Four Safety Truths that Reduce Workplace Injuries

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OSH Practitioner

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HEALTH + SAFETY AT WORK

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For the benefit of me
The person doing the job

Work harder and smarter
For the benefit of
organization

Work harder and smarter
For the benefit of customer

Health
&
Safety

Injuries

Productivity

Quality

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What does an Occupational Health Nurse do?

- Development of Health and Safety
- Policies and Programs
- Interpretation of OHS Legislation
- Ergonomics Programs
- Hazard Identification
- Respiratory Fitness Programs
- Audiometry and Hearing Conservation Programs
- Fitness for Work Assessments
- Health Surveillance and periodic
- Biological Health Monitoring (eg: benzene, lead)
- Environmental Auditing (eg: Noise, heat, air quality)
- Chemical Monitoring and WHMIS Education
- Disability Case Management and Return to Work Programs
- Emergency Response Planning
- Employee Assistance Programs
- Travel Health Advice
- Immunizations
- Health Education and Promotion
- Customized Training
- Individual Consultations and referral to Medical doctor or specialist
- Record Keeping and Statistical Analysis

Definition of an Occupational Health Nurse

An Occupational Health Nurse is a registered nurse practicing in the specialty of occupational health, safety and environment to deliver integrated services to employees, employee' groups and populations.

Occupational health nursing encompasses the promotion, maintenance and restoration of health and the prevention of illness and injury.

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Duties of the Occupational Health Nurse

- In the absence of the physician, to organize and administer a health service program integrating occupational safety
- Provide nursing care to injures or ill worker
- Participate in health maintenance examination; to perform, work activities which are within the scope allowed by the nursing profession
- Participate in the maintenance of occupational health and safety by giving suggestions and improvement of working condition affecting the health and well being of the workers
- Maintain a reporting and record system

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Health and Safety must go beyond simply reducing injuries

- 5 injuries this month
- 2 injuries the next month

Is Your Safety Program Working ?

Do we have a healthy workplace ?

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While using past injury data is helpful, it is similar to steering your car by using the rearview mirror to navigate where you are going.

The mirror gives a good view of where you've been, but provides little assistance in steering toward new destinations.

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"Safety is Zero Accidents & Injuries"

- Injury statistics represent the *lack* of safety
- A valid program should reflect what safety *is* not what it *is not.*

Reality:

Accident & injury statistics measure the aftermath of unsafe events.

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"Correcting Unsafe Conditions Will Eliminate Injuries"

"Most injuries are the result of people actions, *not* unsafe conditions or equipment failures.

People = 90%

Hazards = 10%

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ANALYTICS FRAMEWORK

DESCRIPTIVE	DIAGNOSTIC	PREDICTIVE	PRESCRIPTIVE
What happened	Why it happened	What will happen	What action to take

