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Safety Summit - January 23, 2004 Round Table Discussions

Successes – What has worked for various labs?

This is a round table discussion. I would like to expand on Ray's talk earlier on safety culture and overcoming the "plateau."

Safety experts have turned to the concept of safety culture in order to explain situations where despite having good systems, policies, procedures, and training in place, people failed to do what they were supposed to do.

Many describe three levels in the path to attain a strong safety culture:

1. **Dependent culture.** The emphasis is on management and supervisory control, with extensive use of discipline to enforce safety measures.
2. **Independent culture.** The focus is on personal commitment to and responsibility for safety. Employees look after their own safety.
3. **Interdependent culture.** Workers have a sense of responsibility for safety beyond their own work and by caring for the safety of others.

Where are we on this path? I believe we are still on the "dependent culture." However, some labs may have started on the "independent" path.

I would like to pose the following questions for discussion and sharing of lessons learned:

- How do you strengthen your safety culture to achieve a high level of safety?
- What tools and techniques have worked and why?