



# Safety Climate and Safety Culture



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# ORGANIZATIONS SAFETY SPHERE ?

**Organisation's Safety Sphere**

**Maintaining Safety  
Climate**

**=**

**Maintaining Safety  
Culture**



# SAFETY CLIMATE

Safety climate is the **perceived value placed on safety** in an organisation at a particular point in time.



# SAFETY CULTURE

Refers to an organizations **deeply ingrained**

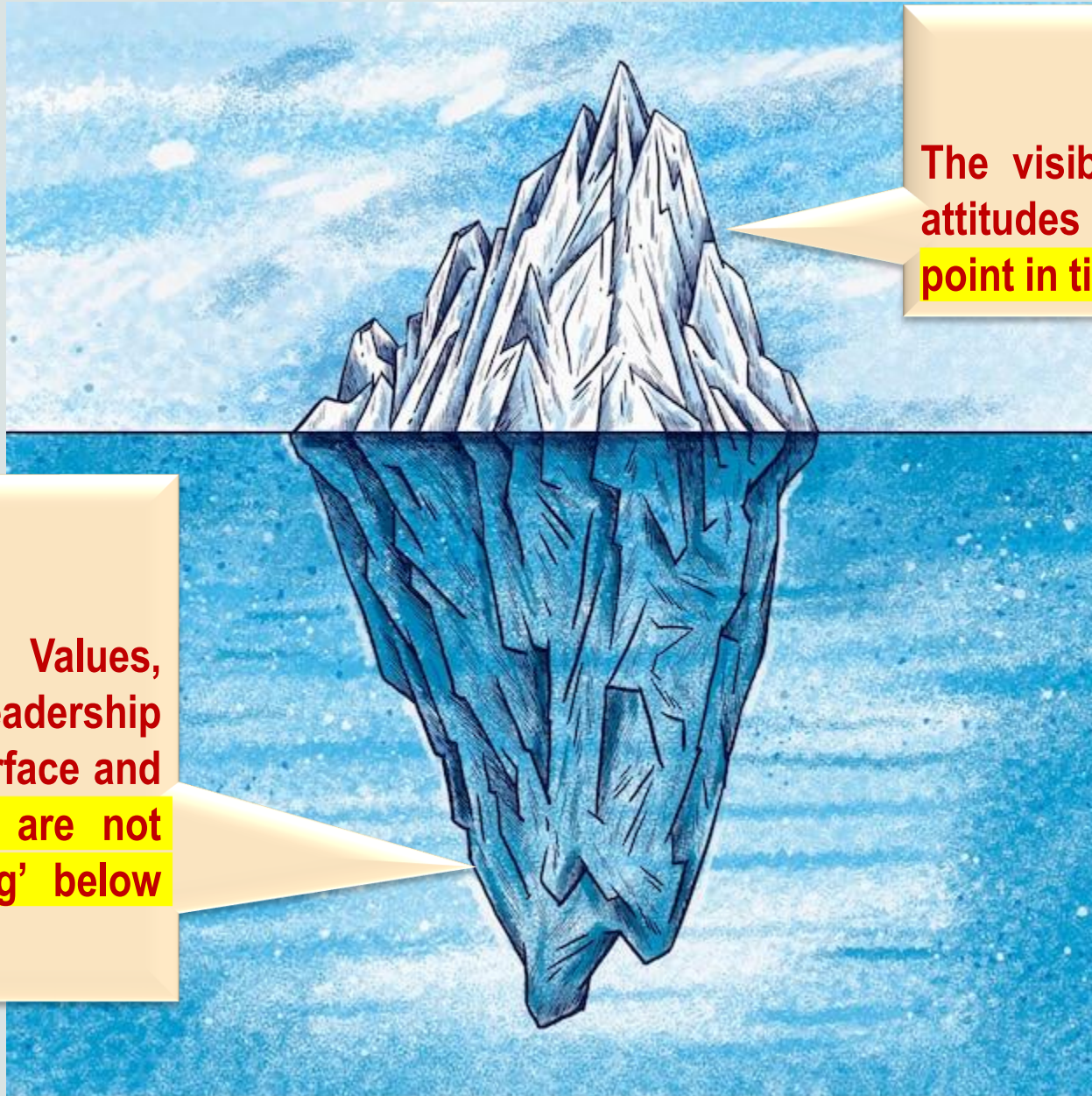
**Values,  
Beliefs,  
Attitudes, and  
Behaviors**

**that shape its approach to safety.**

**It is a long-term and stable quality that evolves and is integral to the organization's identity.**



# SAFETY CLIMATE Vs SAFETY CULTURE



## Safety Climate

The visible signs of the workforce's attitudes and perceptions at a given point in time

## Safety Culture

The combination of Values, perceptions beliefs, and leadership styles which lie below the surface and define the landscape. They are not easily visible without 'diving' below the surface

