

Environmental Scan of intervention development:

In a recent article published in 2011, Mohamed and Chinda applied a safety culture development focused on promoting safety “enablers” and goal driven outcomes in the construction safety. Derived from European Foundation for Quality Management Excellence Model, there are five safety culture enabler criteria, namely leadership, policy and strategy, people, partnerships and resources, and processes. Over 100 construction workers assessed each of the five enabler criteria to test the relationships and interaction on safety goals over time. The results of the study support that leadership development towards safety is the most important factor in obtaining safety outcome goals within a short timeframe. Although the article did not discuss the specific interventions used to improve leadership, the model identified that this was the most influential area to place focus.

Construction:

Carillion

<http://cos-mag.com/safety/safety-stories-exclusive/4776-carillion-building-and-construction-2015.html>

Approaches/interventions:

Carillion uses behavioural change through safety mantras and promote a focus on zero accidents among employees and managers.

Simplified message of safety “ONE” which allows the safety messages to be streamlined under one of clarity. One Culture, One chance, One team, One way, or One body.

Don’t walk by program – key performance indicator that encourages everyone to report at least one item for improvement a month. Accident frequency has dropped.

Oil and Gas Safety Awards

Weatherford

Managers are trained on the importance of meeting safety requirements and recognizing high potential incidents and root causes.

The creation of an HSE Excellence program – creating health and safety champions. Champions deliver and action plan for each terminal and continue to influence the safety attitudes and behaviours of fellow employees.

All new employees in a new role (6-months) must wear a green hardhat and are assigned a mentor.

“Our team leaders stand behind the motto that no activity is so important that we cannot take the time to do it safely,”

Transportation

Vancouver Airport Authority

Create personal connection to safety by asking employees to bring in their families to be apart of the safety promotion photos.

Three tiered training – reading documentation and online training modules. Second, practical instructor lead training, and the final level is competency based evaluations of real job site situations.

Celebration dinner – president's award for safety excellence.

Utilities K-Line Group

Achieved an international standard of OHS 18001, quite rare for a private company to invest in. A standard above regular legislation and holds to a higher standard in provinces across Canada, including Alberta, where the standards are not as stringent.

Quadra Chemicals

Near miss-system is implemented and a manager receives a notification automatically. As the issue is investigated and corrective action is taken, employees will receive updates. No blame culture is critical.

Mining and Natural Resources Hatch

10 fundamental safety statements – for contractors and employees to follow. Meetings with 3+ require 5 minute health and safety discussion.

Manufacturing Tarkett-Johnsonite

<http://cos-mag.com/safety/safety-stories-exclusive/4781-tarkett-johnsonite-manufacturing-2015.html>

Individualized safety treatment. Every employee is recorded completing their tasks and hazards/risks are discussed. Appropriate countermeasures are integrated. We are all unique/different, what may be a hazard for a 5' person may not be the same for a 6'.

Any unsafe acts or conditions go through a root cause analysis.

One on one safety feedback with supervisors.

Full safety training annually – safety matrix – legal, regulatory, mandatory, and internal safety programs. Monthly pop quizzes to ensure proper procedures equates in a \$5 Tim Horton's gift card. – created a culture and dialogue with the employees.