

# HOW TO CREATE A JUST SAFETY CULTURE

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- 1

Build your program based on the Human Performance Principles.
- 2

Stop naming, blaming, shaming and retraining. It doesn't work.
- 3

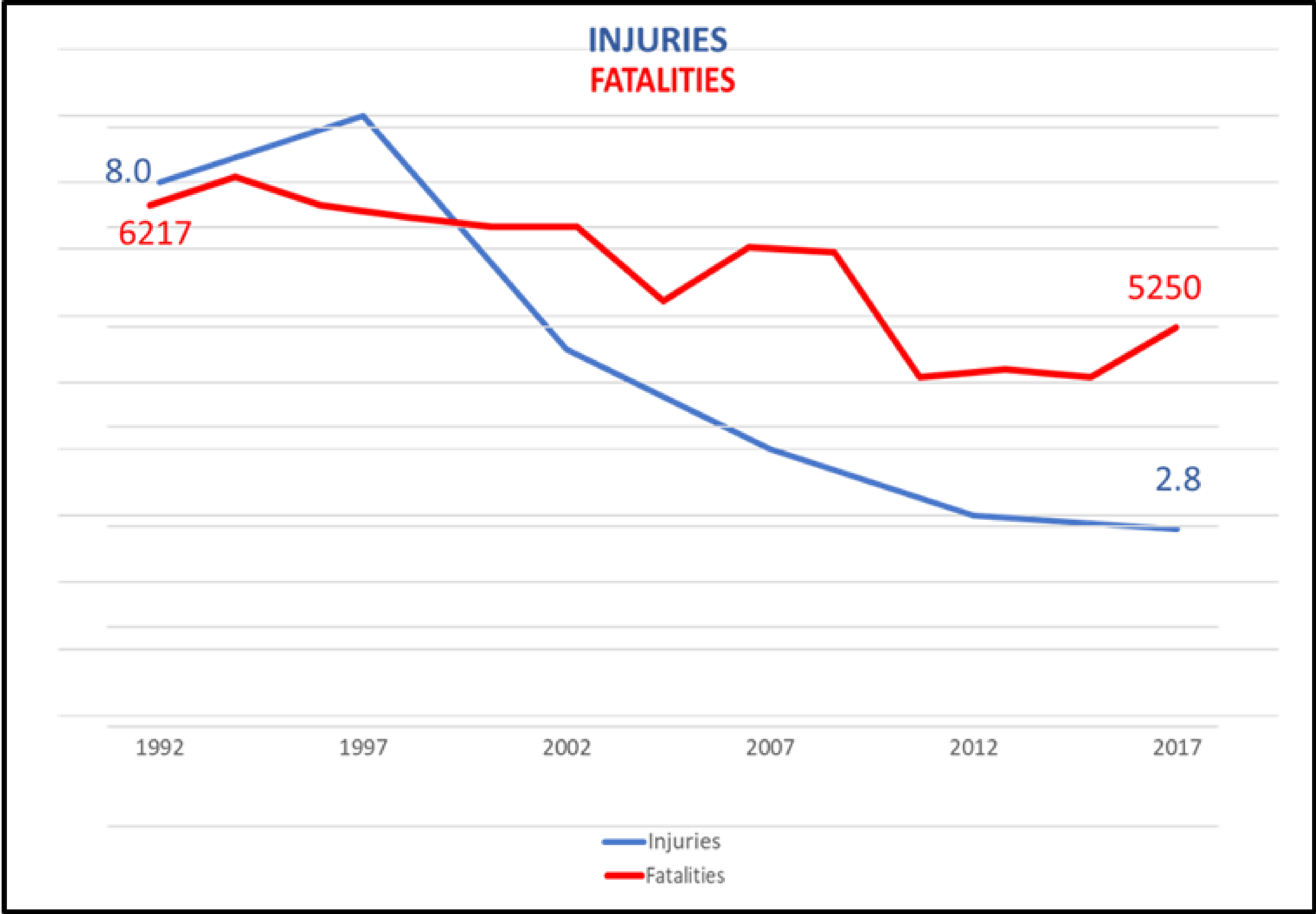
Understand that we shape how our organizations learn by how we respond to failure.
- 4

Learn from every event. Learning is a strategic and operational choice toward improvement.
- 5

In a just culture, everyone wants to be accountable because repercussions only happen when someone is found to be culpable
- 6

Fix the work not the worker. Systems should be built to allow employees to fail safely.

Comparison of OSHA average injury rates and fatalities from 1992-2017



**FOCUS ON THE  
S.T.C.K.Y.  
(Stuff That Can Kill You)**

**TO STOP THE  
S.I.F.  
(Significant Injury  
Fatality)**

We've done very well at reducing the pulled muscles, cut hands and other injuries requiring medical attention but we are still killing basically the same number of employees as we were 20 years ago.

