandatory by the law.
- A company that establishes safety systems out of fear of sanctions & reprimands.

Negative Reinforcement

Fear of fines, penalties, lawful shutdowns, legal implications ...etc



The effectiveness of the fear driven safety culture

- This culture is considered to be somewhat effective, as there are numerous organizations that simply would not implement any safety systems at all if they weren't required to do so by some governing standard or threat of liability.



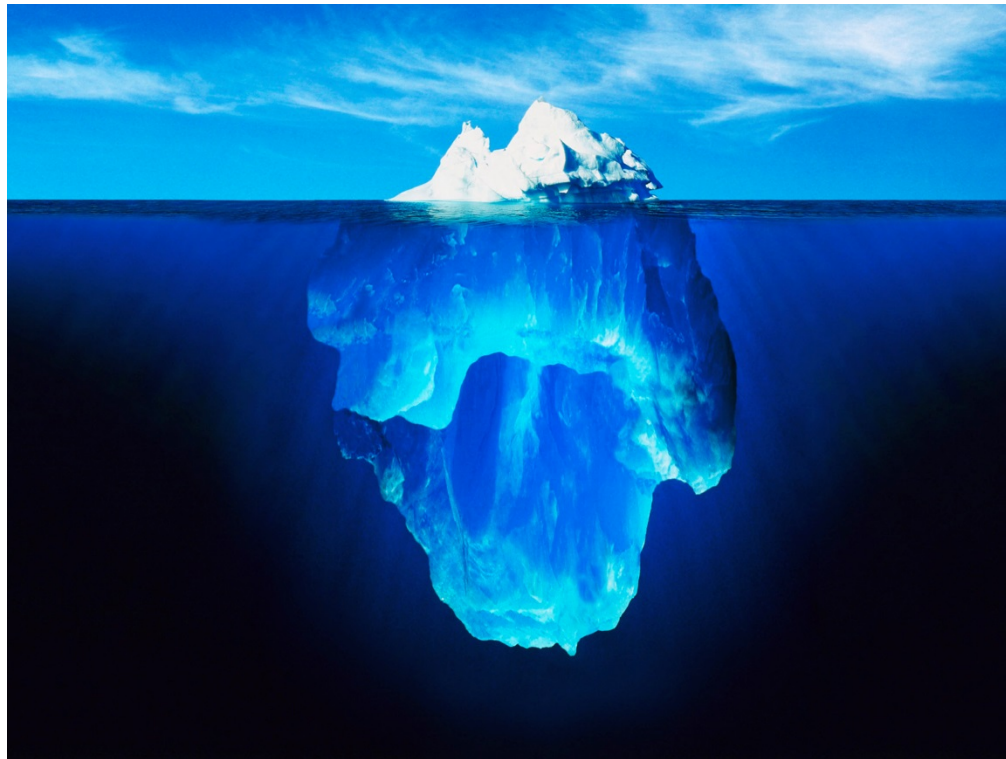
The Downside of this approach

- Changes the goal of the organization from reducing risks to ensuring compliance
- Inhibits safety performances
- Considered to be a poor long-term instigator
- Rapid increase in underlying causes



The Downside of this approach

- Rapid increase in underlying causes the (Ice berg concept):



Extreme harm,
severe injuries &
death

No harm,
insignificant
injuries & near
misses



Underlying Causes

- Underlying causes can be defined as:
Inadequacies in the company's Occupational Safety and Health (OSH) system that allow immediate causes to arise unaccounted for, leading to accidents.

Underlying Causes

- Underlying causes have the potential to cause major accidents & near missies and these causes tend to be neglected in a fear driven safety culture

Effective approach

- Leaders to encourage and support promoting safety culture
 - **Positive reinforcement:**
milestone celebration, recognitions, awards/ rewards, perks etc.
- Prioritizing safety for employees from a Moral perspective and not Legal nor commercial.
- Safety should ideally and conceptually be perceived as a Core Value rather than just a priority.



