

IAT – National Conference 2019 Leadership in Health & Safety



Scott McDonald CMIOSH, FIQ, MIIRSM
Area General Manager – Fife & Tayside



CONTENTS



- Introductions
- Raising Awareness
- The Safety Iceberg
- What is VFL
- Key Factors that drive a Culture
- Going Beyond Expectations



HEALTH & SAFETY IN THE ASPHALT INDUSTRY



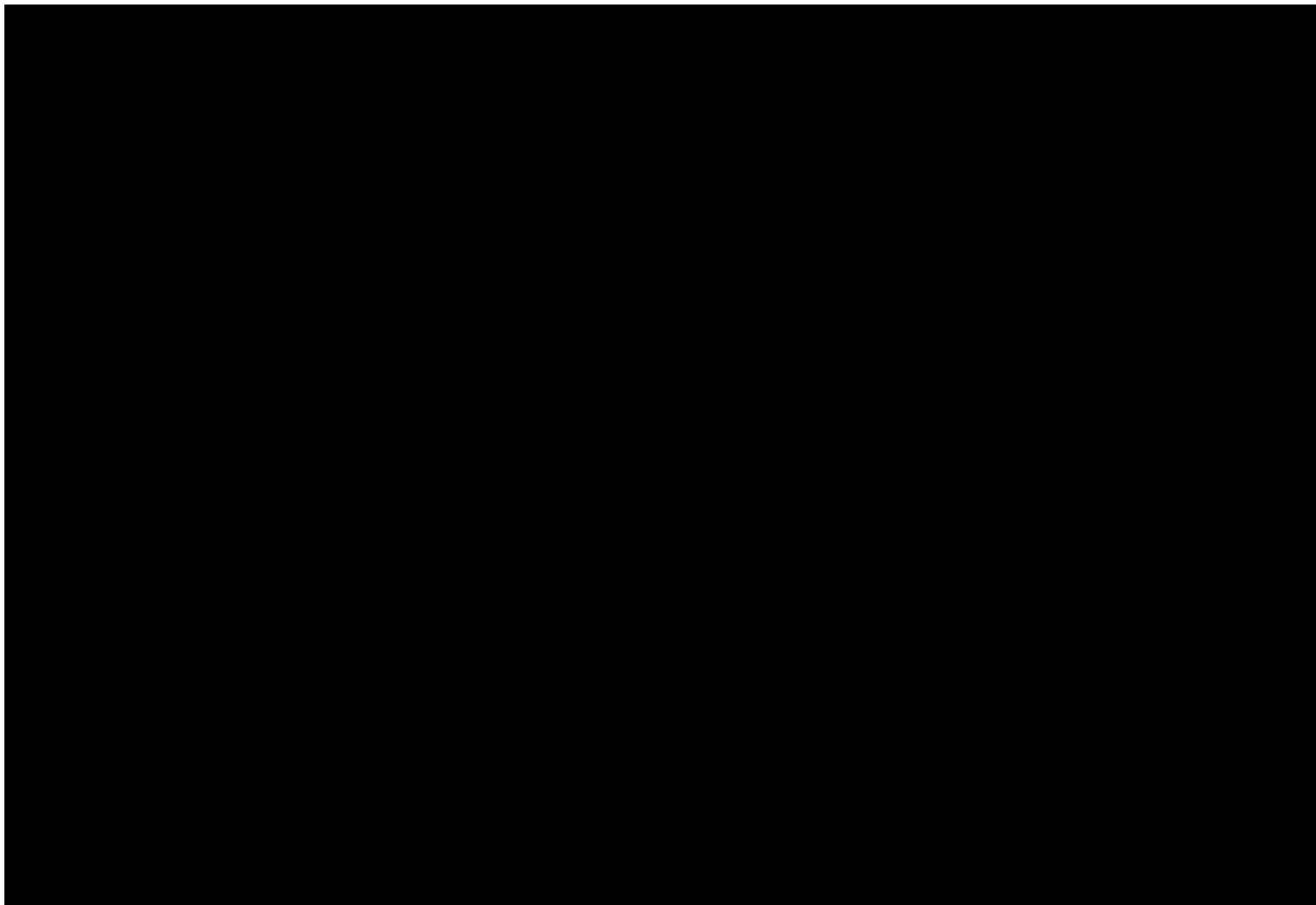
Raising Awareness of Health & Safety

Recognition that safe operation and efficient operation are related

