



F.A.S.T. First Aid & Survival Technologies Limited



your partner in safety excellence

Contents

What is a Safety Management System?	Pg 2
Whose Responsibility is Safety?	Pg 3
From Awareness to Action	Pg 4
Emerging Trends	Pg 5
Changing Safety Culture	Pg 6
Program Elements	Pg 8
Audits: Definition and Purpose	Pg 9
Leadership in Safety	Pg 10
Supervisor and Manager Safety Readiness	Pg 11
Emergency Preparedness and Response	Pg 12
Early and Safe Return to Work	Pg 13
Health Promotion Management	Pg 14
Benefits of A Safety Management System	Pg 15
Conclusions	Pg 16

A Safety Management System is a performance oriented approach to safety that gives an organization a sustainable competitive advantage in the global marketplace. A safe and healthy work environment is conducive to consistent peak performance that is improved continually forever. An effective Safety Management System provides the due diligence framework for Bill C45. It supports organizations, companies or government agencies striving for Excellence in Safety.

Management sets strategic direction, allocates the necessary resources and supports the safety system on a continuous basis. Safety professionals plan, facilitate, coordinate, advise and monitor. Most importantly, employees are personally accountable for doing their part to make the workplace safe. Safety is not a delegated responsibility.

F.A.S.T...providing the due diligence framework for Bill C-45

Are your directors, officers and senior managers today meeting their legal obligations under occupational health and safety legislation? Could they successfully demonstrate due diligence in a criminal prosecution?

Companies and a wide range of company representatives are clearly held accountable for criminal offences connected to workplace safety. Under provincial legislation, firms may be charged: "All workplace parties, including employers, workers, supervisors, owners, suppliers, directors, and officers, bear some responsibility for taking steps to safeguard the health and safety of workers."

Under Bill C-45 (a recent amendment to the Criminal Code) failing to take reasonable measures to protect employee and public safety could result in criminal charges against employers and those who undertake or have authority to direct how others work or perform tasks. There is no maximum penalty under the Criminal Code for organizations or individuals who recklessly disregard the health and safety of workers or the public. Fines could be in the millions of dollars. Organizational decision-makers who are found guilty could face a maximum penalty of life imprisonment.

Safety Affects Everyone

To improve safety, there needs to be unity of purpose at all levels. It is intrinsic to the heart and soul of the organization and lives within its core values as a non-negotiable.

In Canada, thousands of workers each year lose their lives due to work-related injury, illness or disease. Hundreds of thousands are seriously injured; never to experience life the same way again. Work related injuries, diseases and deaths, and their related human and financial costs, are not an acceptable part of doing business - they are preventable.

Each year organizations review how they are doing in the business of safety. The factors that affect health and safety in the workplace are changing rapidly and organizations need to respond efficiently and effectively.

F.A.S.T. has provided solutions in safety and emergency management for almost two decades and is able to offer this knowledge and experience to its clients. F.A.S.T. is positioned to effectively work with organizations to respond to emerging trends, assist in mitigating safety related risks and realize opportunities for continuous improvement in safety.

Canada has experienced significant immigration during the past decade. For example, only 25% of British Columbians report English as their first language.

- This trend is likely going to continue in the coming years and will pose tremendous challenges for the implementation and delivery of effective safety prevention programs and services.

Canada's workforce is expected to increase substantially and grow proportionately older over the next two decades. These trends could result in:

- shortages of trained and experienced workers as older workers retire
- increases in the number of work-related injuries, diseases and deaths
- increases in the duration of work-related claims as older workers often take longer to recover than younger workers

Historic trends also suggest:

- fewer traditional employer-employee relationships
- more temporary or contract employees
- increased numbers of employees working from home
- reduced unionization of workforce

The 2010 Olympic Winter Games in Vancouver will likely result in a significant increase in the number of new, unskilled workers employed in construction, transportation, retail and tourism throughout the province.

