

Simplifying SHEQ Technology

**Safety Culture and Safety Climate:
Knowing the Difference**



SIMPOLOGY
G R O U P



SIMPOLOGY GROUP

01

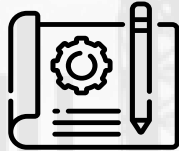
SAFETY CULTURE VS SAFETY CLIMATE



What's The Difference?



SIMPOLOGY GROUP



Safety Culture embodies the value placed on safety and the extent to which people take personal responsibility for safety in an organisation. Safety culture is often described as the 'personality' of an organisation, as it is a shared value of safety.

Safety Climate is the perceived value placed on safety in an organisation at a particular point in time. Therefore, we can think of safety climate as the 'mood' of an organisation. Safety climate is a snapshot of safety at one point in time.

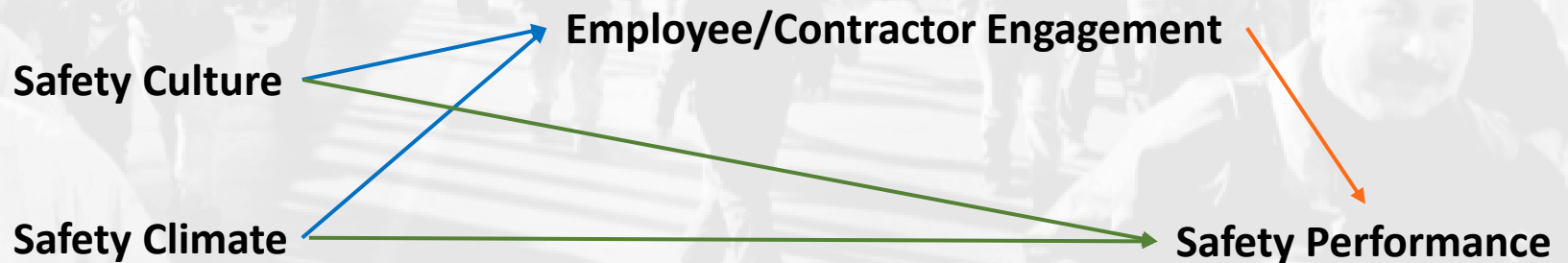


What's The Difference?



SIMPOLOGY GROUP

Safety culture is built and sustained over time. Safety climate is a snapshot of perceptions at one moment in time. If the safety climate is consistently positive over multiple points in time, it will inevitably have an impact on safety culture because positive behaviours and attitudes will be reinforced.



Use of Which Terms Is Probably Irrelevant...



SIMPOLOGY GROUP

Which Term?

Which term someone uses is probably less important than knowing where change is needed (target) to improve overall safety performance

Target Change From...

The point is to work from leading indicators, not react or underreact to problems as they arise

Measure...

Indicators are determined by observations, assessments, audits, interviews, etc.



Safety climate data can tell us something about the underlying culture, particularly where gaps in perceptions and behaviour exist within an organization