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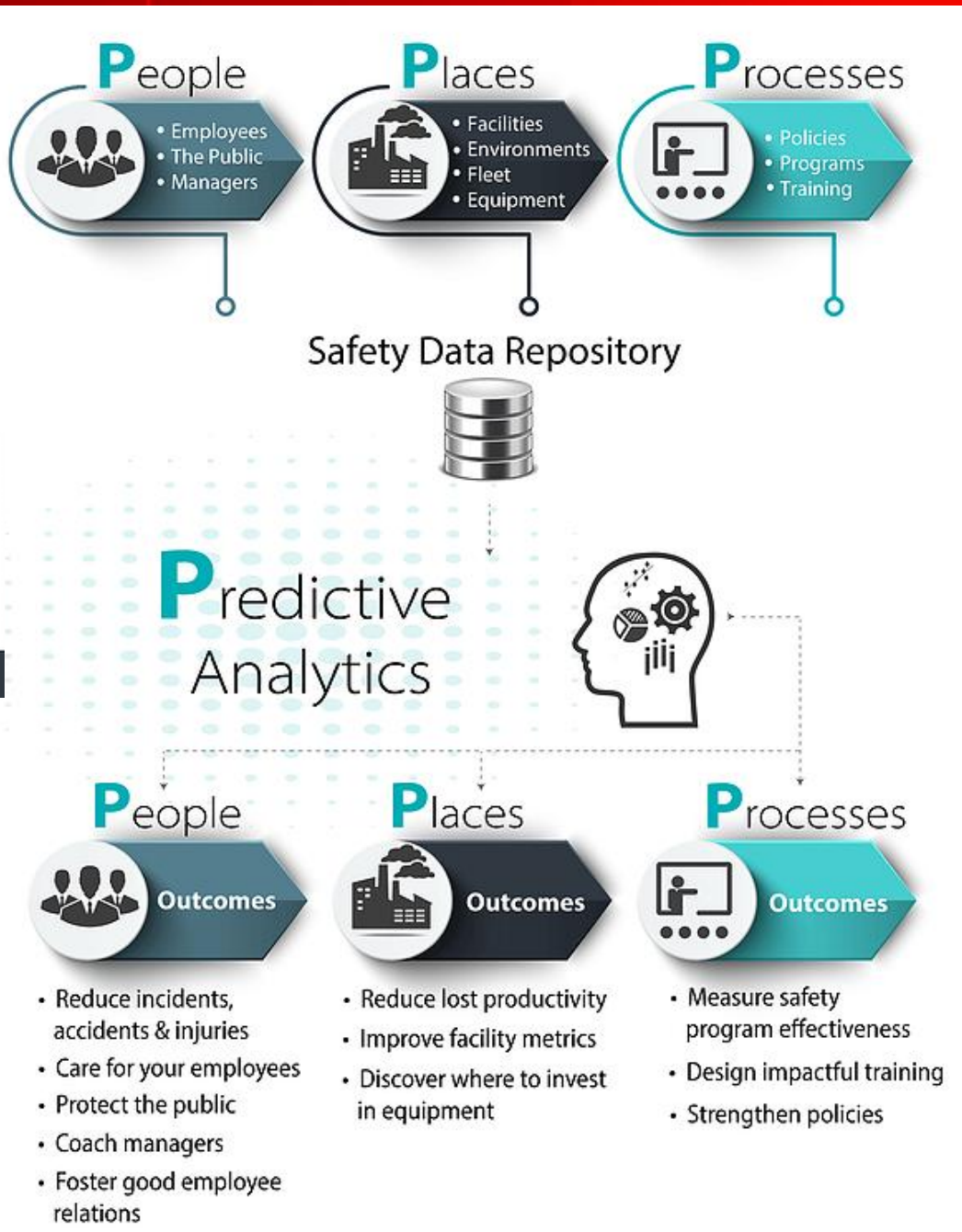
The 4 P's of Safety:

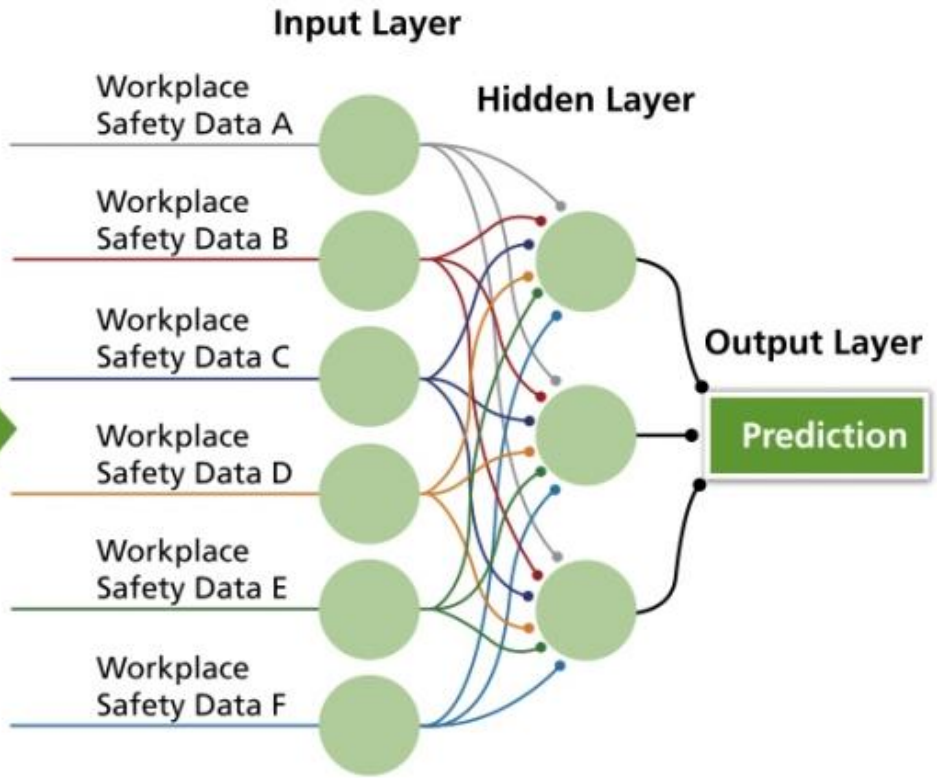
People, **P**laces, **P**rocesses, **P**redictive Analytics

