

# 'Discover the power of your data' and the Employer Safety Planning Tool Kit

Motivational on-line data tools

The evolution of data delivery

AWCBC Prevention Committee

Adrian Cook

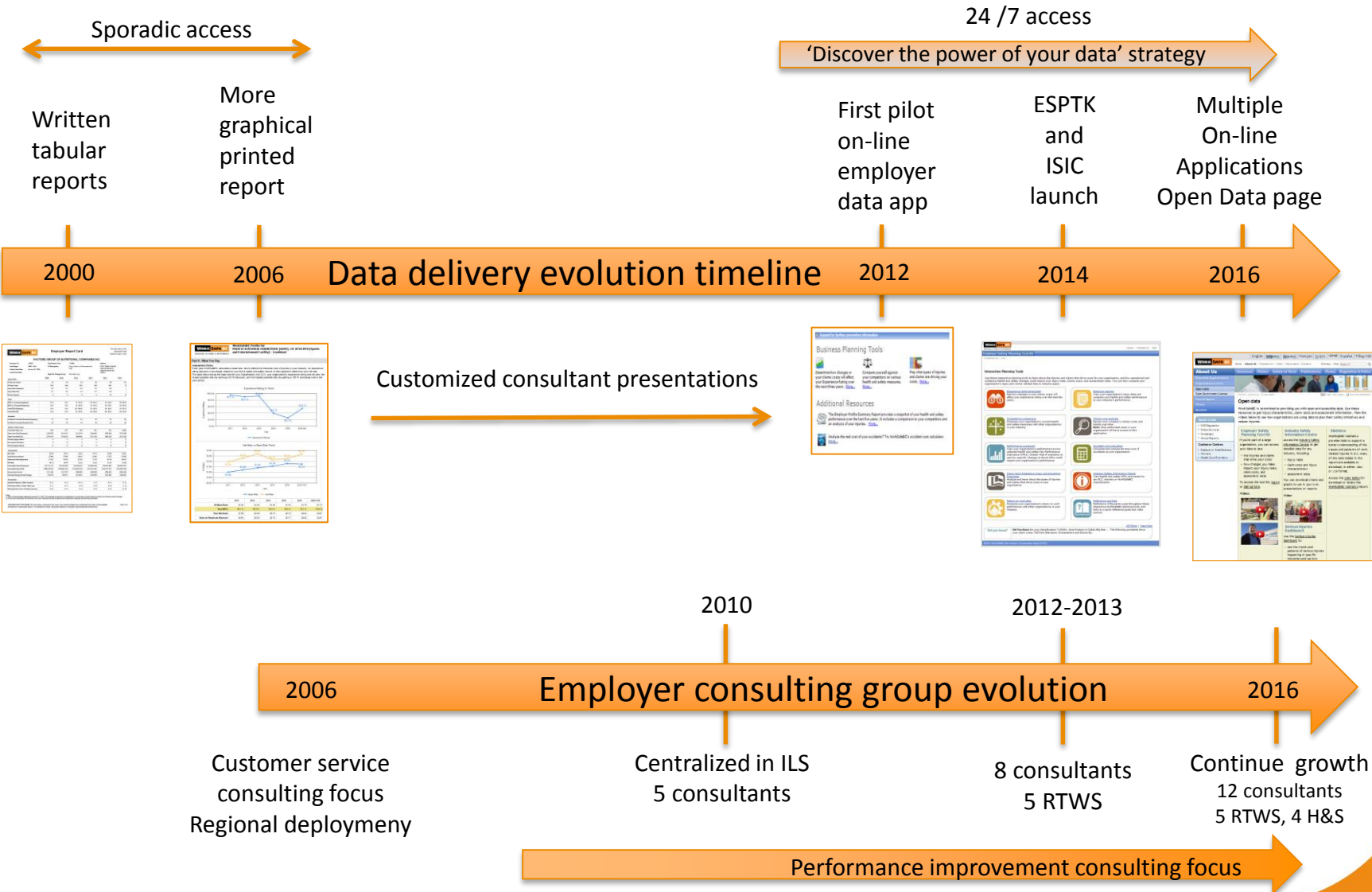
May 18<sup>th</sup>, 2016

# Today's agenda

1. Overview 'Discover the power of your data' initiative and success
2. Employer Safety Planning Tool Kit Demo
3. Coming Attractions ...



# The Power of our Data – An Evolution



# Online Tools that Motivate – Design Principles

Interact



Information will be presented in an engaging, interactive manner

Interpret



Data will be more easily and intuitively interpreted

Plan



Employers will better plan health and safety and return to work strategies

**WORK SAFE BC**

Data and Information



**Information Visualization  
Science and Art**

“Presenting results in a static spreadsheet or table may do the job. But sometimes it’s like driving with your eyes closed.”