# SAFETY CLIMATE

## Characteristics

- Temporal Snapshot
- Measurable
- Changeable
- Predictive Indicator



## Safety Climate

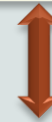
- More Dynamic and Susceptible to change.
- Assessed through employee surveys.
- Focuses on current perceptions.
- Quickly changes with events or management actions



# SAFETY CULTURE

## Characteristics

- Enduring Values
- Behavioral Norms
- Leadership Influence
- Long-term Evolution



## Safety Culture

- Demonstrates Visible Felt Leadership
- It is enduring and stable
- It's qualitative and more challenging to measure directly
- Encompasses the overarching safety values and norms

## Culture vs. Climate: A Simple Comparison

The relationship between safety culture and climate can be compared to a **person's personality and mood.**

### Safety Climate → Mood

- Temporary
- Influenced by immediate circumstances

Current perception of how safety is managed and prioritized.

Fluctuates based on recent events, leadership visibility, and communication effectiveness.

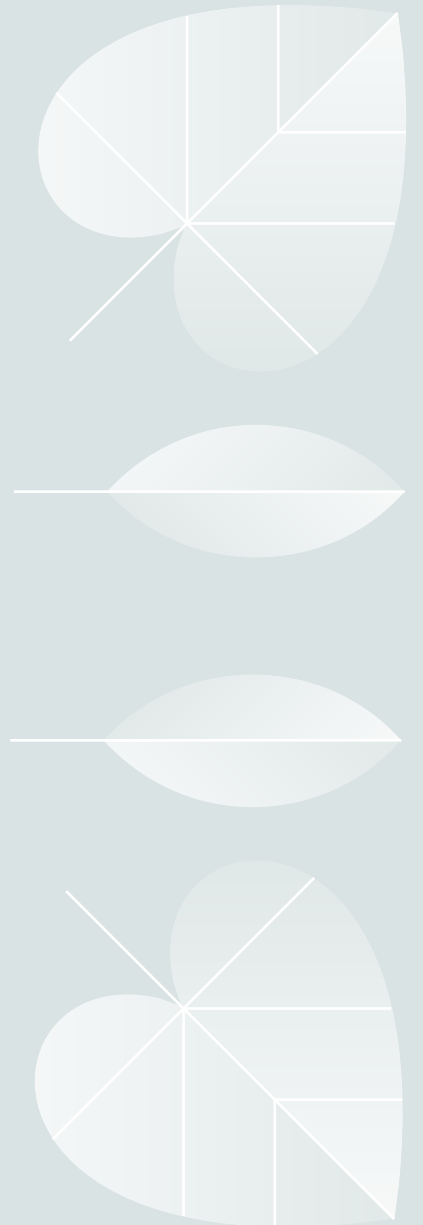
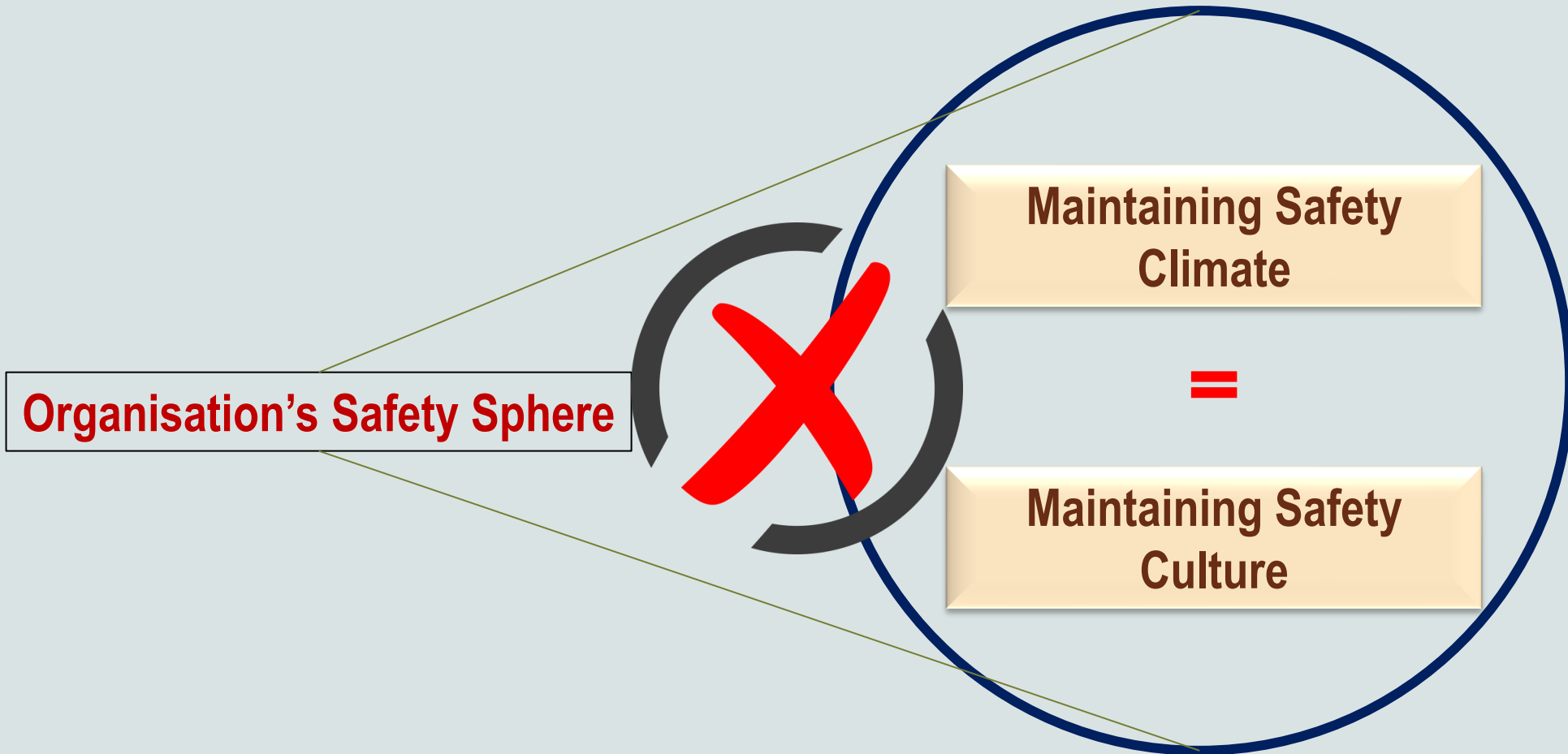
### Safety Culture → Personality

