# Looking at Safety Differently

CPI Conference June 2022

# What are our aims?

- Introduce the ideas that challenged our thinking.

- Give you an understanding of the approach we took.

- Hopefully encourage you to want to find out more.

- Form some benchmarking / idea sharing partnerships.

- Take on board some challenges.

# What will we cover?

1. Introduction to Safety Differently

2. Our journey at Logson

3. How and where to find out more

4. Case study from our Cardboard Box Company team

# What is Safety Differently?

- A safety news site, crafted by professionals and enthusiasts from various industries around the globe

# What is it aiming to do?

- Explore approaches that boost the capacity of people and organisations to handle their activities successfully.

- Share innovative and critical safety ideas to empower a community of changemakers to make an impact and do safety differently.

- Bashing safety initiatives that are based on constraining people's capacities will be a frequent ingredient.

# What is Safety Differently?

**Safety Topics (Click To Explore Relevant Posts)**

humanistic psychology complexity procedures safety I safety practitioners adaptive safety redefining

disempowering Safety drivers education practice safety safety culture Zero Harm top-down accountability critical

bottom-up leadership bureaucracy blame safety management performance variability just culture reductionism

safety II HOP disempowering safety reporting Lost Time Injury human error innovation creative safety production

engagement systems thinking language learning creative risks warnings research Accident Investigation empathy

information

# Guiding Principles of SD

1.  Safety is about care for people

2.  People are the solution

3.  Safety is measured by the presence of positives

# Safety is about care for people



**Case study:** WRAP to THE CHAT

"This is an arse covering exercise and it's not our arse your covering!"

The CHAT
A guided conversation to **identifying** and **mitigating** hazards and risks.

(1) What are we **doing** here?
(2) What are the **conditions** like?
(3) What **risks** can we see?
(4) What are we doing to **control** these risks?
(5) What **SWMS** are we using?
(6) What do we **need**? (Tools, equipment & PPE)
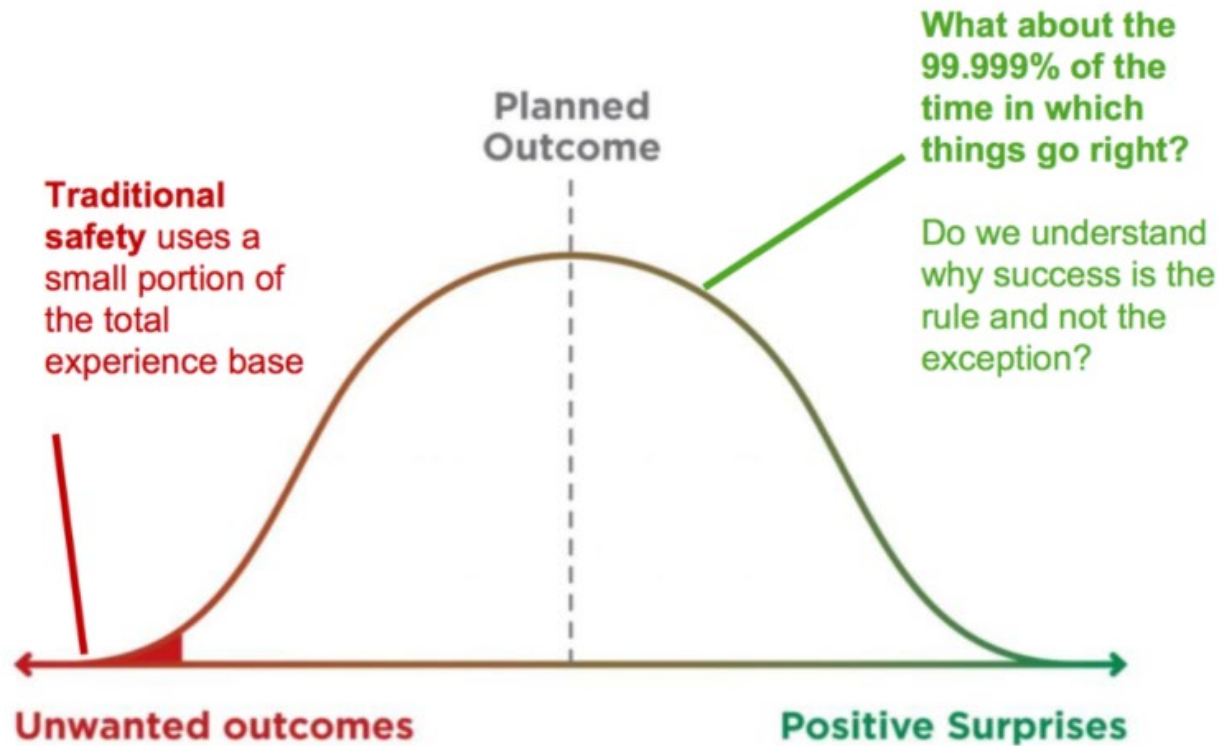(7) Are we **fit** for work?

QUU Safety

# People are the solution

- *People don't come to work to create accidents or suffer injuries.*

- *People have good intentions and want to take responsibility,*

- *People need opportunities to adapt on the spot and to develop expertise.*

- *If we want better decisions, should we try to fix the people or provide a better decision-making environment?*

- *If we want more responsibility and ownership, should we give more control and authority?*

# Measure the presence of positives

Planned Outcome

**Traditional safety** uses a small portion of the total experience base

What about the 99.999% of the time in which things go right?

Do we understand why success is the rule and not the exception?

**Unwanted outcomes**

**Positive Surprises**

On my drive to work was I safe because I didn't have an accident?

# Our journey at Logson

1. Asking ourselves some challenging questions:

   - Are people placed at the centre of the solution or are they seen as the problem?

   - Do we measure safety as the presence of positives or the absence of negatives?

   - Has safety become a bureaucratic activity or an ethical responsibility?

2. Finding out what our employees think.

3. Developing our approach.

4. Implementing our approach.

# Our journey at Logson



Make It Safe
Competency Framework

# How and where to find out more

[Doing Safety Differently - YouTube](Doing Safety Differently - YouTube)

[Safety Differently | The Movie – YouTube](Safety Differently | The Movie – YouTube)

[Safety Differently – Innovative and critical safety thinking](Safety Differently – Innovative and critical safety thinking)

Safety Differently Linked In Group

Research the thought leaders – Sydney Decker, Dr Todd Conklin etc.

Podcasts