

Managing Organisational Safety Culture

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About this Publication:

The management of safety in the organisation is a priority in all businesses. *In Managing Organisational Safety Culture* the authors discuss the core principles of safety management, accountability for safety, health and safety practices, and safety control measures and techniques. They pay specific attention to establishing a safety culture in the workplace by utilising the organisation's vision, mission, goals and objectives and address how organisations manage that safety culture.

Key Benefits:

Some of the features that make *Managing Organisational Safety Culture* a valuable resource are:

- clearly defined learning outcomes and key terms at the start of each chapter to guide students and practitioners through the information in the book
- information and examples that are relevant to all types of organisations in South Africa
- self-assessment exercises at the end of each chapter to test the reader's understanding of the material

Contents Include:

Chapter 1: Safety hazards

- The nature of safety hazards
- The characteristics of safety hazards that contribute to safety risk
- The origins of safety risk
- Safety risk assessment
- Developing controls

Chapter 2: Establishing a safety management culture

- Culture
- What is organisational culture?
- Organisational culture versus safety culture
- Organisational safety culture
- Ethics and safety
- Fundamentals of safety
- What is safety culture?

Chapter 3: Safety culture in the workplace

- Elements of an organisational safety culture
- Levels of organisational safety culture
- Characteristics of an organisational safety culture
- The importance of establishing and maintaining an organisational safety culture
- Multiple cultures or subcultural disciplines within the organisation
- Cultural diversity
- Contemporary issues on safety culture
- Shaping safety culture through safety leadership
- Assessing and improving safety culture
- Barriers to organisational safety culture
- Measurement of safety culture
- Culture change management
- Culture change without resistance
- Safety culture as a sustainable competitive advantage
- Management commitment

Chapter 4: Safety management vision statement, goals and objectives

- What is a vision and mission statement?
- Safety management goals and objectives
- Safety management policies
- The role of consultation and cross-functional teams
- Structural elements of the organisation – the Mintzberg model
- Primary stakeholders
- Cross-functional teams
- Responsibilities of team members
- Characteristics of teamwork in a supportive work environment
- The importance of consultation

Chapter 5: Establishing a management culture

- Behaviour-based safety
- Behavioural changes
- Behaviour-based safety (BBS) system
- Behaviour correction
- Reasons for promoting a safety culture
- Management role in developing a safety culture
- Cross-functional teams
- Assessing the safety aspects of an organisation's safety culture
- Development of a safety programme
- Continual improvement

Chapter 6: Organisational safety management systems

- The basic structure and functioning of an organisation
- Developing and executing an SMS
- Management practices that enhance employee effectiveness
- Safety excellence

- Improvement management
- Development and communication of a safety policy
- Development of an action plan
- Integrated management systems

Chapter 7: Risk assessment

- Safety as a science
- Risk management versus risk assessment
- Ensuring a safe working environment
- Legislative safety risk directives
- Risk management and risk assessment
- Risk assessment process
- Legislation

Chapter 8: Safety culture supervision, training, and evaluation

- Safety supervisors
- Staff and line functions of safety supervisors
- Features of effective safety supervision
- Visible felt leadership
- Lead- versus boss-management
- Accountability and responsibility
- Training supervisors
- Aligning training with the organisational strategy
- Training needs analysis
- Measuring and monitoring a safety culture
- Safety audits
- Maintaining an organisational safety culture
- Zero risk tolerance

Self-assessment exercises at the end of every chapter

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Of Interest and Benefit to:

Safety Management students, managers and business owners, safety officers and experienced as well as newly appointed safety practitioners will find the practical explanations of important safety concepts particularly useful.