Is it possible to prevent your next safety incident?



Predictive Analytics in Workplace Safety

- To predict and prevent workplace injuries
- Allows leaders to gain deep insights into the practice of health and safety



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Safety truth # 1 : do a large quantity of inspections

- More inspections predict a safer workplace
- The higher number of inspection the fewer number of injuries and incidents

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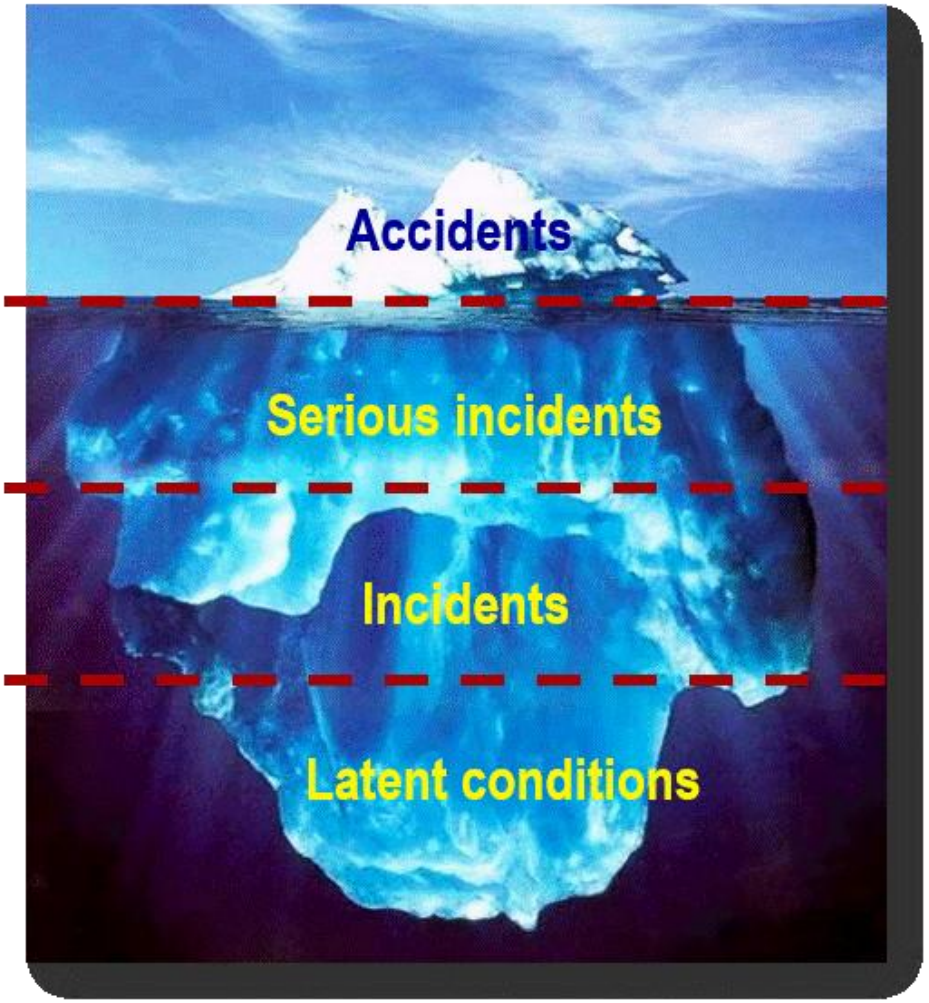
Number of occurrences

