



*Energising a Brighter Tomorrow*



# Leadership and Safety Culture

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# My Top 3 Requirements for Good Safety



1. Leadership
2. Leadership
3. Leadership

# What's Acceptable?

“Fatality rates in India are 20 times higher than in the UK”

Quote from CEO of British Safety Council on opening of India office in 2017

## Accidents at workplaces in India ‘under reported’; 38 per day in construction sector: Study

About 48,000 workers die in India due to occupational accidents of which 38 fatal accidents take place every day in the construction sector

Major on-site accidents in India’s Oil and Gas Sector from financial year 2014-15 to 2016-2017

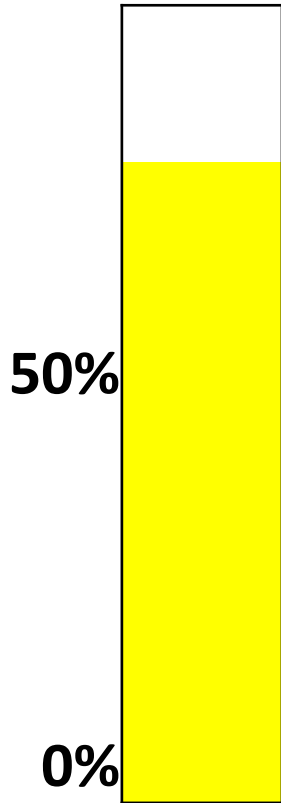
Company	Accidents	Fatalities	Injured
HPCL	149	20	61
ONGC	85	15	39
GAIL	5	25	22
IOC	40	18	36
BPCL	11	2	17
Oil India	19	1	18
<b>Total</b>	<b>309</b>	<b>81</b>	<b>193</b>

Source: Standing Committee on Petroleum and Natural Gas

# Level of Safety



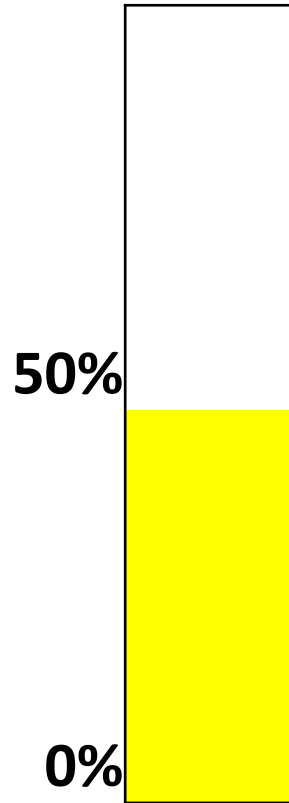
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Systems &  
Procedures

100%

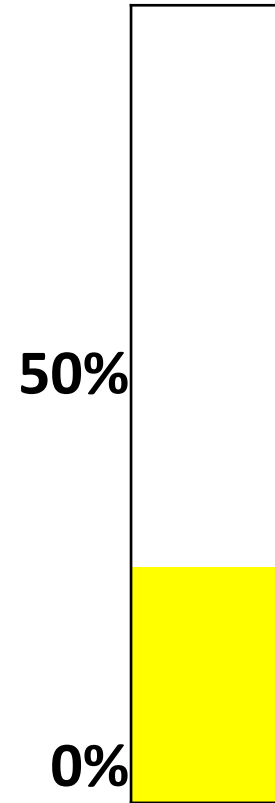
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How well we follow  
Systems & procedures