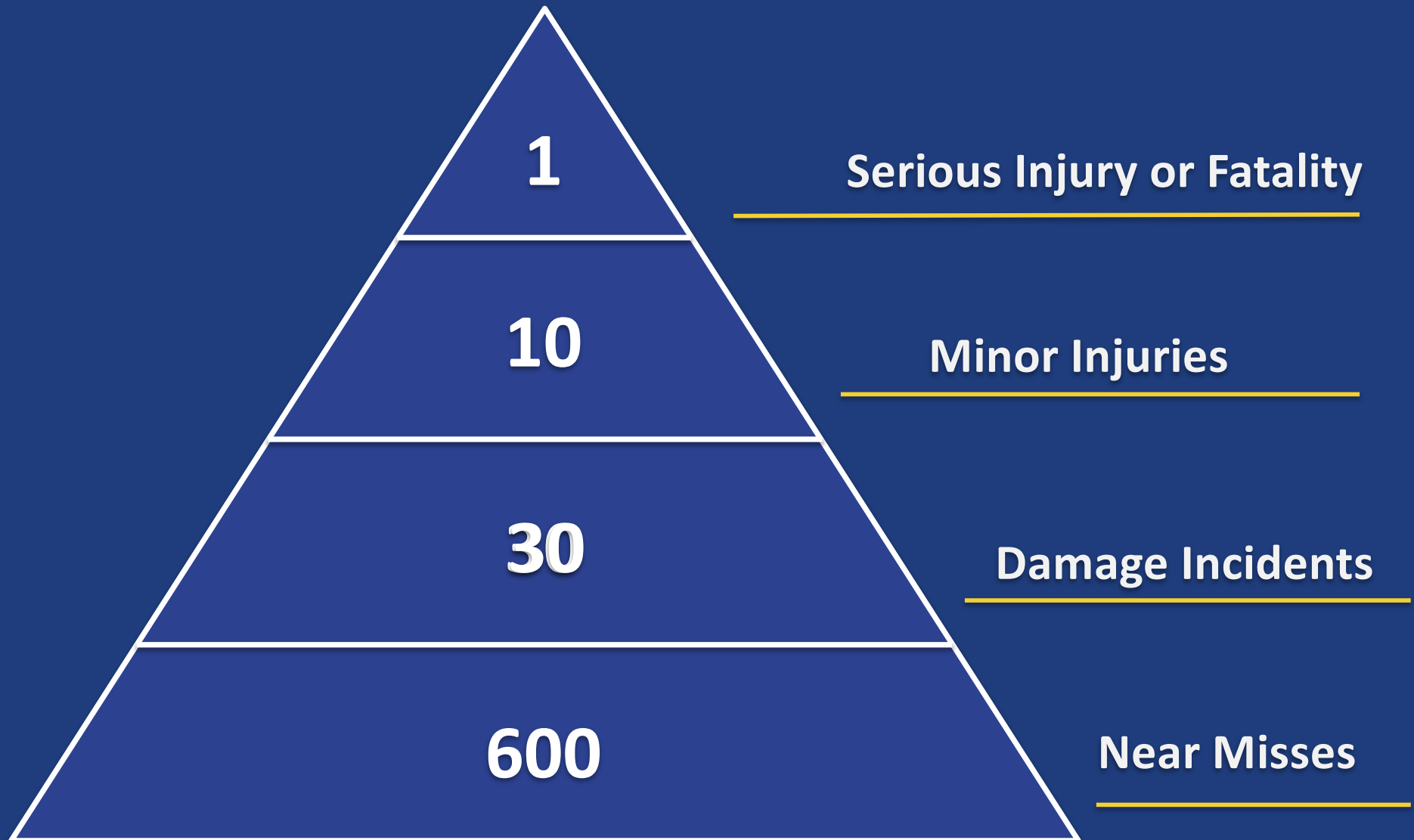
Behavioural Safety

Response to legislation

Peer Pressure



BIRD'S ACCIDENT TRIANGLE

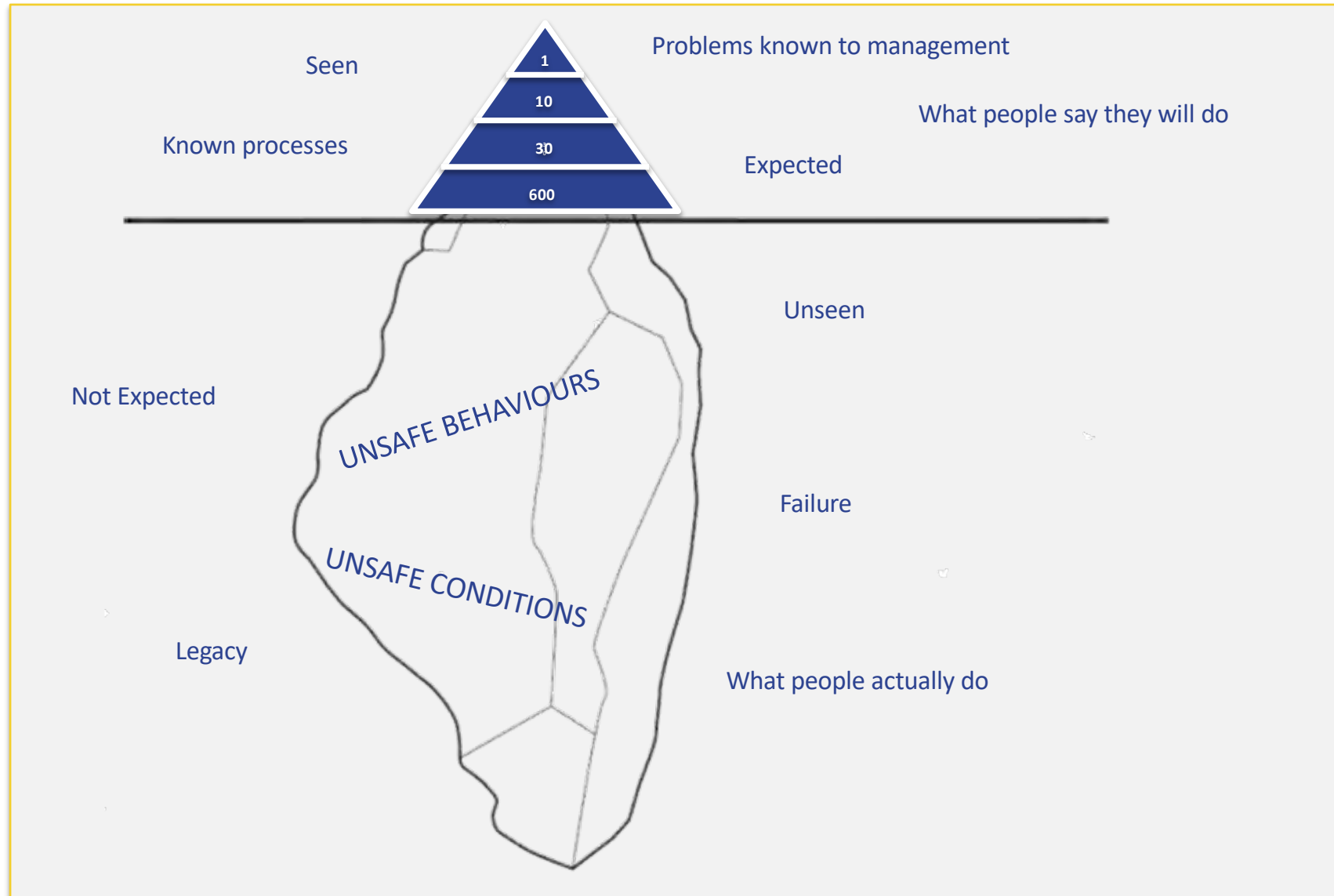


THE SAFETY “ICEBERG”



THE SAFETY “ICEBERG”

(INCORPORATING BIRD’S ACCIDENT TRIANGLE)



