

Warning Signs of a Poor Safety Culture

- 1 Managers and supervisors say “People are too busy to spend too time on safety”
- 2 Managers & supervisors say “There is little money to spend on safety”
- 3 Managers and supervisors say “ We are under pressure to perform and safety is a luxury”
- 4 Managers and supervisors say “We do not understand safety, besides it is the safety officer’s job not mine.
- 5 There is little demonstrated commitment to safety from senior management.
- 6 There is little safety leadership from senior management that creates an expectation of high safety performance.
- 7 Employees do not understand the safety legislation.
- 8 Managers and supervisors do not understand their common law obligations.
- 9 There are no highly developed OHS management plans.
- 10 Safety is driven by safety staff not the management team.
- 11 Health & Safety Reps and Safety Committee members are untrained and ineffectual.
- 12 Safety committees are a whinge fest and do not address substantive issues.
- 13 The focus is on analysis of enterprise personal damage occurrences rather than taxonomies of industry personal damage.

The most important safety thing to work on and the most difficult thing to change is the culture of the organisation. This change process has to be driven from the top of the organisation if it is to be truly successful

For ways to change safety culture refer to the paper “What Makes a Safety Management System Fly” on ohschange.com.au