1 – 5

30 – 100

100 – 1000

1000 – 4000



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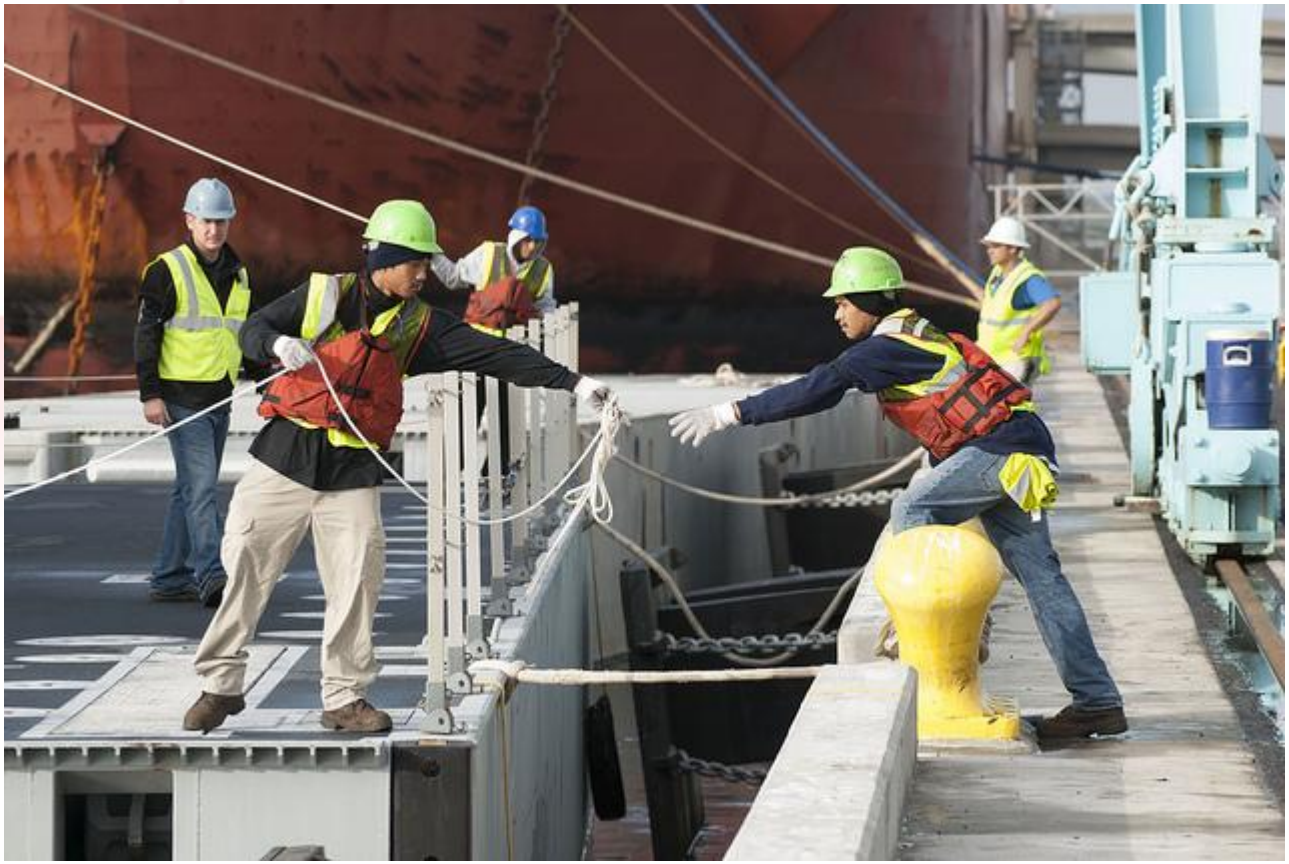

