

# Safety Culture Overview:

**What it is, how to promote it to mitigate  
substance misuse**

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# *In the beginning...*



Safety culture began as an undefined term, coined for political expediency.

It is now a globally recognized poorly understood term, that is a major area of practice.

# Safety Culture

- Abstract concept created to explain collective failure to implement know controls.
- How a group understands hazards and risk:
  - Importance of safety
  - What we mean by the term safety
  - Why safety is important
- Qualitative multi method assessment

Pidgeon (1991)

# Safety Climate

- Shared perceptions about the relative importance of safety
- Safety climate determined by perceived leader commitment
- Related to injuries
- Assessed via employee survey

Zohar (1980), Zohar (2008)

# Definitions

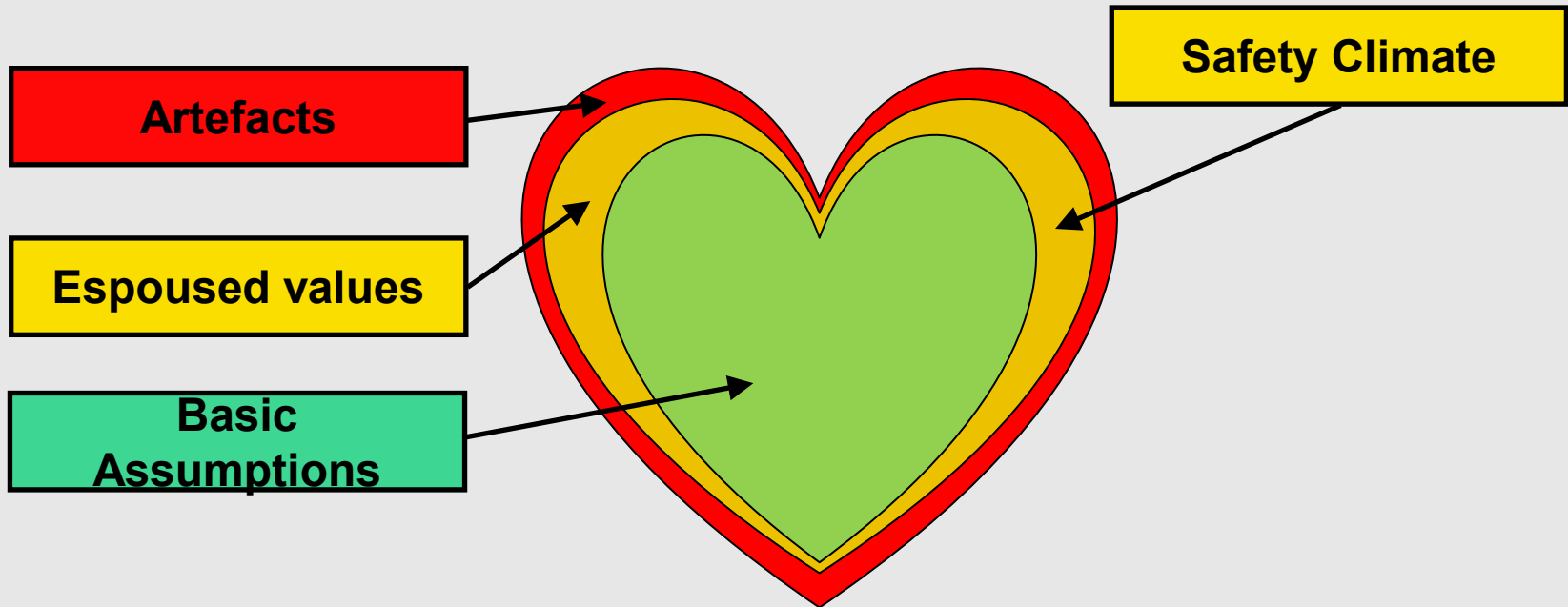
## Safety Culture

- *“The set of beliefs, norms, attitudes, roles, and social and technical practices within an organization that are concerned with minimizing the exposure of individuals, both within and outside the organization, to conditions considered dangerous or injurious”. (Pidgeon, 1991, P134)*

