

Safety Culture

Reducing Workplace Illness and Injury: A Framework for Change in Manitoba

Safety Culture Defined

A positive safety culture exists when a set of shared values and beliefs about workplace safety and health influences actions and drives practices for preventing workplace injuries and illnesses.

Values

People expect safety and health in the workplace.

People in the workplace are our most valuable resource.

Safety and health is valued with productivity, quality and pay.

Beliefs

Workplace injuries and illnesses can be prevented.

Leaders drive improvement.

We all play a part in building healthy and safe workplaces.

Fostering a positive safety culture in workplaces and in the broader community will help ensure a sustained commitment to safety and health for today and into the future.

A Strong Safety Culture in Manitoba Workplaces Exists When:



safety and health hazards and concerns are addressed



leaders demonstrate a commitment to safety and health



trust and respect saturate the work environment



each person in the organization is personally invested and accountable for safety and health



the work environment is inclusive, regardless of role or background



continuous learning is a feature of the organization

A Strong Safety Culture Exists in All of Manitoba When:



safety and health is embedded in educational institutions



the public demands workplace safety and health as a community norm



provincial leaders support and invest in safety and health



laws and standards are innovative and enforced

Did you know? Every workplace has a safety culture that influences the way workers and employers do their work. For example, two workplaces can be similar in size and do the same type of work, but they can have very different safety cultures.

Culture Vs. Climate

Often, the words “climate” and “culture” are used interchangeably, but they are not the same.



Culture is the values and beliefs that support our actions, what we do and how we do it.

Safety culture is complex, but considers many factors that can contribute to the culture over time.

Safety culture is like personality — it’s stable, enduring and can be influenced.



Climate is about perceptions and characteristics — the “surface features” of culture.

Safety climate is obvious and focuses on individuals’ perceptions and individuals in the workplace.

Safety climate is like mood — it’s situation-dependent and can change quickly.

Safety Culture: Next Steps

Next steps include confirming the SAFE Work Manitoba framework for evaluating the progress being made towards improving safety culture.



Public Surveys



Certification Audit Data



Safety Culture Assessment

The next steps will support building consensus around:

1. a transparent evaluation framework that allows for continuous improvement through an open dialogue with all partners, and
2. the implementation of the evaluation to initiate the journey and brand Manitoba as a world leader in occupational safety and health.

To learn more about safety culture in Manitoba, please visit:

safemanitoba.com/safetyculture