

OSC | 11
Ohio Safety Congress & Expo



#481 Safety culture: OSHA vs. well-being

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8 to 9 a.m.



Heinz **OSHA vs. WELL-BEING**

Presented by:
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Experience:
16 years as EHS Professional
President of Society of Ohio Safety Engineers
President of Summit County Safety Council
BA Degree in Biology – Miami University
MBA – Ashland University

Heinz **LEARNING OBJECTIVE**

At the conclusion of this session you will:

- Understand the difference between OSHA Compliance and Employee Well-Being
- Understand the what it takes to create a well-being culture
- Have some examples of how to change a culture

Heinz **OSHA**

Occupational Safety and Health Administration

OSHA's Mission

With the Occupational Safety and Health Act of 1970, Congress created the **Occupational Safety and Health Administration (OSHA)** to ensure safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education and assistance.

Heinz **HAZARDS**

OSHA can not write a standard for every hazard in your specific facility:

- If it looks unsafe
- If someone brings it to your attention

It probably is a HAZARD

Heinz **WELL-BEING**



Heinz **DIFFERENCE**

Is it possible to be in compliance with OSHA and not have a "Culture of Well-Being?"

Heinz **MENTALITY**

Words associated with a "Well-Being Culture"

Caring
Compassionate
Trust
Empathetic

Heinz **CULTURE**

Ask your employees why they come to work every day

The answer is probably the same for everyone

Heinz **TEAM**

Develop a culture where employees genuinely care about:

- Their well-being
- The well-being of their coworkers
- The product they are making or the service they are providing

Heinz **Culture**

Martin Woodall – Noted Safety Consultant in UK

Heinz **CULTURE**

Dependent

Independent

Injuries

"I do it so I don't get into trouble"

"I do it so I don't get hurt"

Pathological

Reactive

Calculative

Proactive

Interdependent

"I do it so no one gets hurt"

Generative

Management Individual Team

Time

Heinz **EVOLUTION TO BOS**

Positive Observations (Establish Trust)

- Started with Managers (10/wk)
- Supervisors (10/wk)
- Team Leads (10/wk)

Heinz **EVOLUTION TO BOS**

Next Steps:

- Floor (All employee involvement)
- Add At-Risk Behaviors (Modify Card)
- Dedicated time
- Track results to show improvement

Heinz **Positive Reinforcement**

Heinz **Communication**

Speak to people with sincerity

Genuinely care about coworkers

What's the worst thing that can happen...

Truly listen to what people say

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