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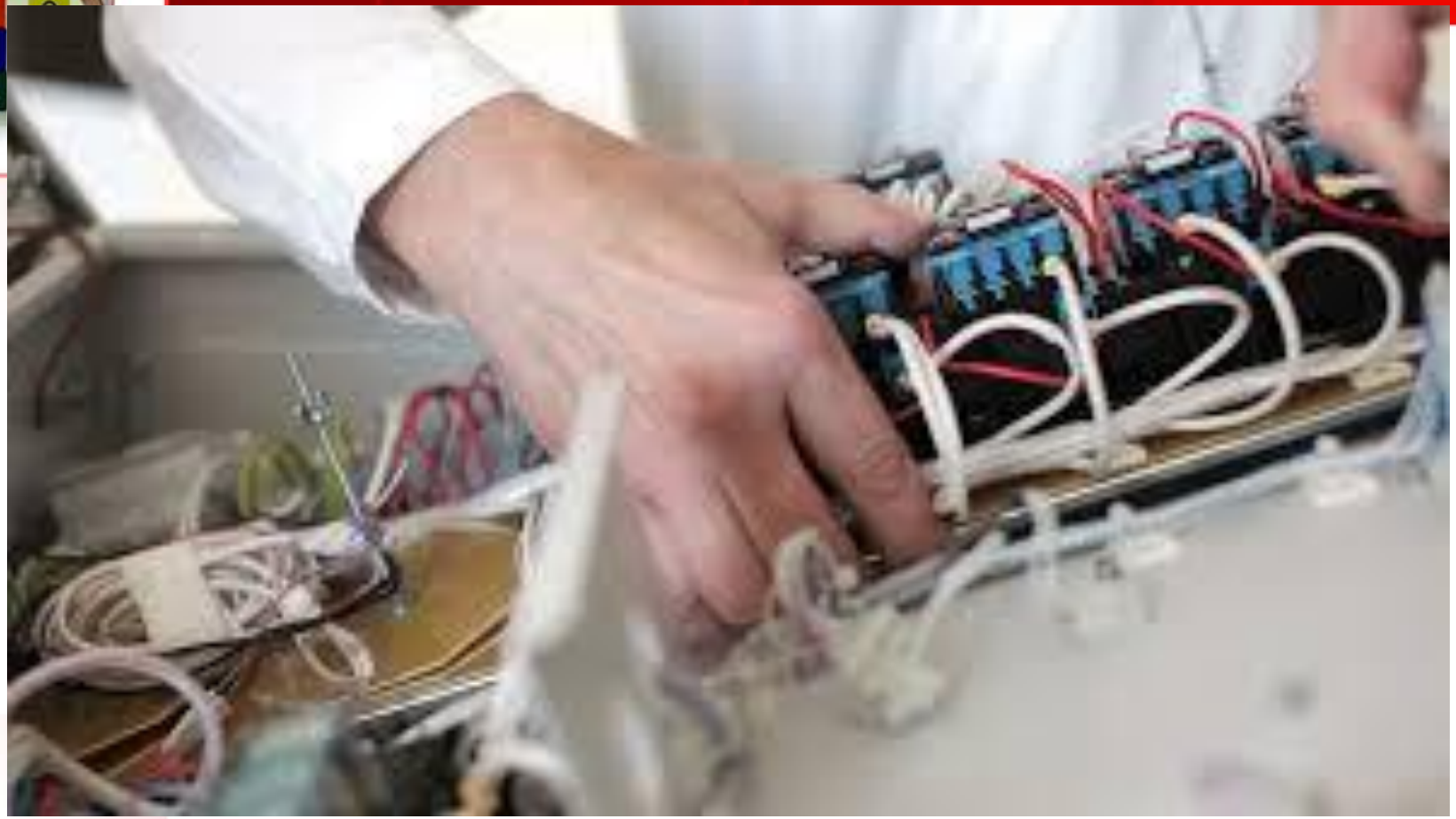

