



Responsible Safety Leadership

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Safety Leadership



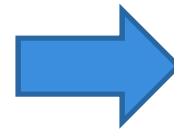
Safety Leadership



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BASIC SAFETY CULTURE

- Begins with hiring procedures
- Established through an engaging employee orientation program
- Style and effectiveness of safety meetings
- Style and effectiveness of safety training
- Quality and focus of inspections
- Rules and policies that are consistent and fair
- Quality of safety equipment
- Safety techniques and procedures



More zero-accidents commitments

The eight Behaviors

Safety and Environmental Leadership

The leader	1	Individually assume responsibility for Safety and Environment.
	2	Set a visible example of a commitment to Safety and Environment.
	3	Act with the firm conviction that all incidents are preventable.
Their Collaborators	4	Train people to act as leaders in Safety and Environment.
	5	Provide and require individual responsibility for Safety and Environment from all employees, creating a system of positive and negative reinforcement.
The Systems	6	Consider Safety and Environment to be a top criteria in the decision-making process.
	7	Be proactive in systematically identifying all the risks, deficiencies and opportunities for improvement in Safety and Environment.
	8	Immediately correct any identified Safety and Environmental deficiencies.



Who Are the Safety **LEADERS?**

Safety Leadership



- Top Management
- Senior Managers
- Middle Mangers
- Supervisors
- Workmen

Safety Leadership



Effective and strong leadership in safety and health is vital. This means that management:

- Commits itself to OSH as a core value of the organization
- Has an accurate picture of the organization's risk profile
- Leads by example and demonstrates integrity
- Clearly defines and monitors roles and responsibilities
- Prioritizes OSH in the company's sustainability strategy and throughout the supply chain

Safety Leadership



Example of safety leadership include:

- Visiting workstations to consult staff about health and safety (workers may not only identify problems but may provide solutions too)
- Attitude - showing that you care
- Leading by example
- Making available, as far as possible, money and time

Safety Leadership



Safety leadership can be demonstrated at various phases—

- Design of Infrastructure
- Design of Safety Management systems
- Implementation of Safety Management systems
- Review of safety performance
- Supporting continual improvement



Design of Infrastructure –

- Proactively setting right the infrastructure, workplace to safety standards, e.g, machine guarding, fire safety, fall protection, electrical safety, ergonomics etc
- Involving reputed design consultants, vendors.
- Setting clear expectations related to safety at design stage
- Design reviews and implementation
- Pre commissioning audit

Success of safety management system



Safety Leadership



Design of Safety management system –

- Use of tools management system tools such as TPM
- Involvement of employees is the key
- Responsibility and accountability at all level encouraging the teams to act as leader.
- Design of system – “by the people and for the people”



Involvement of People in designing the system

- Risk assessment and Controls establishment
- Safe Work Procedure
- Inspection
- Suggestions & Rewards
- Corrective actions



Implementation of system through workmen—

- Tool box talks
- Periodic inspections (Workplace/behaviours, SUSAs)
- Daily Management Meeting
- Incident reporting
- Kaizens/suggestions and corrective actions



Driving factors for Implementation of system –

- Behaviour Based Safety Index
- Rewards and recognition
- Senior Management participation
- IT tools



Review and improvement of system through workmen—

- Daily Management Meeting
- Safety committee meeting
- Monthly review meeting
- Daily management committee meeting



THANK YOU