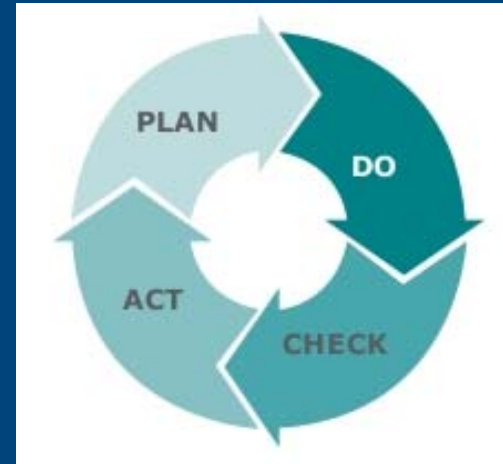
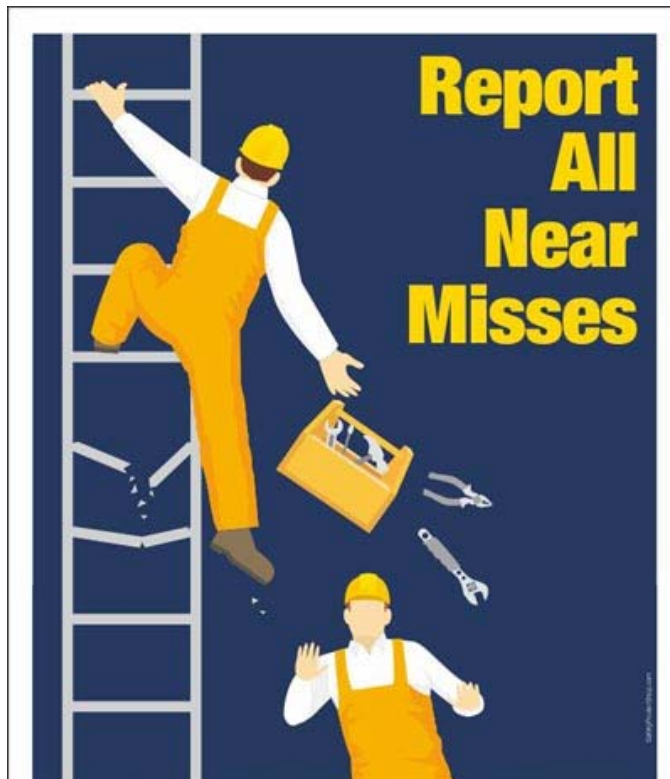


# ZERO HARM WORKPLACE THE PRESENCE OF SAFETY



**J.A. Montgomery**  
Since 1924 — Risk Control —

# ZERO HARM WORKPLACE - Illustrated



**PRESENCE OF SAFETY**  
Proactive actions



**ABSENCE OF SAFETY**  
At-Risk behaviors

# ZERO HARM WORKPLACE

## Zero Harm: Proactive Approach with Focus on the Presence of Safety!

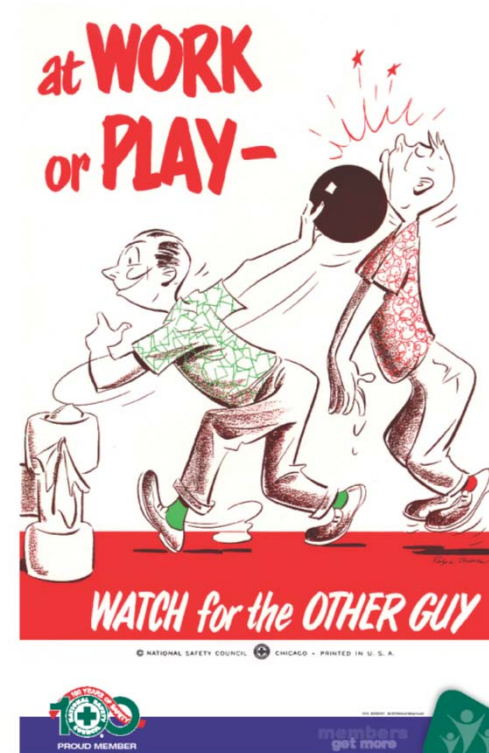
- **Employees work together with Supervisors to Share the Power, Responsibility, & Ability to Prevent Job Related Injuries & Illnesses!**
- **Employees work together with Supervisors to Identify & Eliminate Job Hazards & Lower the Overall Job Risk Level!**
- **Customize Zero Harm to what fits your Safety Culture & Climate!**