Safety is still compliance oriented. Organizations are very reticent to change or modernize their practices in the field of safety. The focus is on regulatory requirements and traditional safety inspections with minimal investment. The primary objective has been to avoid problems, not to promote safety.

Biggest challenges of changing safety culture

- Internal buy-in and support: change management
- Apathy: safety is working fine the way it is
- Old habits die hard: difficult to change behaviors
- Training everyone in the organization: costly and unwieldy
- Time and money: allocating sufficient resources to affect positive change
- Poor management-union relations
- Inadequate job planning and quality management
- Keeping a strategic focus on safety
- Safety is not the organization's core business
- Safety managers are already overtaxed

Organizations must move from the traditional belief that “accidents are the result of unsafe employee acts and behaviours” to the uncommon logic of “accidents are the result of flawed management values, decisions and practices.” It is important to realize that management is responsible for 94% of all organizational outcomes including accidents. A delegated safety program, isolated from the mainstream of an organization, will struggle to achieve a level of excellence. Management is best able to initiate the work of prevention and therefore has the greatest opportunity to make a difference.

The basic need for improved safety management can only be addressed when a positive safety culture is present. In an organization dedicated to safety, injuries to workers represent an unacceptable waste of resources.

F.A.S.T...assisting to change corporate safety culture

The F.A.S.T. Safety Management System is best introduced into an organization using a project model approach.

Elements of a Safety Management System:

- PM 1 Management Commitment and Leadership
- PM 2 Employee and Joint Committee Involvement
- PM 3 Hazard Identification and Assessment
- PM 4 Legal Obligations
- PM 5 Communication and Awareness
- PM 6 Safe Work Rules
- PM 7 Safe Work Procedures
- PM 8 Training
- PM 9 Emergency Preparedness and Response
- PM 10 Hazardous Materials
- PM 11 Contractors, Suppliers and Procurement
- PM 12 Disability Case Management
- PM 13 Records Management
- PM 14 Inspections
- PM 15 Incident Investigations
- PM 16 Health Monitoring
- PM 17 Audits
- PM 18 Senior Management Review

An audit is a systematic and independent performance measurement of an organization's safety management system to ensure adequate protection against all potential safety risks. The baseline audit establishes a benchmark to measure changes to safety performance. Audits determine whether policies and procedures are implemented as planned and have met the objectives set for the safety program. It also establishes if the objectives provide sufficient challenge to lead the organization in meeting the program goal of effective safety protection. Audits should be conducted at least once a year to provide a comprehensive evaluation and action plan for continuous improvement.

Elements of a Safety Audit

- Definition and Purpose
- Review of Federal and Provincial Regulations
- Conducting the Audit - Establishing a Benchmark
 - Scope
 - Planning
 - Execution
 - Final Report
- Plan for Continuous Improvement
 - Establish Measurement Criteria
- Follow-up Compliance Audit

Audits include visual inspections, interviews, observations, documentation and recommendations. Safety audits are conducted to standard ISO guidelines which are common denominators for auditing all business management systems.

In a Safety Management System, the organization's executive team demonstrates leadership in providing a safe and healthy work environment. Initiation of this performance-improvement strategy begins at the top.

Elements of Management Involvement and Commitment

- Overview of the Changing Role of Safety in Organizations
- Management Commitment and Involvement
- Standards and Regulations
- Benchmark of Organization Performance Relative to Industry Sub-Sector
- Vision and Guiding Principles for Safety
- Mission Statement and Objectives for Safety
- Employee Participation and Involvement
- Safety Policies, Practices and Procedures
- Assigned Roles and Responsibilities
- Safety and Health Training
- Communications
- Risk Assessment and Site Inspections
- Continuous Improvement

Traditional safety programs can take an organization only so far. The implementation of a systematic approach to safety is proven to reduce the incidents, injuries and related costs dramatically over the long term. Effective job set-up and planning are critical success factors.

The organization's front line supervisors and managers are an integral part in the overall implementation of an effective safety management system.