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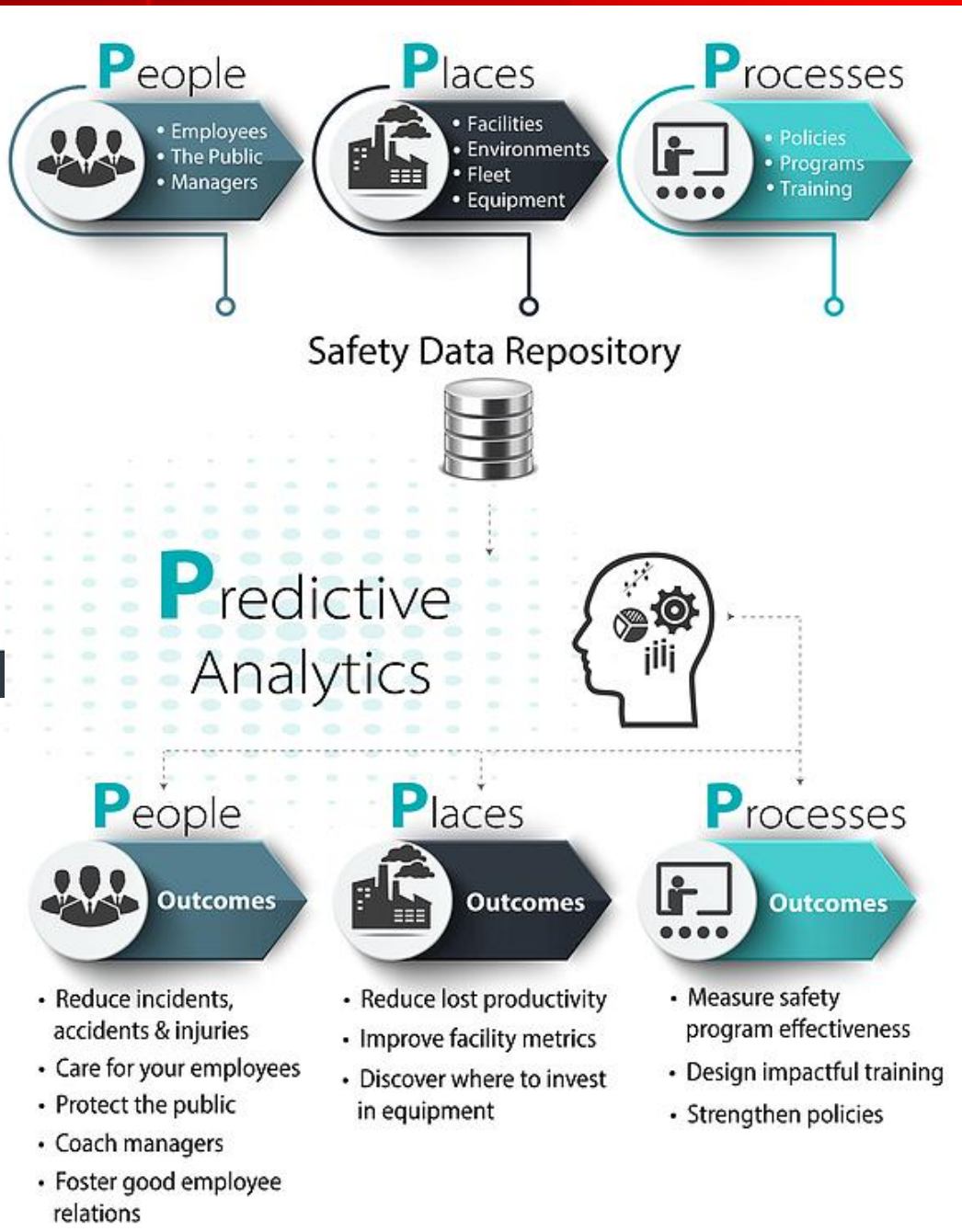