=

100%



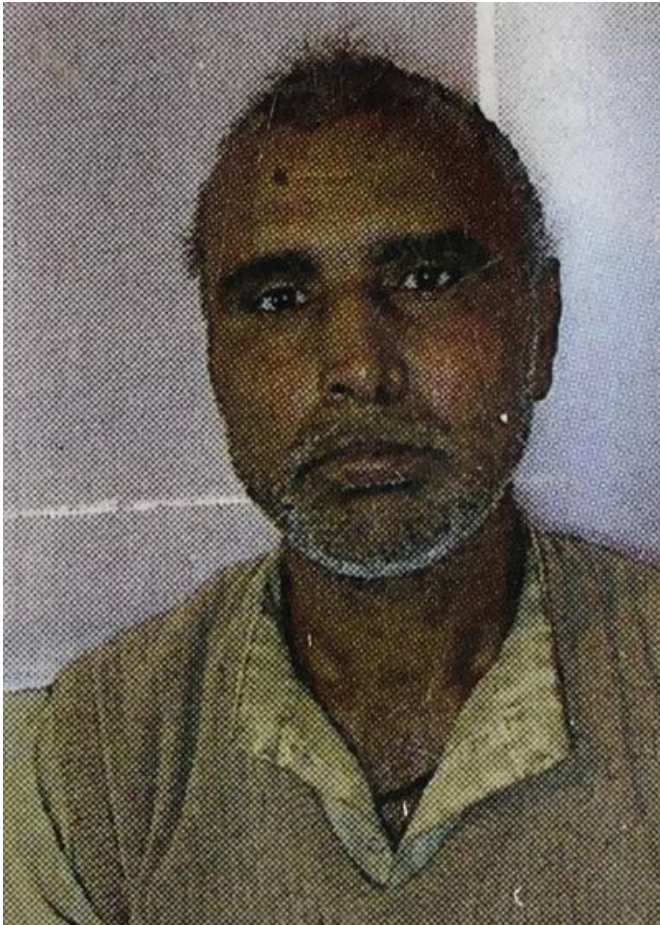
Overall  
Safety Level

# Safety Culture



“What people do when nobody is watching”

ABC



Ram Narayan Yadav



Chhote Lal



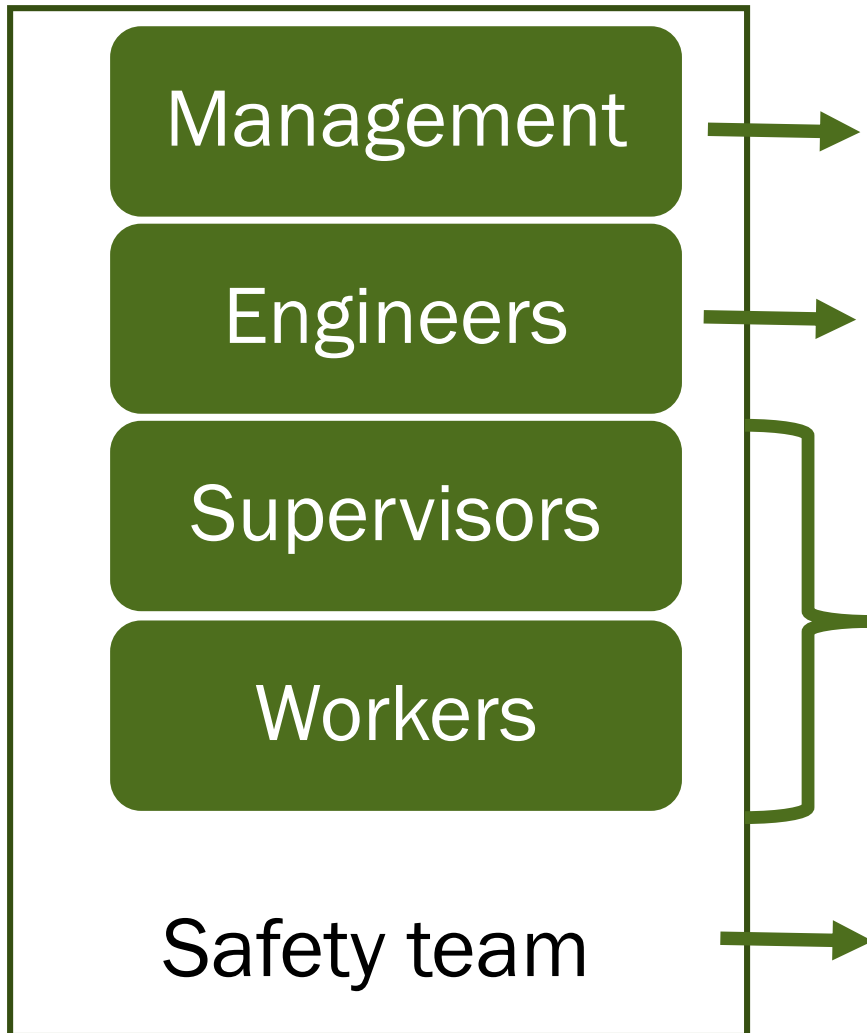
# Consequences



**₹ 5 to 10 Lakh**  
**£ 1 to 2 million**  
**\$ 5 to 10 million**



# My view on Contractor Safety



Say the right things to client but deliver the minimum they can get away with

Focus on job completion  
Leave safety to the safety team

Often come via petty contractors  
Often low skills

No investment in training them  
Do as they are told

Low effectiveness

Low support from management  
Focus on correcting deviations raised by clients safety team



# Incident and Injury Free (IIF) Workplace



# Summary



- Leadership is by far the biggest determiner of the level of safety culture in an organisation
- Behaviour is driven by consequences



**Thanks**