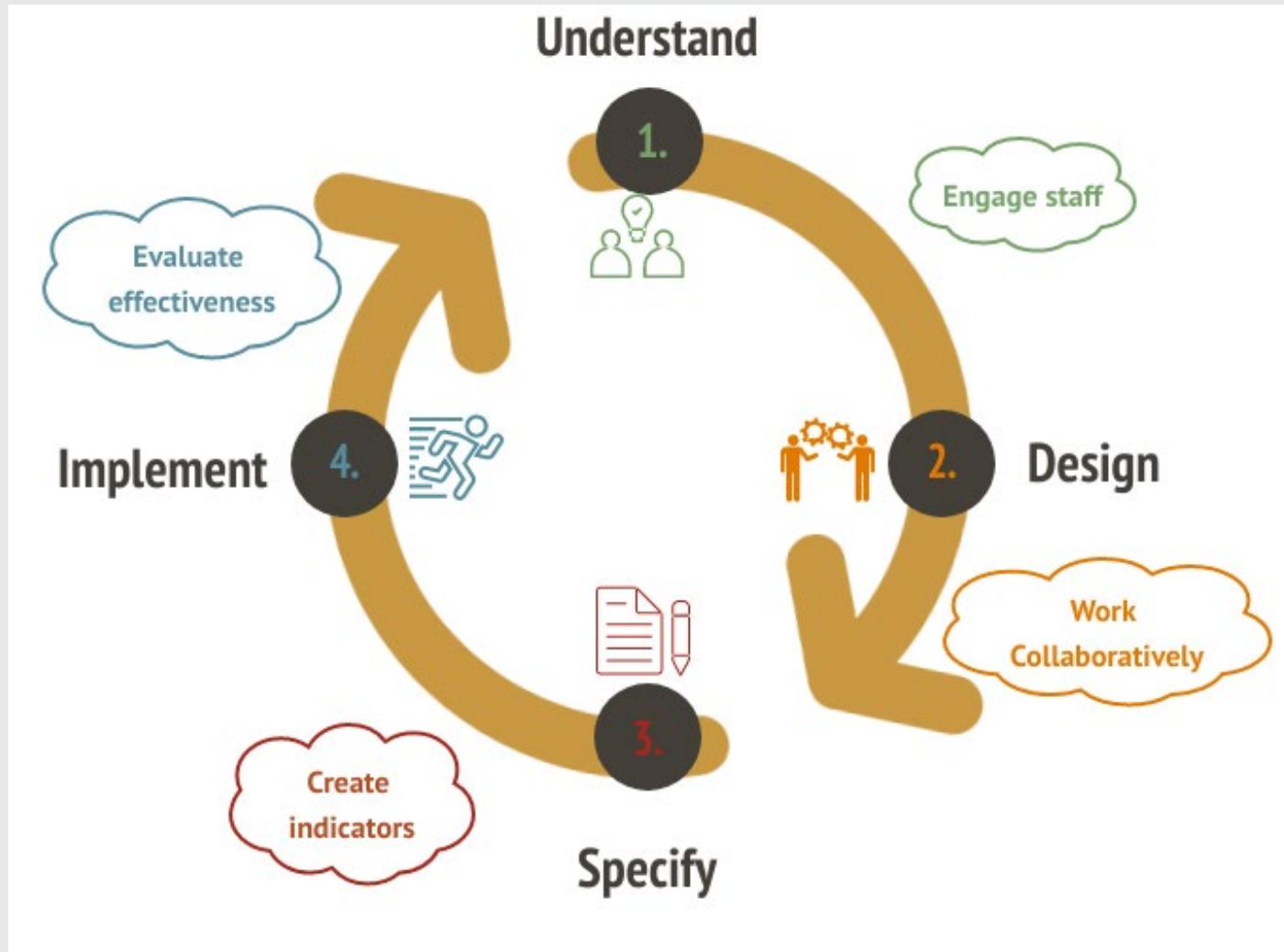
## Safety Climate

- *“shared employee perceptions about the relative importance of safe conduct in their occupational behavior” (Zohar, 1980, p. 96)*

# Safety culture model



# Safety culture improvement model



# Conclusions

- Safety culture is something that people share
- Is a useful construct to understand the gap between work as imagined and work as done
- Determines the success of safety improvement initiatives
- Need to incorporate culture into change plan





Thank you



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