*Ben Schneiderman*

# Interactive Tools - not static reports

**WORK SAFE BC** Employer Report Card

Employee ID: 13007 Classification Unit: 733004  
 New Hire: 2008-2014 OS Description: Drug Violence or Pharmaceutical  
 Accident Date: August 01, 2009 High Risk Storage Group: Manufacturing

**FACTORS GROUP OF NUTRITIONAL COMPANIES INC.**

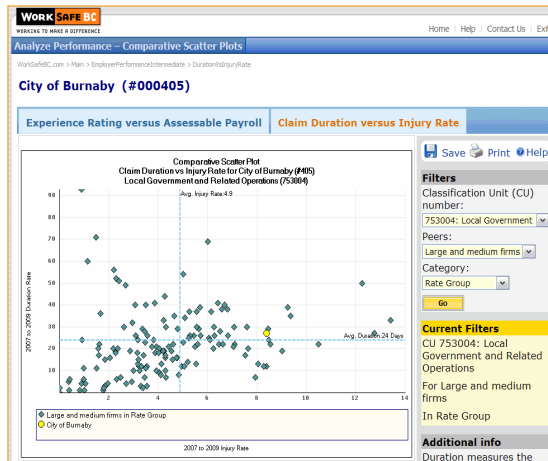
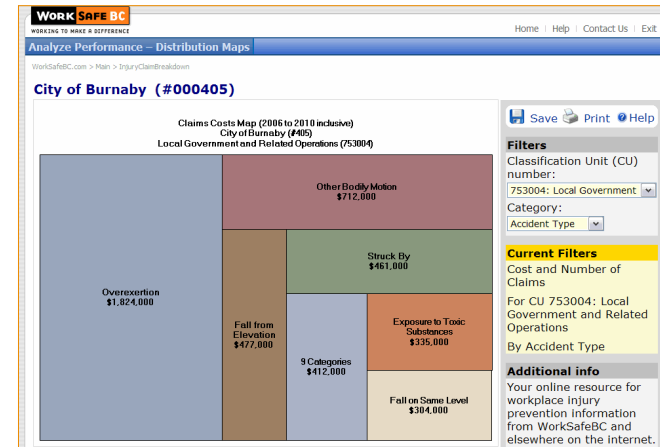
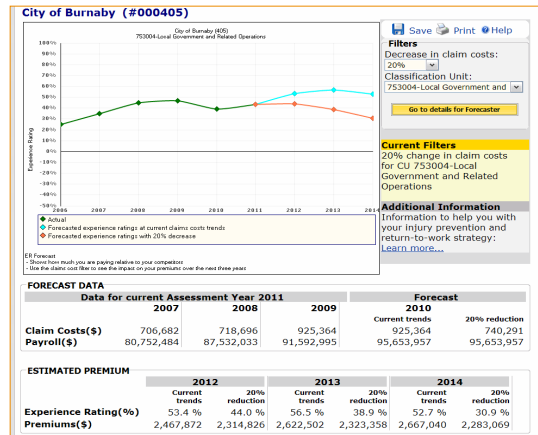
Injury Rate	2008	2009	2010	2011	2012	2013	2014
# of Injury Cases	25	25	24	26	26	26	26
# of Person Days	832	868	892	948	931	931	931
Injury Rate (Employee)	2.9	2.9	2.7	2.7	2.8	2.8	2.8
Injury Rate (OS)	2.7	2.8	2.4	2.7	2.8	2.8	2.8
# of Lost Days	1	0	1	4	13	0	0

OS	2008	2009	2010	2011	2012	2013	2014
Other Bodily Motion	0.0	0.0	13.16%	18.41%	18.11%	18.11%	18.11%
Struck By	0.0	0.0	21.18%	22.18%	21.79%	21.79%	21.79%
Fall from Elevation	0.0	0.0	26.198%	23.181%	23.181%	23.181%	23.181%
Exposure to Toxic Substances	0.0	0.0	61.165%	61.165%	61.165%	61.165%	61.165%

OS	2008	2009	2010	2011	2012	2013	2014
Overexertion	25	25	24	26	26	26	26
Fall from Elevation	0	0	0	0	0	0	0
Exposure to Toxic Substances	0	0	0	0	0	0	0
Struck By	0	0	0	0	0	0	0



## Call to Action

- ▶ A planning tool
- ▶ Your injury and cost drivers
- ▶ Set your OHS and RTW initiatives

## Hooks

- ▶ Your costs and projections
- ▶ Your performance relative to your peers

# The Tool Kit tells a safety story for an organization.



# Naming – *'Discover the power of your data'* Employer Safety *Planning* Tool Kit



**Discover the power  
of your data**

Employer and industry data  
now on [worksafebc.com](http://worksafebc.com)

Check out two web applications at [worksafebc.com](http://worksafebc.com) > about us > open data.  
They'll change the way you make health and safety decisions.