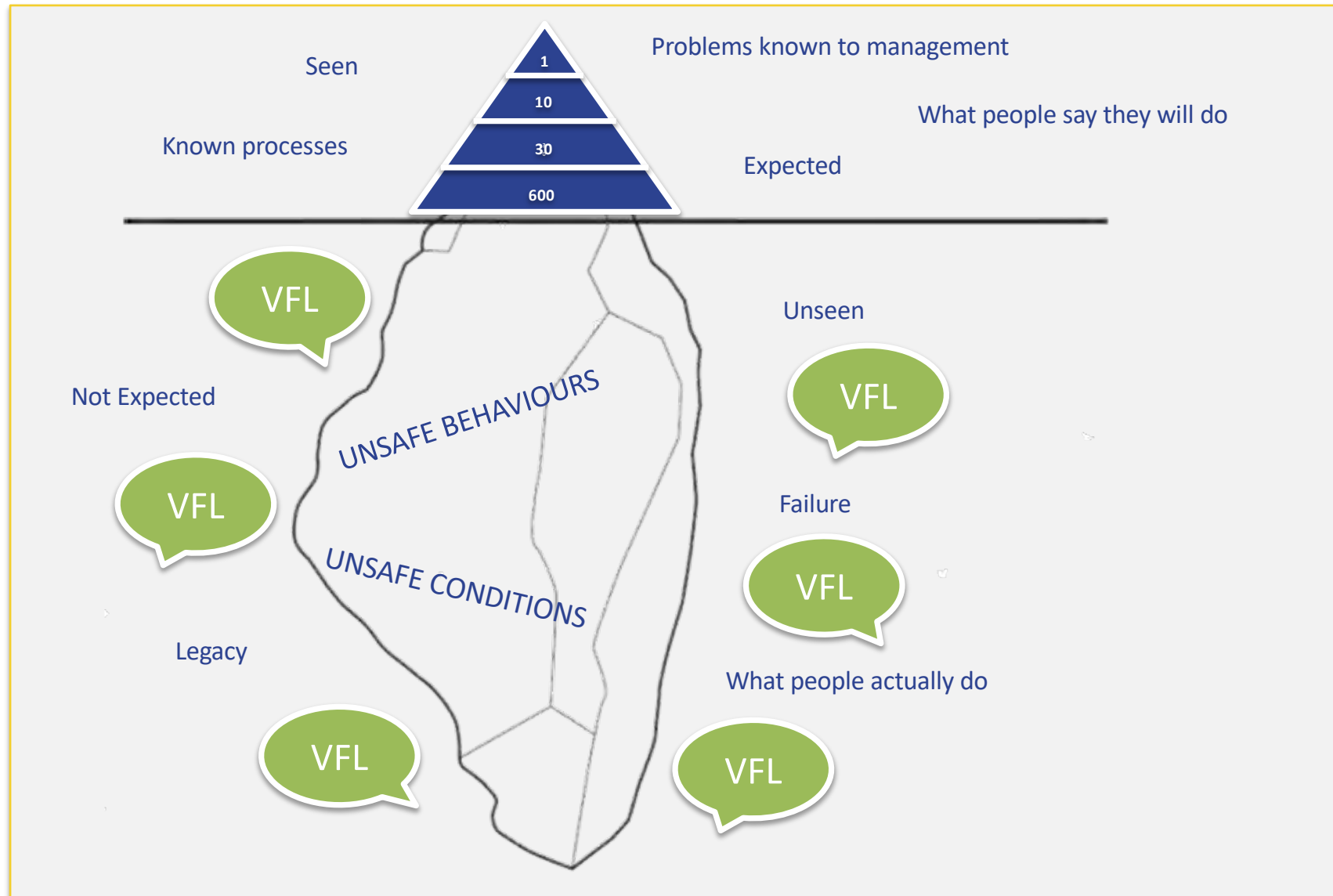
FACTORS THAT CAUSE INJURIES AND INCIDENTS