SIMPOLOGY GROUP

02

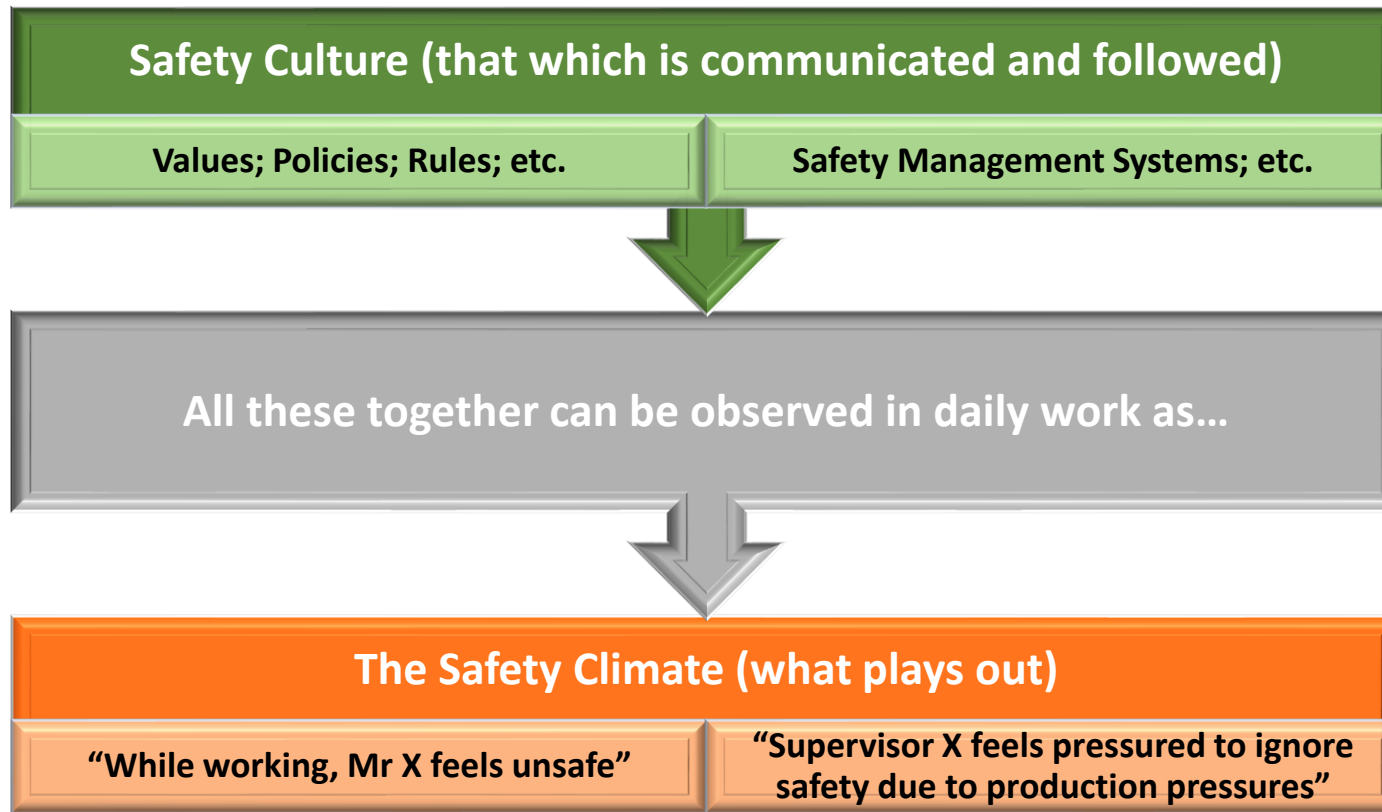
TARGETING SAFETY CULTURE & SAFETY CLIMATE