- Stable
- Long-term trait

Represents the enduring values, beliefs, and norms about safety within an organization.

It evolves slowly over time, influenced by leadership, systems, and shared experiences.

# SAFETY CLIMATE & SAFETY CULTURE



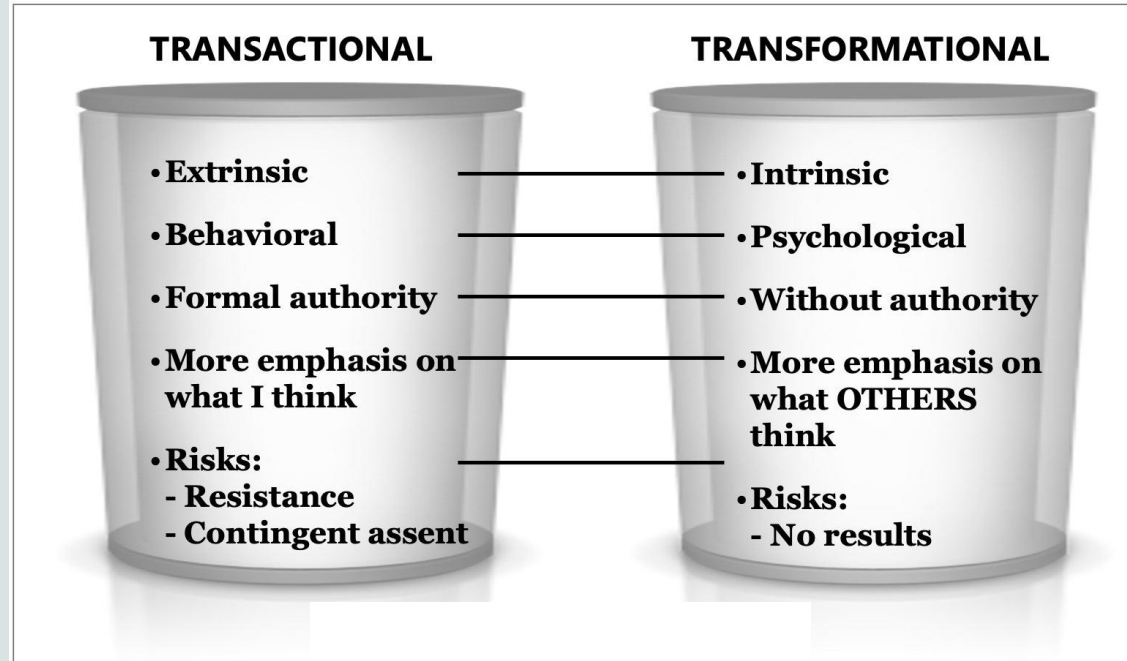


SAFFETY CULTURE

SAFETY CLIMATE

# Maturity Model

that drives the Organization from  
Transaction to Transformation Stage



# Intertwining Safety Culture and Safety Climate

## Safety Culture and Safety Climate

**Both are crucial**

for understanding and improving workplace safety

**Difference lies in its  
Scope  
Stability &  
Measurability.**

Organizations must

**Nurture a Positive Safety culture**

while

**Monitoring the Safety Climate**

to

**Achieve Sustained Safety Excellence.**

# Culture

is it unique in every  
organisation?



