

20 Sure-Fire Ways to Stuff-Up Management of Workplace Health & Safety

- 1 Lack of management commitment, leadership and drive from the top of the organisation.
- 2 Lack of understanding and implementation of sensible safety legislation.
- 3 Lack of understanding and implementation of common law principles
- 4 Too much concentration on lag indicators such as the Lost Time Injury Frequency Rate at the expense of leading indicators. Thinking minor personal damage is a good predictor of life-altering personal damage.
- 5 Using enterprise “accident” experience to guide action rather than industry taxonomies of permanently life-altering personal damage.
- 6 Lack of succinct paperwork. There is not much point in having detailed paperwork that is too much like hard work to read.
- 7 Using theory instead of real world approaches-Whatever you do reality test it with the workforce first.
- 8 Ignoring “When implementing change-Remember, people support what they create”
- 9 Not using face to face communications whenever possible.
- 10 Not using a needs analysis to guide all your actions.
- 11 Ignoring the simplicity not complexity rule.
- 12 Not creating an expectation for people at all levels to perform in safety.
- 13 Not developing goals, objectives, targets etc. for the Safety Management System.
- 14 Not using Learning Needs Analysis to guide conduct of learning. Not using Adult Learning Principles & Process to guide facilitation. Using lecture style presentations and Death by Power-Point.
- 15 Putting too much emphasis on the findings from risk assessments, the reality is that a lot of risk assessment is very subjective
- 16 Not having regular audits of the Safety Management System.
- 17 Not practicing Emergency Response Plans
- 18 Not having simple Safe Working Procedures, aim for 2 pages at the most, use pictures, diagrams, flow-charts etc.
- 19 Not using team-building principles in your safety approach
- 20 Taking yourself too seriously and not celebrating success.

