

Prove it!



Unfortunate but true

- “good” or adequate safety systems often need to be proven
- “bad” or possibly inadequate safety management systems are proven every time you have an accident

What is “it”?

→ “It” ... in this case is that your organization’s safety management system meets or exceeds the legislated requirements and the standards set out in the CASH program



You may be required to prove

→ Due diligence

→ Duty to Care

→ Reasonably practicable safety efforts



- **compliance with over 100 OH&S regulations, codes of practice, etc.**
- **compliance with external (CASH) or internal standards (corporate and Safety management system)**



Why would you need to prove anything?

→ financial incentives

- ◆ the potential is high for WCB rebates
- ◆ other insurers can be pressured to lower rates
- ◆ internal financial incentives are often tied to safety goals



Why would you need to prove anything?

→ serious accident or fatality

- ◆ OH&S and others (police, etc.) will be looking for any prosecutable offence
- ◆ fighting prosecution is expensive



Why would you need to prove anything?

→ staff relations

- ◆ morale booster

→ public relations

- ◆ awards, free publicity



Why would you need to prove anything?

→ **continuous improvement**

- ◆ is your safety management system really getting better?



Will you really need to prove anything?

→ the case for financial incentives is strong

- ◆ it will take more than a low LTA ratio to qualify for a WCB incentive
- ◆ avoiding prosecution just once can pay for a lot of safety system development



Will you really need to prove anything?

→ 396 documented reasons for a potential OH&S investigation in the first 6 months of 2007



How do you prove it?

- pass a recognized audit that is based upon the regulations and standards
- pass an audit that is performed by qualified auditors



How do you prove it?

→ arranging for the audit pro-actively and on your schedule is much preferred

→ waiting for “on demand” is not a good option



What is an audit?

- an objective attempt to confirm compliance through at least two different manners
- documentation, observation and employee interviews



What is an audit?

- a systematic approach used to prove that your safety program isn't just a dusty document
- an absolute indicator of your organization's safety culture



What do auditors do?

- confirm that the your safety system includes all necessary elements
- confirm that your documentation is complete and conforms to the standards



What do auditors do?

- observe the workplace to confirm that the safety policy's intent is in practice
- interview employees to confirm that the safety policy's intent is understood and is used to govern all workplace activities



What is a gap analysis?

- performs the same documentation checks and observation checks as an audit
- does not include worker interviews



So where do you go now?

- **decide whether you would prefer a gap analysis or an audit**
- **remember that interviews are used to confirm over 40% of the audit points**



So where do you go now?

→ Be ready to act on the findings of either an audit or a gap analysis

→ schedule your choice as soon as possible



Questions?