Safety Truth #2 : Involve a wide and diverse population

- More inspectors outside the safety function predict a safer workplace

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Safety Truth #3: Empower to report unsafes

- Too many “100% safe” inspection predicts an unsafe worksite

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Safety truth # 4: Fix unsafe issues at the root cause

- Too many unsafe observation predicts a unsafety worksite

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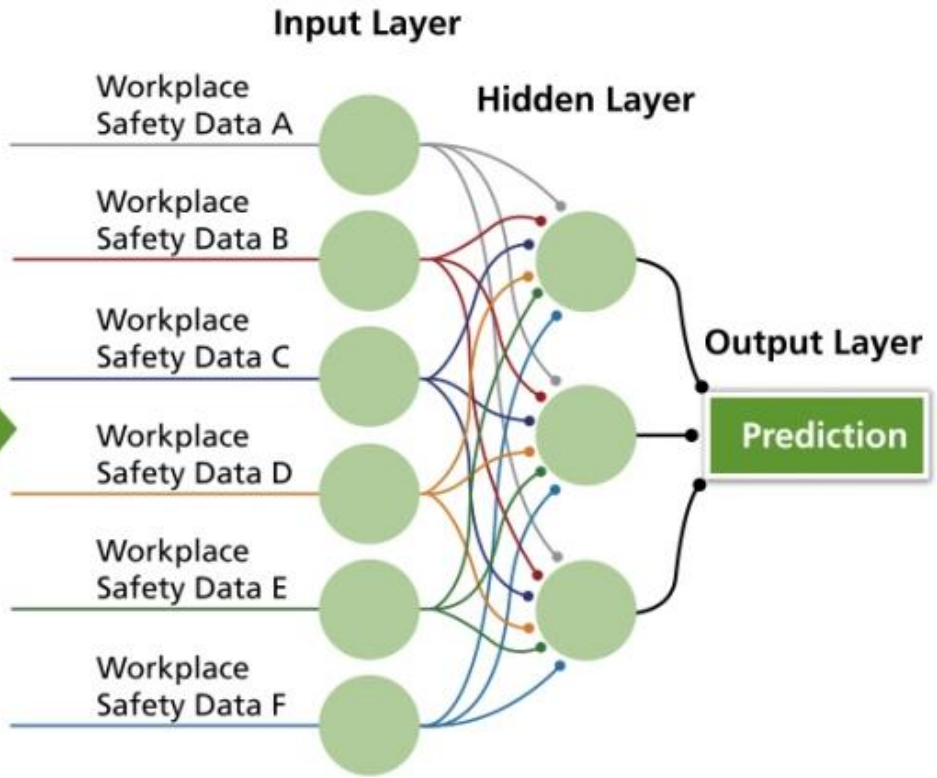

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Top 10 Safety Truths

1. Accidents and injury statistics measure the aftermath of unsafe acts.

2. Most injuries result from people actions.

3. Rules and procedures may encourage safe actions, but are only as effective as the consequences they predict.

4. 100% compliance only achieves a “minimum acceptable” standard of safety.

5. Observation audits only reveal deficiencies in employee knowledge or skill.

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Top 10 Safety Truths

6. Declining injury rates mean fewer people have been reported injured.

7. For safe acts to occur more frequently, they must be actively acknowledged and recognized.

8. Discipline temporarily stops unsafe acts from being observed while fostering resentment and negative attitudes.

9. People are well-trained when they have the knowledge and skill required to work safely. Training cannot change motivational factors associated with day-to-day work.

10. Incentive programs often function as “giveaways” unrelated to increased safety.

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The steps to improve are simple, but not easy to accomplish

1. Accept the fact that all work-related injuries are preventable.

2. Adopt new measures that focus on safety instead of the lack of safety.

3. Involve all employees.

4. Provide employees with the tools, skills and motivation to positively interact and support safety.

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"It ain't what you don't know that's a problem…it's what you know that ain't so."

- Will Rogers

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Have a Nice Day!

"Safety doesn't happen by accident. I am here to prevent accidents and everyone's contribution helps."

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