

An overhead view of a business meeting around a wooden table. Five people are seated, each using a tablet or smartphone. The scene is brightly lit, and the participants are dressed in professional attire. The text 'Safety Culture' is overlaid in large white font across the center of the image.

# Safety Culture

5 Ways to build your Safety Culture



## Introduction

What is a safety culture? Safety culture, is the characteristics of the work environment, such as the norms, rules, and common understandings that influence facility personnel's perceptions of the importance that the organization places on safety.

When employers create a positive safety culture, workplace safety and health improve, as do employee morale and workplace productivity.

How your workers perceive safety will affect their safety behavior. If they believe you think it's important, they're more likely to behave as if it is.

Here are five things you can do to show workers how much you value safety.

# 1

## Take the long view

Rather than looking at safety as a compliance requirement, present it as a continuous process of improvement. How is your workplace safer today than it was a year ago? What plans are you making that will make your workplace even safer 1 year or 5 years from now?

# 2

## Look for root causes

Look at near-misses or accidents as indicators of a series of connected events that led to the incident, not as an opportunity to lay blame on individual workers. Blaming workers for accidents fosters antagonistic labour-management relationships; root cause analysis invite workers to analyze, participate in, and contribute to their own safety.

# 3

## Integrate safety



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# 4

## The Right Stuff

Make sure you have the “right-stuff”. Check to make sure you have the right first aid and safety products and organizers to ensure your employees have quick access to supplies. Ensuring your products are clearly labeled, easily accessible and neatly organized will encourage your employees to use safety products properly and responsibly.



# 5

## Bottom up



Build from the bottom up. Get employees involved in the safety decision-making process instead of simply dictating new policies and priorities from the top down. Create communications structures that encourage workers to make suggestions, participate on safety committees, mentor new employees, or otherwise make positive contributions and take ownership of their own safety.



Have questions about your safety culture? Visit us at [www.firstaiddirect.ca](http://www.firstaiddirect.ca) for more tips and products to help you build your safety culture.

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