



# 2 day Practical Guide on SAFETY CULTURE ANALYSIS

## Building Positive Safe Operations Culture

Many safety practitioners have been finding ways to analyse and measure safety culture. In fact, many safety experts had written and proposed methods on how to analyse and build positive safety culture which can be found in today's quickest information bank – the Internet and libraries.

Today many organisations are judging organisation's safety culture and performance based on number of accidents and the severity of the accidents. However, safety culture analysis is not just measuring the 'outcome' results (that is – frequency and severity of accidents) instead safety culture analysis is the measurement of 'proactive efforts' demonstrated by individuals and groups of the organisation and in turn, correlating the 'proactive efforts' with the 'outcome' results.

Generally, organisations do not want any accidents. To do this, organisations have to control the workplace safety and health risk to as low as reasonably practicable. Occupational safety and health at workplace cannot be control by an individual because of ultra vires and therefore safety is derived as everyone's responsibilities.

The definition of positive safety culture may be defined as an assemble of individuals which made up of groups' positive safety values, beliefs, attitudes, competencies and safe pattern of behaviours that committed in controlling a healthy and safe workplace using a practicable health and safety management system that can reduce workplace's risk to as safe as reasonably practicable. These are demonstrated by top management empowering workplace safety and health down to the last worker in the organisation with open communications, open consultations, consistent compliances and co-operations. (©BSD Professionals, 2005)

The safety culture index system is derived from keywords of positive safety culture definition and is converted to attributes / parameters. The lower the index number, the more (leading) attributes / parameters achieved whilst the higher the index number, the lesser (lagging) attributes / parameters achieved. With this philosophy, the Index system can indicate the status of organisation's safety culture. To remedy or build towards a positive safety culture, the organisation must correct the lagging attributes / parameters to achieve lowest index number and in turn, create a positive safe operations culture.

The index number shall then be correlated with the 'outcome' results. The lower the index number, the guaranteed lower the incident / accident rates.

## COURSE OUTLINE

### Day 1

#### Principles of Direct and Indirect Control

This unit discussed the principle of direct and indirect control and the importance of balancing negative and positive reinforcement in safety management.

#### Definition of Positive Safety Culture

This unit discussed the rationale for deriving the definition of positive safety culture

#### Keywords (Parameters/ Attributes) for Measuring Organisation's Safety Culture

This unit focuses on how to employ the keywords found in the definition of positive safety culture and converts these keywords into variables for the purpose of measuring safety culture.

### Day 2

#### Measurement of Parameters / Attributes

Basically, safety culture analysis is about assessing men-at-work (i.e. pattern of behaviours) and in turn, analysing these pattern of behaviours correlation with the parameters / attributes linking with present safety management system.

#### The Index System

The lower the index number, the more (leading) attributes / parameters achieved whilst the higher the index number, the lesser (lagging) attributes / parameters achieved. With this philosophy, the Index system can indicate the status of the organisation's WSH culture. The detail of the index system shall be presented in this unit.

#### Building a Positive Safety Culture

To achieve positive safety culture, the organization basically has to convert the lagging indicators to positive indicators so as to achieve lower index number.

#### Index Number Correlating with Outcome Results

This unit discussed how index number system is used to correlate with incident / accident rates.

## WHO SHOULD ATTEND?

This training course is recommended for safety practitioners, directors, professionals, health and safety advisors/ officers, engineers, managers, executive, managing directors and other persons with health and safety responsibilities (e.g. safety representatives).

This training should interest those who would like to learn how to analyse safety culture and build a positive workplace culture and performance. While these modules are designed for safety people occupying managerial/ supervisor roles, or roles with substantial organisational responsibilities, they are also relevant for businesses operations and self-employed people

## WHAT YOU'LL TAKE AWAY FROM THIS COURSE

- Get the latest philosophy and practical guide on how to analyse safety culture and build a positive safety culture.
- Specialised in behavioural safety implementation and consulting experience on analysing safety culture, safety audits, health and safety management systems, accident investigations, risk management.
- Certificate of Participation

## LECTURING EXPERIENCE

David is an approved Risk Management course and Workplace Safety and Health Management System course trainer accredited by Ministry of Manpower, Singapore. He travels to various countries such as United Kingdom, India, Malaysia, Japan, Thailand to teach safety professionals and senior management how to analyse safety culture and how to build a positive safety culture.

## SOME TYPICAL COMMENTS FROM ATTENDEES

### Participants from various industries in UK:

- I like the safety culture analysis, is the first I have ever learnt
- Enjoyable and useful presentation
- David was amusing and very enthusiastic
- We recognize some aspects already, but we can improve by extending and formalizing David's approach
- Very interesting concept
- A first class presentation on this topic

### Participant from Japan

- Very interesting course. Lot of lessons learnt and tools to take back from it

### Participants from Germany

- An open eye on how to perform safety culture analysis and the approach in behavioural safety is very practical
- Thank you for sharing your knowledge with us during the two days safety culture analysis workshop

### Participants from various industries in Singapore

- Its good and refreshing hearing the BBS presentation from David's perspectives
- Hope everything is fine with you and you are happily exploring the world of pattern of behavior. Thanks for the very enriching workshop.

## ABOUT THE TRAINER

Master Degree in Science (Environment Health and Safety) / Bachelor Degree in Science Health and Safety / The Colleague of Teachers, Incorporated by Royal Charter 1849 & Supplemental Charter 1998, DEMS Training and Business Continuity Training / Advanced Certificate In Training & Assessment; Accredited trainer for Risk Management Course / Accredited trainer for Workplace Safety and Health Management System course / Approved Risk Management Consultant; Registered Workplace Safety and Health Officer / Environmental Control Officer / Fire Safety Manager



### Professional Experience

David Tan is specialized in behavioural safety implementation and safety culture analysis with fifteen over years of experience in the safety industry. He specializes in safety culture analysis and his work includes developing and implementing a proactive safety framework approach, which has arguably managed with proven records to introduce a philosophy of prevention, rather than compensation, as a basis for dealing with risk at work.

### Professional Credentials

David has been a safety practitioner for over 15 years. His behavioural safety and safety culture analysis works began in year 2001 as his works involved with many small size enterprise companies to multi-national companies. Under his guidance, many of these companies achieved great reduction in incident rates.

David has been researching the approach of behavioural safety since year 2000 and has since then developed a breakthrough to examine safety culture by analysing safety behaviour observation data correlating with accident statistics and safety observation program. He has written several useful articles regarding behavioural safety and safety culture.

To register, please contact  
**Jaslyn @ 9228 7171** or  
**jaslyn@cbsgroup.com.sg**

Registration is on a 1st come 1st serve basis.  
Register early to avoid disappointment.