# ZERO HARM WORKPLACE

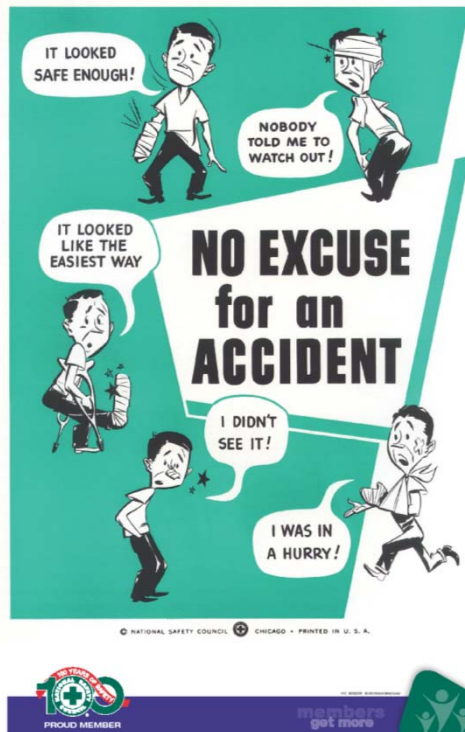
*“It's better to be careful a hundred times than to die once”*

Mark Twain

1. **Safety is a core value, not a priority!**  
**Priorities change, values do not!**
2. **Encourage safe actions!**
3. **Promote visible leadership!**



# ZERO HARM WORKPLACE



- Focus on leading indicators, i.e., **J**ob **S**afety **O**bservations!
- Lookout for **Risk Acceptance** & employees taking safety for granted!

# ZERO HARM WORKPLACE

## A Zero Harm Workplace

- Clearly describes Performance Expectations!
- Employees & Supervisors build a Community with Local Ownership, Looking for the Presence of Safety!
- Recognize the Presence of Safety with Positive Reinforcement of Safe Actions & Safety Achievements!

# ZERO HARM WORKPLACE

In Contrast: a **Zero Incident** Workplace is

a **Reactive** Approach with the Focus on the **Absence of Safety!**

1. In **Zero Incident** Workplaces they use **Outcomes** i.e. Loss Time Accident Frequency (LTAF) which provides **Limited or No Ability to Control Hazards!**
2. When Employees & Supervisors use **Statistics** such as LTAF, They become **Complacent: Feeling Safe (no-incidents) When There is No Real Reason to Feel That Way! (Many At-Risk behaviors remain – waiting to cause an incident)**

# ZERO HARM WORKPLACE

## In Zero Incident Workplaces

1. There is an **Absence of Intervention**, such as: No Safety Coaching.
  - Employees Not Speaking Up to Fellow Employees When At-Risk Actions are observed is **Approval!**
2. **Conversations about Safety** with Employees are Primarily Focused on **Negative Actions!** (Don't do this or that)

*I Chose to Look The Other Way*, Don Merrell

I could have saved a life that day,  
But I chose to look the other way...



# ZERO HARM WORKPLACE

In Contrast a: Zero Harm Workplace has a

- **Purpose Statement:** Why We Want To Do It!
- **Business Case Summary:** Why It Should Be Done!
- **Description:** How We Are Going To Do It!
- **Goal:** What Achievement will demonstrate Success!

# ZERO HARM WORKPLACE

## In a Zero Harm Workplace:

- **The Safety Culture is Not a Separate Culture, rather it Lives Within the Existing Culture, Using Shared Language & Builds on the Existing Process & System!**
- **Employees have a Great Deal of Energy Around Safety & Ideas to Offer! Safety Talks are Key Tools for Zero Harm!**
- **Tracks the Presence of Safety by Using *Leading Indicators* such as the number of **J**ob **S**afety **O**bservations conducted!**

# ZERO HARM WORKPLACE

## Zero Harm Workplace

- **Senior Leadership/Management:** **Set the Tone and Vision!**
- **Facility Leadership/Management:** **Lead with *Passion!***
- **Employees:** **Work Safe & Smart!**
- **Supervisors and Managers:** **Teach & Guide!**

# ZERO HARM WORKPLACE

**Moving From Policies To - SAFE ACTIONS!**