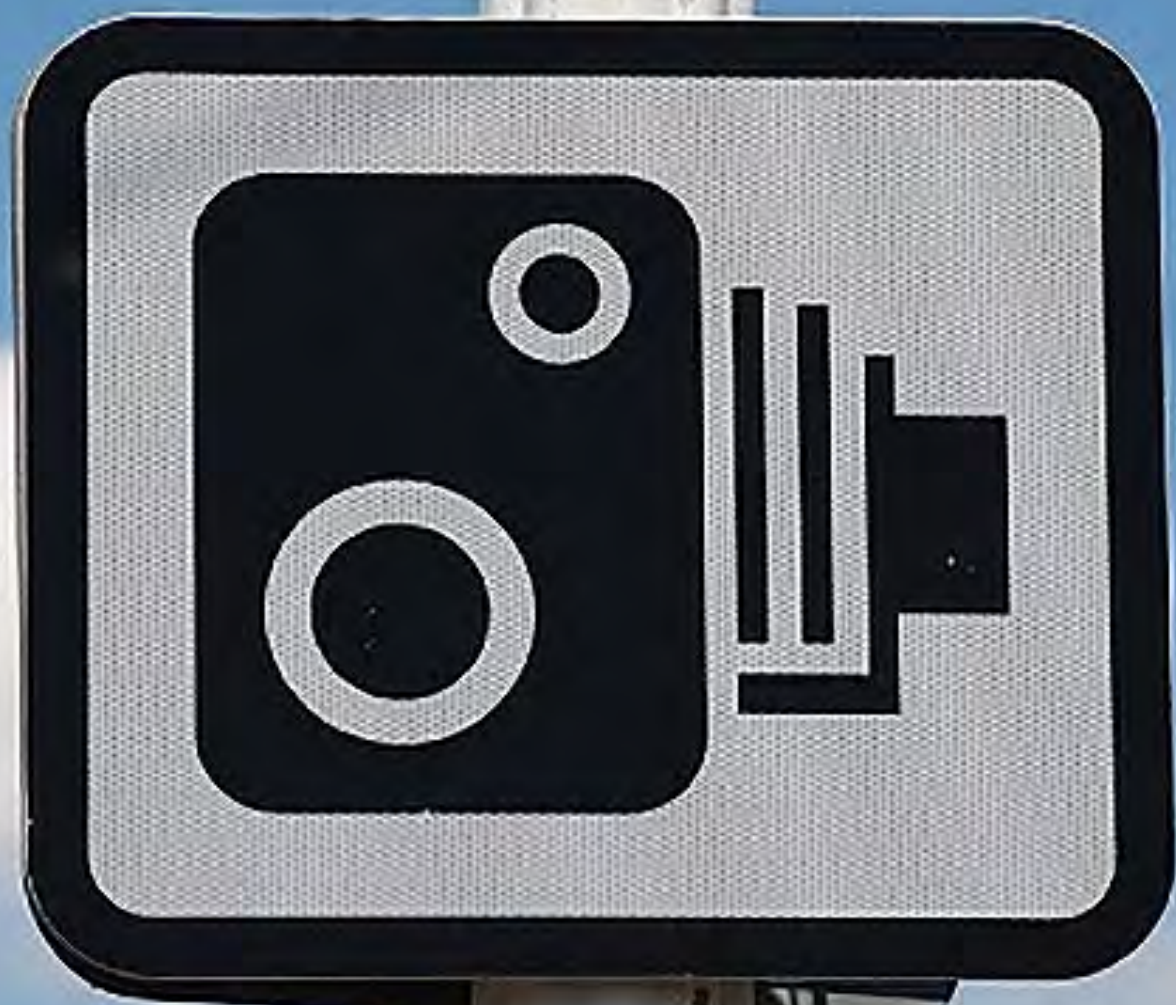


>90% of injuries and incidents are caused by People's behaviour

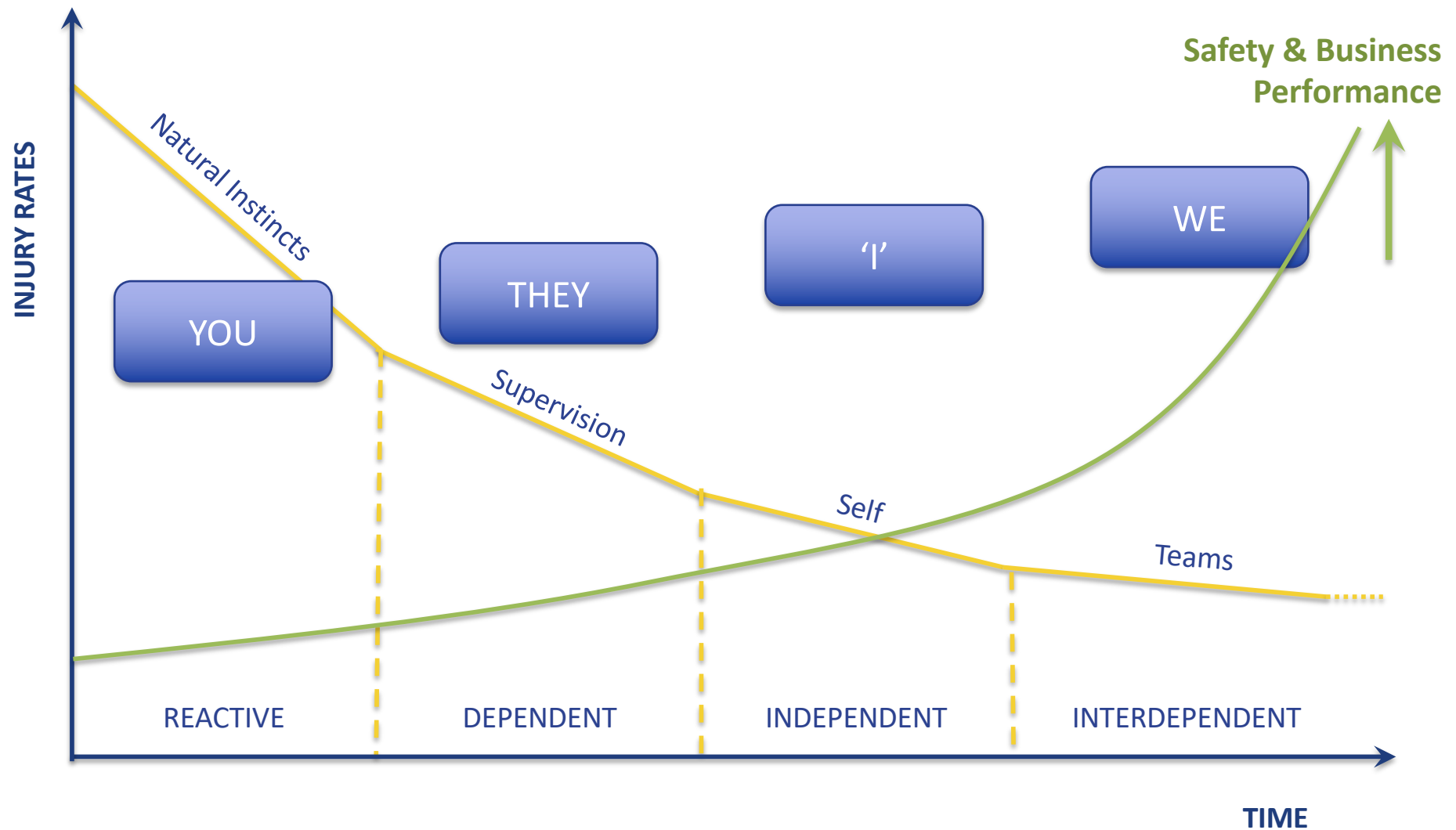
THE SAFETY “ICEBERG”

(INCORPORATING BIRD’S ACCIDENT TRIANGLE)





BRADLEY CURVE



SEATBELT CULTURE IN THE UK & IRELAND

What is the penalty for a driver of a vehicle failing to wear a seatbelt?