# CULTURE

It differs on various grounds



# Safety Culture - What ?



# Safety Culture Depends on

Values

Leadership

Ownership

Communication

Rules and  
Procedures

Recognition

Self-verification



# Levels of Safety Culture





# Characteristics of a Negative Safety Culture



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**Risk Perception**

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**Fatigue**

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**Stress**

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**Distraction**

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**Complacency**

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**Failed Communication**

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**Inadequate Knowledge**

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**Lack of Assertiveness**

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**Poor Situational Awareness**

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**Inadequate Resources**

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**Dysfunctional Teamwork**

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**Production Pressure**

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**Organizational "Norms"**

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# Safety Culture -

## MYTHS



“You cannot create an incident free workplace”

“Safety takes too much time and money”

“Incidents just happen”

## Management's Role

### Positive Safety Culture

- **Commitment**
- **Support**
- **Communicate**
- **Involvement**

## Employees Role

### Positive Safety Culture

- **Accept responsibility for safety**
- **Follow safety policies/procedures**
- **Take initiative: report hazards/safety issues**
- **Commit to organization's safety program**
- **Be a Team Player**



# Steps for Creating a Positive Safety Culture

- **Action Plan: → Where do we start? → Who does what?**
- Awareness, support, cooperation from Management
- **Communicate intent to all employees**
- Review documentation, programs, & policies
- Review injuries to determine types, frequency, trends, etc.
- Conduct a site tour to determine job tasks, logistics, safety issues
- Determine employees' safety awareness/attitudes
- Ensure timely reporting of injuries, first aid cases, minor and near miss situations
- **Evaluate your accident/near miss investigation procedures**
- **Ensure the Safety Committee is functioning appropriately**
- Evaluate incentives, rewards, disciplinary system
- **Provide ways for employees to give feedback: suggestion box, Hot Line, website, etc.**
- Develop tracking system to determine hazard correction timeline
- **Develop realistic and measurable safety and health goals, objectives, & rewards**
- Provide awareness and seek support from all levels regarding goals, objectives, & rewards
- **Develop monitoring / measurement criteria**

**Tip: Don't make the Safety Manager "the Enforcer!"**

**"Safety is not a one person job, It's everyone's responsibility / accountability"**

**Building a strong safety culture is not a top-down strategy. It involves every level of the organization. It means being committed to safety regardless of other concerns in your business.**



## **Safety as a Core Value, and Not a Priority**

**Priorities Change.**

**Typically, Priorities are something that need to go on a “To-Do” list.**

**Core Values need to go on a banner!**

# Effective Safety Leadership Builds Efficient Organization's Safety Culture

## 5 Effective Safety *LEADER*ship Skills

**L**eads by example

**E**ngages and empowers team members

**A**ctively listens and practices three-way communication

**D**evelops team members through teaching, coaching, & feedback

**R**ecognizes team members for a job well done

# Influence of Transformational Leadership

Transactional leadership approach adopted by many leaders to influence subordinates' safety behavior is to use reward and punishment systems.

In contrast, Transformational leadership style “evokes changes in subordinates' value systems to align them with organizational goals” and has positive effects on the safety behavior and safety participation of subordinates.



Leaders should adopt the **Transformational leadership style** so as to engender **Positive Safety Culture** in their workplace.

# Diverse Methods & Flexible Approach

Different locations may use diverse methods and flexible approaches to develop a strong culture of safety

**Safety is not “one size fits all,”  
but  
is unique to the situation or application.**

**Even if you're on the right track, you'll get run over if you just sit there.**

**~Will Rogers**

## For CGD Network

### Safety Performance Results



#### **Housekeeping**

No leak or spill in filling pot and oil sump.

#### **Fire and Emergency Readiness**

Workers have acquired fire and emergency training.

#### **Operation and Maintenance**

Fuel dispensers are equipped with dispensing sump.

#### **Behavior Control**

No unauthorized activity in the vicinity of fuel station and its surroundings.

#### **Electrical Safety**

Bonding cable is securely attached prior to fuel unloading from tank truck.

## For CGD Network

### Safety Climate Dimension



<u>Safety Climate Dimension</u>	<u>Mean</u>
• Management Commitment	4.19
• Communication	4.11
• Rules and Procedures	3.95
• Supportive Environment	4.07
• Personal Accountability	3.60
• Training	4.03
• Overall score	3.99



Questions or comments?

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**Thank you**

We hope this session will enhance  
the **Total Safety Culture** in our  
workplace.