What We Say and What We Do



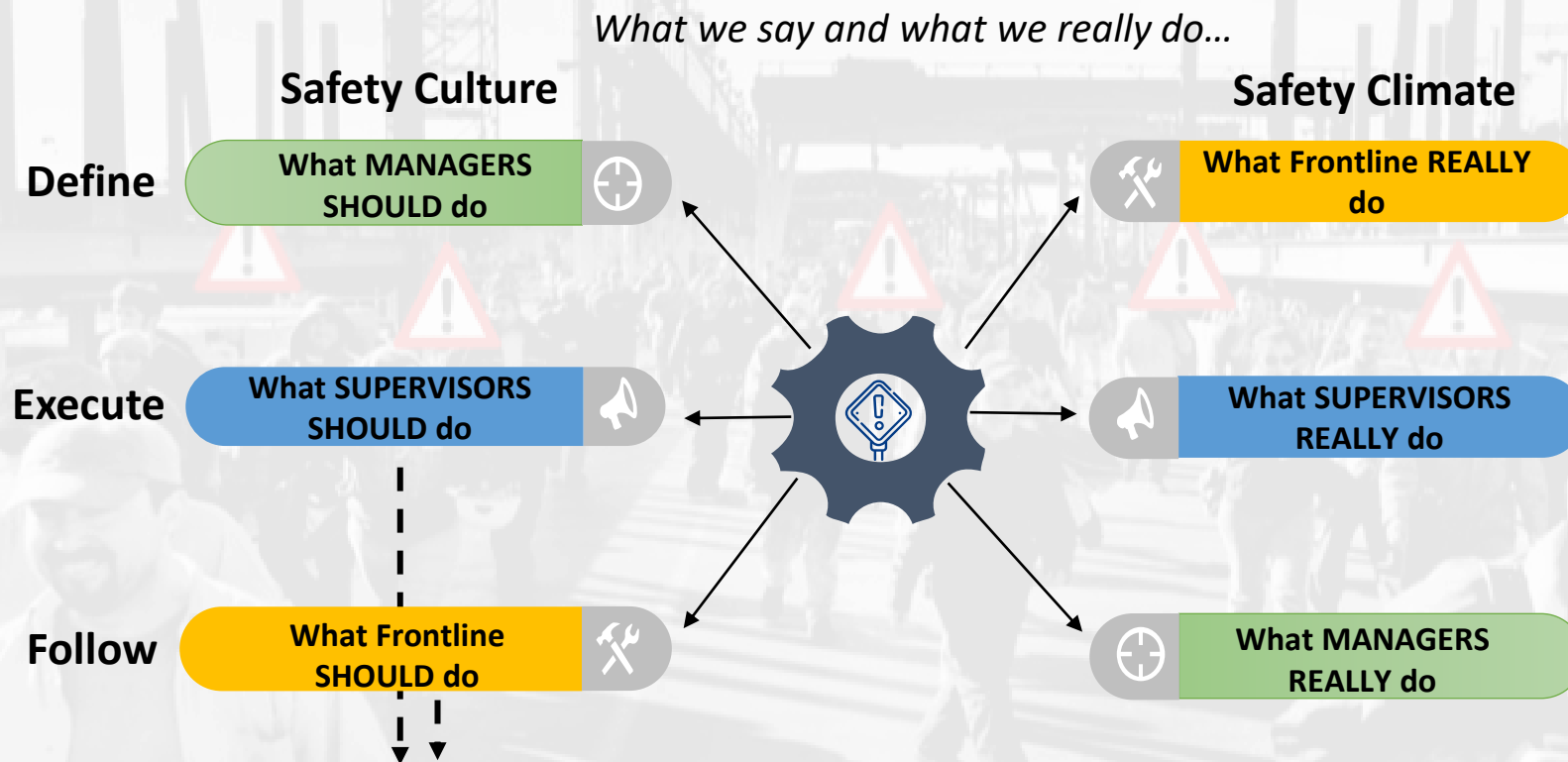
SIMPOLOGY GROUP



Targeting Safety Climate And Safety Culture



SIMPOLOGY GROUP



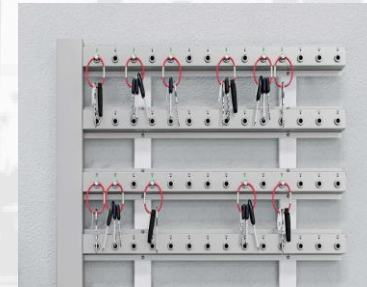
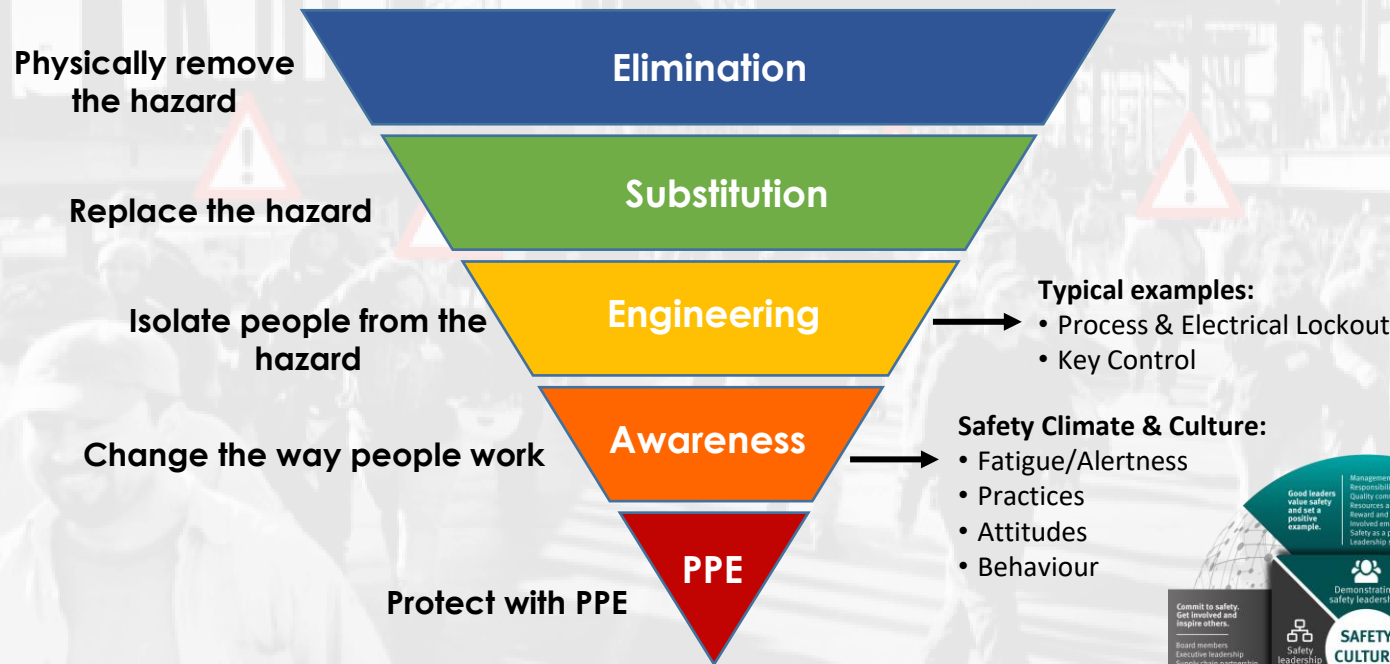
One cannot just focus on the lower levels of authority to improve safety