A



B



C



3 Penalty Points

FACTORS WHICH SHAPE A CULTURE



- Design of the Physical Space
- Stories regarding key people & events
- Leader Role-modelling & coaching
- Formal & Informal Induction
- Organisational Design & Structure
- Leader Reaction to Critical Incidents
- Criteria for Recruitment, Promotion, Retirement & Exit
- Recurring Systems & Procedures
- What the Leaders attend to, measure, reward, control
- Formal Statements, Creeds, Charters, Codes of Ethics

80-90% OF BEHAVIOUR IS DETERMINED BY:-



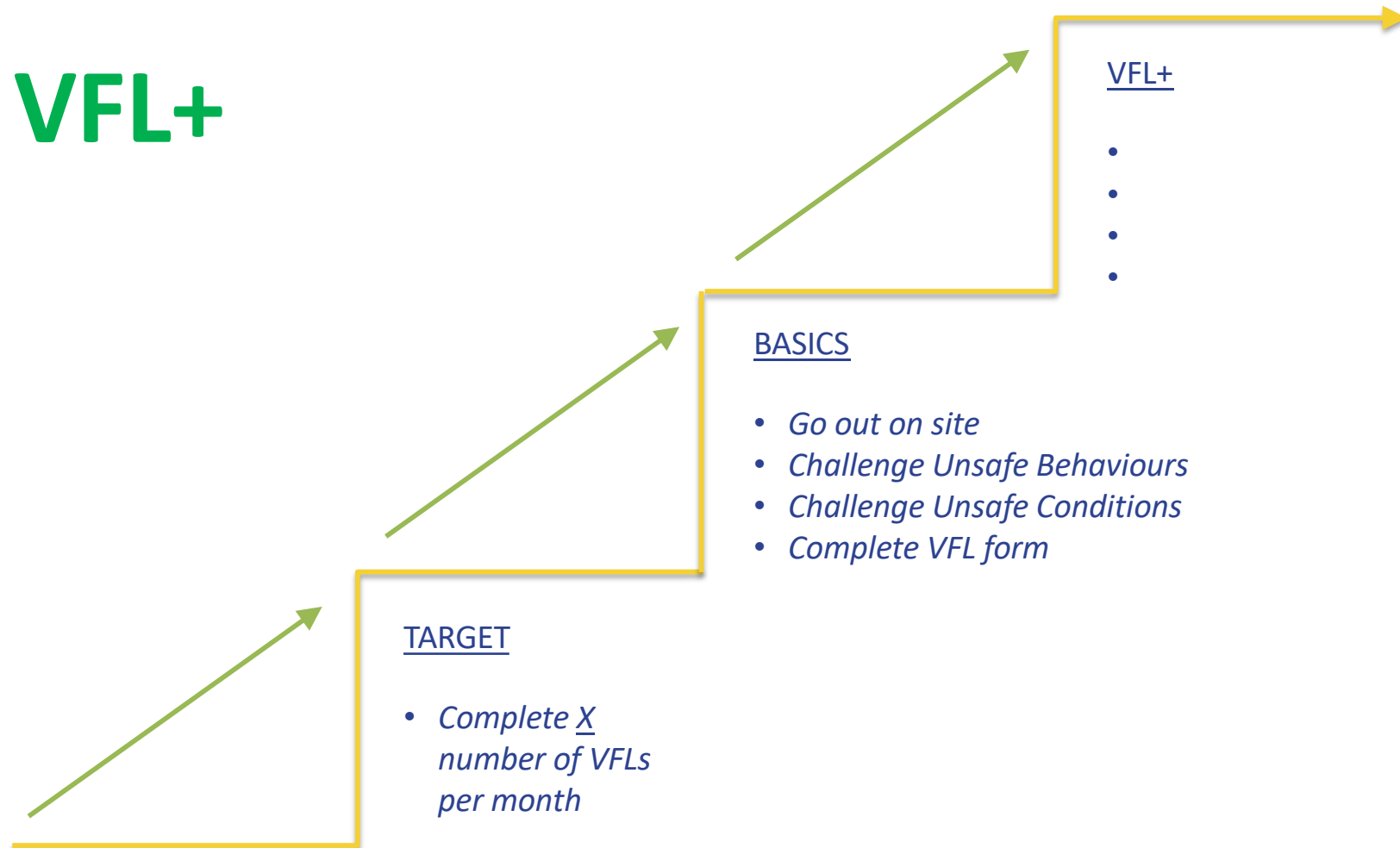
- What the Leaders attend to, measure, reward, control
- Leader Reaction to Critical Incidents
- Leader Role-modelling & coaching

Towers Perrin (Adapted from Ed Schein), 2005

GOING BEYOND EXPECTATIONS



VFL+



Thank You For Listening

Any

