An Occupational Health & Safety Journey

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In 2006, AFFES started on a journey to improve safety management
Safety Management System

...is part of the overall management of an organization that addresses the Health and Safety hazards and risks associated with its activities.

Two Standards:
- CSA Z1000
- Transport Canada
“We have a safety management system now. It works around us every day.”
Why are we doing this?
Principles of Safety Management

- Positive Safety Culture
- Management Commitment to Safety
- Continual Improvement
- Consistent Approach to all hazards and risks
- Staff Engagement
Safety Culture

Safety: Making sure that people are not harmed

Culture: How we do things around here
So the Simplest Definition of Safety Culture is:

“Making sure people are not harmed is how we do things around here”
Management Commitment to Safety

- Adoption of CSA Z1000
- Assigned responsibilities within the SMS
- Documentation and document control
- Annual Safety objectives
- Training
Continuous Improvement

Plan

Do

Act

Check
Continuous Improvement

- Set Objectives
- Identify Hazards and Assess Risks
- Workplace Observations
- Report Incidents and Follow Up
- Internal audit program
Accountability for Safety

- Safety Principles
- Policies
- Standards
  - Procedures and rules
  - Good work practices
  - Management direction
  - Government Regulations

- Application
Consistent Approach to all Hazards and Risks

- Safety Policy
- Safety Management *System*
- Standard Terminology
- Standard procedures and policies
Staff Engagement

Starts with...

Internal Responsibility System (IRS)
Staff Engagement

Internal Responsibility System

- Workers and Employers **must share** responsibility...
- Principle that workplace parties **are in the best position to identify** problems and solutions.
- Internal Responsibility System **involves everyone**, from the company chief executive to the worker.
- How well the system works depends upon whether there is a complete, **unbroken chain of responsibility** and accountability for health and safety.
IRS

Director

Program Manager

Line Management

JHSC/ Specialists

Manager Responsible

Workers

Supervisors

Ontario

Ministry of Natural Resources
Staff Engagement

- Workers and Supervisors
- AFFES Health and Safety Forum
- Open transparent discussions:
  - Job Safety Analysis (JSA)
  - After Action Review (AAR)
- Communications:
  - Safety Poster Contest

Ministry of Natural Resources
Principles of Safety Management

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Work Safely!