

## **Health and Safety**

Studies over the years have shown that over 70% of workplace accidents occur as a result of human error or the failure of management and management systems. It's easy to see therefore that Health and Safety at Work management and People Management coincide. Accidents reduce when the right culture is in place in the firm.

TimelessTime consultants have been involved in health and safety for many years through work in various organisations to achieve a safety culture. There are three phases in managing safety. Initially the firm's attitude is that accidents go with the job. Then management realise that safety matters and that it hits the bottom line. Initiatives are drawn up and a dramatic improvement results. If the firm is to continue to realise low accident rates, it must then achieve a lasting safety culture and the final phase of continuous incremental improvement.

The following lists ten attributes of a firm with a good safety culture.

- Accidents must be measured and all accidents reported as part of this measurement.
- Measurements must be benchmarked against standards and 'best in class'.
- Objectives must be set to measure performance and improvement.
- Management must be utterly committed to safety.
- Procedures (for doing the job) must be owned and adhered to.
- A reporting culture must be engendered.
- All staff must report unsafe acts.
- The firm must learn from near hits so communications of near hits must be good.
- Employees must have excellent communications with colleagues and supervisors.
- Competence must be continually checked and grown.
- Staff must be involved in job design for safety.
- Management must control pressure to complete work.

The Health and Safety Executive report that "safety culture is a product of individual and group values, attitudes, competencies and patterns of behaviour". TimelessTime consult on the management of health and safety by working with people, ensuring that staff are competent and involved whilst measuring key safety performance indicators against benchmarked targets.

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