Hazard Control and Safety Climate



SIMPOLOGY GROUP

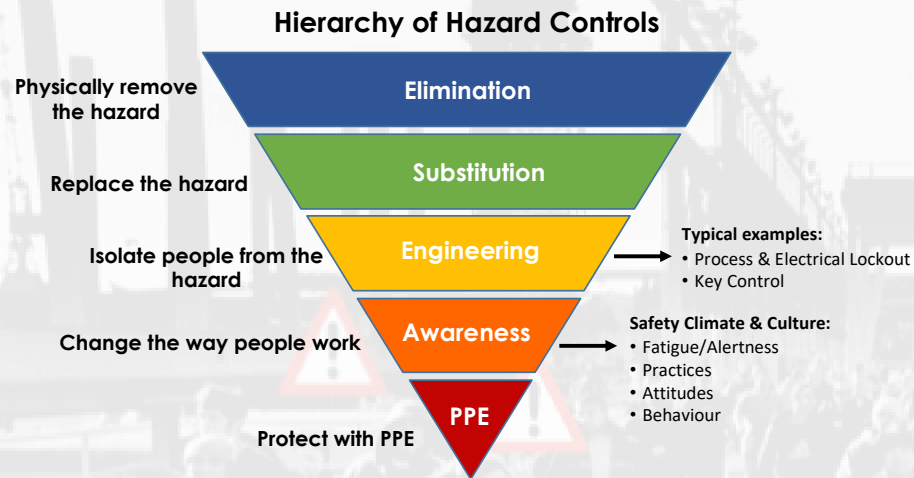
Hierarchy of Hazard Controls



Snapshot in Time: Safety Climate



SIMPOLOGY GROUP



Leading Indicators

- **Current Safety Climate**
 - Fatigue & Alertness
 - Safety Practices & Behaviour
 - Safety Management Systems

Majority of safety issues/incidents occur when one or both of the following conditions are present...



Being PROACTIVE entails data collection on both fatigue and safety behaviour and provides the basis for PREDICTIVE SAFETY

Getting The Snapshot...



SIMPOLOGY GROUP

Behaviour at my workplace...



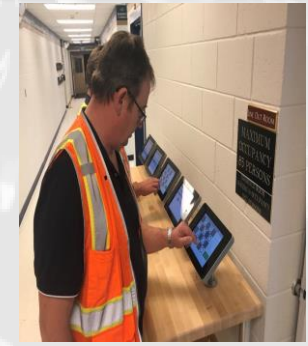
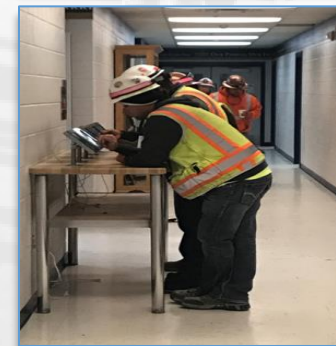
1. People take shortcuts when working
 2. Shift handovers are done correctly
 3. Production is more important than safety
- Always
 - Sometimes
 - Never

One or the Other or Both at the same point in time...

Results of This Approach:

- 35% Overall Reduction of Accidents
- 70% Reduction in Costs of Accidents
- 27% Reduction of Incident Rate in Fatigue Zone
- 70% Reduction in Worker's Comp Claims
- 11% Improvement in Productivity

Fatigue   = Alertness 



Questions and Answers



SIMPOLOGY GROUP

Simpology Group

info@simpologygroup.com

www.simpologygroup.com

Tel: +27 87 550 1564