

OSH PRO CONFERENCE
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IMPROVING OCCUPATIONAL SAFETY CULTURE THROUGH RISK ASSESSMENT

Session Objectives



Appreciate the different definitions of culture and risk assessment



Understand the need for a strong positive safety culture



Appreciate the different safety culture stages



Understand basic elements of risk assessment



Understand how risk assessment can be integrated into business process



Get to know how to build a strong safety culture through occupational risk assessment

Introductions

- ❖ There is increasingly knowledge, awareness and acceptance of workplace safety in the country since the enactment of OSHA 2007
- ❖ Workplaces have adopted safety management practices for various reasons but its unfortunate that majority are still benchmarked with local legislative compliance.
- ❖ Safety professionalism is becoming increasingly popular with an increasing number of people joining the career every year.
- ❖ Unfortunately, workplace incidences are still on the rising, safety management is still with HSE person/department and embracing safety as away of doing business is way far below the expectation.

“A pattern of shared basic safety assumptions that the group learned as it solved its problems of external adaptation and internal integration, that has worked well enough to be considered valid and, therefore, to be taught to new members as the correct way you perceive, think, and feel in relation to those problems.” (Schein, 2015)

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. (UK HSE, 1993).

Organization atmosphere created from consistent patterns of thinking, feelings, practices, and behaviors, (Wangulu, 2019)

Definition-Risk assessment

Organization safety management practices of anticipating and identifying hazards, analyzing and instituting control measures, to eliminate, reduce or prevent the exposure to risk (Wanguly 2019)

It's the management of the likelihood of an exposure to a hazard and the expected consequence

R=Probability X Consequences

Likelihood	Consequences				
	Insignificant	Minor	Moderate	Major	Catastrophic
Almost Certain 5	5	10	15	20	25
Likely 4	4	8	12	16	20
Possible 3	3	6	9	12	15
Unlikely 2	2	4	6	8	10
Rare 1	1	2	3	4	5

Safety culture and risk assessment



Safety culture is about practices, beliefs, norms and the related commitment towards safety and health requirements.



Occupational risk assessment is the heart of safety and health management that affects the beliefs, behaviors and practices that one views towards occupational safety requirements



An organization with a strong positive safety culture is an organization that incorporates occupational risk assessment in every stage of its operational practices.

The need for strong safety culture

Strong Safety culture improves safety performance

Strong safety culture improves efficiency and operational excellence of the organization

Strong safety culture affects the reputation of the organization.



Workplace risk assessment considers the following

- ❖ The personnel within the workplace (*and those that may be affected*)
- ❖ The premise of the workplace
- ❖ The Procedures, technologies and methodologies embraced
- ❖ The plant, tools, equipment, machines and substances within the workplace

Risk assessment is about identifying hazards from the people, business premise, procedures and the plant or material substances employed and used in the workplace.

The state of all the above 4 is determined by the organizational safety culture.

The likelihood that adverse incident occurring in a workplace is determined by :

- ❖ The degree of exposure to the hazard
- ❖ The likelihood that will occur

Both these are influenced by safety culture.

Degree of exposure to the hazard and likelihood that safety will occur is magnetized by:

- ✓ Lack of commitment to hazard identification and control
- ✓ No resources allocation to safety requirements
- ✓ No time for safety awareness and competency build up

Integrating Risk assessment to business process

RISK ASSESSMENT STAGES

- Anticipating, Recognizing and identifying hazard
- Analyzing/Assessing hazards and risks (risk estimation)
- Evaluating risks-What is tolerable
- Risk control

Using PDCA, Risk assessment can be used in all phases of business process such as project conception, initiation, operation and decommissioning.

BUSINESS PROCESS PHASE



Benefits of incorporating Risk assessment in safety culture



Removes the mind of familiarity for those experienced workers



Provides new opportunity for exploring hazard control hence new ways of working better



Seals ownership of safety as an individual responsibility



Risk based thinking reduces wastage and inefficiency



Provides effective way of incident management hence incident reduction

Improving safety and health culture through risk assessment- How do we make it work?



Make it simple-Simplicity in methodology, no ambiguity. Build it up as the safety culture grows



Involve- Its not a one man show. Consult the employees, involve the managers, let each participate and be involved. Develop all means possible of identifying hazards and brainstorming.



Transparent-Let it be known. Have a procedure to work with. Create awareness



Review-As often as possible, let it be a lifestyle. Discuss in management review meeting for continual improvement.

Points to stick with...

Whether it takes the form of Journey management plan, Job hazard analysis, qualitative or quantitative or semi quantitative, risk assessment

Must involve all level of employees

Must be participatory

Must involve section experts/experienced person

Must incorporate consistence of compliance to the set procedures.

Safety culture is the commitment the organization has to the safety requirements and this is demonstrated through individual beliefs, behaviors and actions.

In improving safety culture, risk assessment must involve the persons, assess the plants, premise and procedures

Risk assessment and safety culture will intermarry at the point when risk assessment becomes the way of life for an organization: from project conception to project decommissioning.

Points to stick with

Its not enough to document safety risk assessment when done by HSE personnel alone. Ownership will only come in involvement and participation has been incorporated.

Simplicity, transparency and continual review of the risk assessment process will improve the safety culture to generative level where it becomes the way of life for a business.

Comments and
questions.