FISH SAFE NS

Safety culture is defined as the way in which safety is managed in a workplace. It is the combination of beliefs, perceptions, and attitudes of employees toward the safety of workers and the overall safety of the work environment. Cultivating a safety culture is a key aspect in maintaining workplace safety.

Safety Culture

Date Discussed:	Signature:

What is a positive safety culture?

A positive safety culture is the culture of a workplace in which all the employees think of safety as an important thing and behave in a way that prioritizes their own safety as well as the safety of those around them. This includes using proper personal protective equipment, following safety laws and just generally being conscious of safety and safe practices at all times. Good communication in the workplace also plays a critical role in achieving safety goals and preventing incidents. When communication throughout all levels is strong, open, and meaningful, a positive safety culture follows. Of course, developing a plan to create a positive safety culture can be easier said than done. Fortunately, there are plenty of ways that your workplace can implement to work towards a more positive safety culture; here are a few important tips to get you started:

1. ## Get everyone involved:

   By involving ALL employees in the process of creating and maintaining workplace safety culture, it is possible to get everyone feeling invested. This means taking time to ask your employees for feedback on certain safety rules and procedures and taking that feedback seriously. Not to mention, you will likely find that some of the best ideas come directly from your everyday, hands-on workers**.**

2. ## Provide the proper training to your employees:

   One of the most important components of any positive safety culture is ongoing, effective training. Think about when the last time you revisited your workplaces safety training, was it really making a difference? Take some time to really analyze your current safety training and come up with methods to enhance its effectiveness, such as 5-minute safety talks each morning to keep the safety conversation going.

3. ## Set the right example:

   All too often, supervisors and management will get busy and not follow safety rules. This mentality can quickly spread to other workers and from there, it will not be long before corners are constantly being cut. It is important that EVERYONE is held to the same safety standards and leads by example. In doing so, workers will see first-hand that safety and doing things the right way are valued.

4. ## Communicate and take concerns seriously:

   Employees need to feel comfortable in expressing their concerns, and they need to feel that their opinion is important. Management needs to be clear with what is expected of everyone and communicate the importance of safety at every opportunity. One of the biggest mistakes you can make when it comes to developing a positive safety culture is not following through with safety concerns that are brought to your attention by your workers. A positive safety culture will be much easier to build and maintain when employees feel comfortable reporting pains, injuries, or concerns. Let employees know concerns will not be used against them or anyone else, and that will be no blaming, negativity, or judgement.

Safety makes financial sense. "A penny saved is a penny earned."

Ask and discuss with your employees these three questions:

- Do you feel like you are getting the proper safety training?

- Do you have the appropriate tools to complete your work safely?

- Do you believe that all incidents (injuries, near misses, first aids, etc.) can be prevented? And how?