



H&S Culture

RESOURCES FROM IOSH, HSE, ONS, LFS, DELOITTE, TUC

What do we mean by safety culture?

'Culture' can be defined as the way of life, general customs and beliefs of a group of people.

IOSH 2023

Safety culture is a combination of the attitudes, values and perceptions that influence *how* something is actually done in the workplace, rather than *how it should be done*

HSE

Safety culture can be a significant factor in poor health and safety

King's Cross fire 1987 -The Fennell report, stated that:

“a cultural change in management is required throughout the organisation.”

Piper Alpha oil rig disaster 1988 - Lord Cullen's report stated:

“it is essential to create a corporate atmosphere or culture in which safety is understood to be, and is accepted as, the number one priority.”

Health & Safety at Work etc Act 1974

General duties of employers to their employees.

2. (1) It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees.

Health & Safety at Work etc Act 1974

General duties of employees at work

7. It shall be the duty of every employee while at work

- * to take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions at work; and

- * as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.

Percentage reps citing hazards as top five concerns

TUC Safety Reps Survey 2022/23

	2022/23	2020/21	2018	2016
Stress	59%	70%	69%	70%
Bullying and Harassment	45%	48%	45%	48%
Covid-19 exposure	39%	na	na	na
Back Strains	29%	29%	32%	32%
Slips, trips, falls	29%	30%	31%	28%
Overwork	28%	35%	36%	40%

UK Work Culture

TUC and ONS

UK workers already work long hours

UK employers claimed £27 billion of free labour last year because of worker's unpaid overtime.

3.8 million people did unpaid overtime in 2021, putting in an average of 7.6 unpaid hours a week.

Equivalent to £7,100 a year of wages

HSE and Safety Culture

Many companies use the term 'safety culture' to refer to the inclination of workers to act safely or unsafely,

But

The culture and style of management is more significant.

For example, managers may:

- ▶ Have a natural, unconscious bias for production over safety
- ▶ Tend to focus on the short-term and be highly reactive
- ▶ Ignore health and safety policies and procedures that are in place.

Health and safety statistics

Key figures for Great Britain 2022-23 (HSE or LFS where stated)

- ▶ 135 workers killed in work-related accidents (*note: not all deaths*)
- ▶ 12,000 deaths due to lung disease due to past exposure
- ▶ 2,268 mesothelioma deaths due to past asbestos exposure
- ▶ 565,000 working people sustained an injury at work *LFS*

Yet only

- ▶ 61,713 injuries to employees reported under RIDDOR

Health and safety statistics (contd)

1.8 million working people suffering from a work-related illness,

914,000 workers suffering work-related stress, depression or anxiety

477,000 workers suffering from a work-related musculoskeletal disorder

123,000 workers suffering from COVID-19 which may have been from exposure at work

36.8 million working days lost due to work-related illness and workplace injury

£18.8 billion estimated cost of injuries and ill health from current working conditions (2019/20)

Costs to UK Economy

In 2020 Deloitte Reported that poor mental health costs UK employers up to £45 billion a year

For every £1 spent by employers on mental health interventions they get £5 back in reduced absence, presenteeism and staff turnover

[Analysis from 'Mental health and employers: the case for refreshing investment'](#)



And for organisations

A poor safety culture can result in:

- ▶ Increased accidents
- ▶ production delays,
- ▶ higher rates of absence,
- ▶ poor staff retention
- ▶ Inflated insurance premiums
- ▶ Fines
- ▶ Reputational damage
- ▶ loss of revenue



Genuine?
Or
does
this
belittle
H&S?



“Elf’n’safety’s gone mad!”

Is the media culpable in how they portray H&S?



Improving Workplace Health Safety and welfare culture

HOW DO WE GET BUY-IN FROM WORKERS AND
MANAGEMENT?

Safety Culture in our workplaces.

Tasks:

- A. In groups discuss your own workplaces
 1. Establish why they have good or poor safety cultures?
 2. Identify and make a list of the factors why.
 1. You may want to consider management and worker attitudes.
 2. What other factors influence your workplace culture
- B. Discuss how you can improve the culture of health safety and welfare in your workplaces?
 1. List your ideas on a flip chart
- C. Prepare to report back for a whole group discussion.

According to IOSH - A positive safety culture has three key elements

1. Working practices and rules for effectively controlling hazards
2. A positive attitude towards risk management and compliance with the control processes
3. The capacity to learn from accidents, near misses and safety performance indicators and bring about continual improvement.





Thank you!

TAKE CARE OUT THERE!