Elements of Supervisor and Manager Safety Readiness

- Corporate Safety Vision and Mission
- Corporate Safety Policies and Objectives
- Safe Work Practices and Procedures
- Work-site Risk Assessments
- Pre-Start-Up Site Safety Assessments
- Site Inspections
- Facilities and Equipment Preventative Maintenance
- Hazard Prevention and Control
- Procedures and Protective Equipment
- Contract Workers and Contractors on Site
- Documentation
- Investigations and Procedures Analysis
- Records and Statistics
- Safety and Health Training
- Communications
- Continuous Improvement

Man-made and natural disasters, emergencies or incidents can occur with minimal or no warning. It is important that organizations are able to activate their emergency preparedness plan at a moments notice.

Emergency managers at all levels of government and throughout private industry across Canada are adopting standardized emergency preparedness and response systems. These outline roles and responsibilities of key personnel in advance of any incident or emergency situation. During an incident, a process is required to coordinate and track limited resources and authorized personnel. An international color-coding system has been adopted for further identification.

F.A.S.T. has spent the in research, development and implementation of a comprehensive line of risk and emergency management solutions. We have invested in the learning curve for these products and are able to share our findings with your organization.

F.A.S.T...offering custom solutions for emergency products and services

Return to Work is a proactive approach to ensure injured workers or those recovering from illness return to safe and productive work activities as soon as possible. This process is critically important to the business of safety.

Return to Work is an element of disability management. It is a partnership involving employers, employees, families, health care providers, unions, safety committees, private insurance carriers, WCB, and government programs (ie. CPP, disability). Most employers are in the reactive stage of the disability management process.

Leaders in this area recognize that taking a proactive approach makes a significant difference to the duration of the claim and improves the success of reintroducing an employee to the workplace. An effective Return to Work Program generates significant tangible and intangible benefits. It helps build a strong culture of safety and reduce human and financial costs.

The cost of health benefits through WCB, provincial health plans and private medical insurers continues to grow annually. Today's workforce is aging and if injured, tend to be off on compensation for a longer duration. Repetitive strain injuries are becoming more and more frequent due to increased computer usage. All employers face significant challenges when it comes to managing the health and wellness of their employees.

A proactive approach to employee health promotion management is required. Employees must be encouraged to be active and take personal responsibility for their health. Positive results are achieved by establishing measurable goals and objectives, gaining employee and union buy-in and monitoring progress.

Improving safety makes good economic sense. When conducting a cost benefit analysis, it is essential that organizations evaluate the potential risks and related costs of maintaining status quo.

Benefits of an effective Safety Management System:

- Eliminate death, injury, pain and suffering
- Mitigate criminal charges and possible life Imprisonment
- Eliminate financial penalties by enforcement agencies
- Reduce WCB assessment rates
- Improve morale
- Increase productivity
- Improve customer satisfaction
- Limit the effects of depression
- Retain earning potential
- Prevent physical disabilities
- Limit overtime pay for healthy workers
- Reduce negative impact on family members
- Limit requirement for replacement staff

Organizations with Safety Management Systems experience a significant reduction in the number of injuries, diseases and deaths, duration of lost time worked and related costs. A Safety Management System is an excellent investment for the future.

F.A.S.T. partners with organizations to develop customized safety management systems that help achieve their business goals. F.A.S.T. brings to the table more than just expertise -- we bring marketplace knowledge and practical experience.

When a Safety Management System is applied, the end result is a higher level of achievement; bringing self-motivated, proactive leadership and improvement by employees at all levels: executives, supervisors and workers. Safety is sought not because of possible infractions or fines but because it is the right thing to do morally, ethically and humanly. Under this new continuous improvement model, the goal is to make "zero" the only acceptable workplace injury rate.

At F.A.S.T. we specialize in providing the highest quality safety strategies that are innovative, cost-effective and practical. As your strategic partner in safety, we help you develop, administer, communicate and train a comprehensive safety management system that fits within, and is reflective of your overall corporate strategies. We will support you in your environment as you navigate change in this new world of safety.

F.A.S.T...Your Partner in Safety Excellence



people helping people



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