# Promotional Strategy

## Partners

Internal and external  
H&S Association Partners  
Industry Associations  
Employers Advisors

## Support Materials

Printed – Posters / QRG  
Promotional Videos  
Website

## Channels

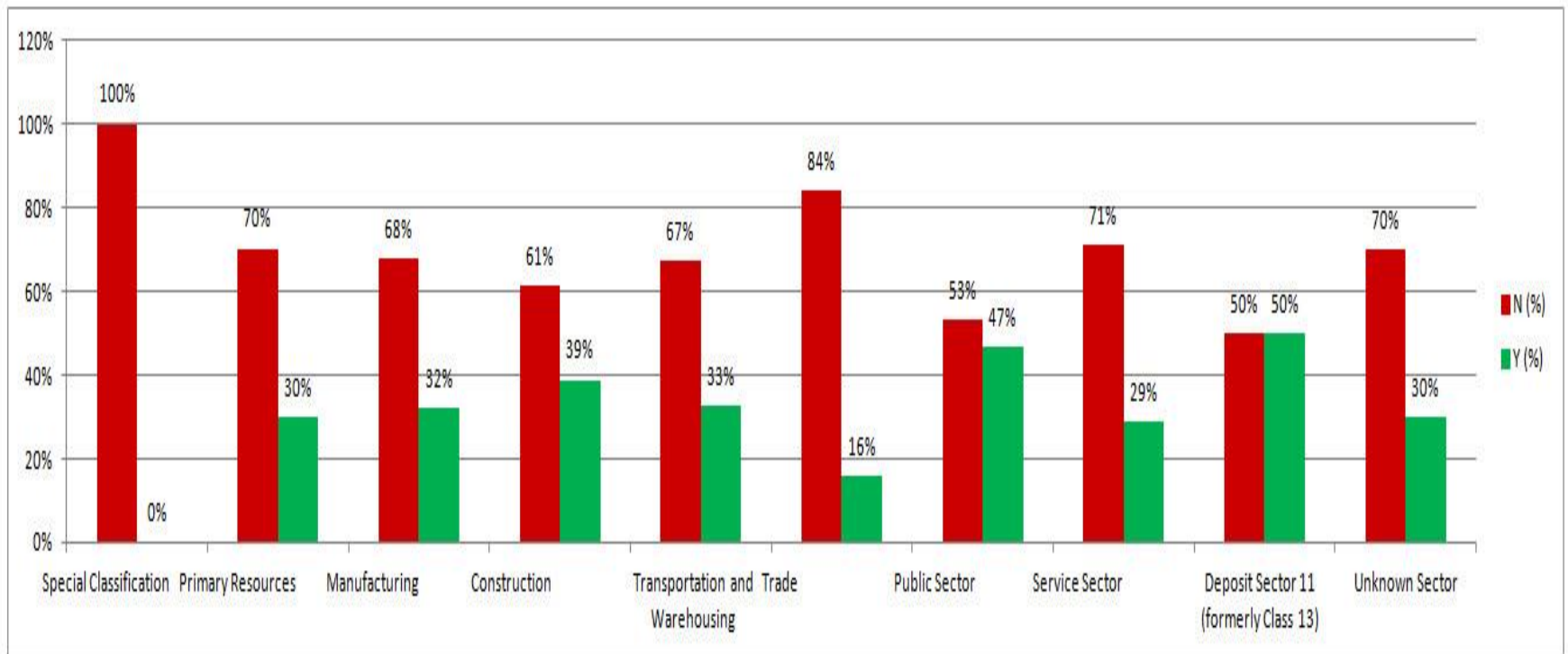
Association Newsletters / Journals  
WorkSafeBC magazine  
E-News (50,000) subscribers  
Social Media

The screenshot shows the WorkSafeBC website's 'Open data' page. The navigation bar includes 'Home', 'About Us', 'Contact Us', 'Links', 'Newsroom', 'Careers', 'Sitemap', and 'Help'. The main menu has 'About Us', 'Insurance', 'Claims', 'Safety at Work', 'Publications', 'Forms', and 'Regulation & Policy'. The 'Open data' section is highlighted, with a sub-header 'Open data' and a paragraph stating: 'WorkSafeBC is committed to providing you with open and accessible data. Use resources to get injury characteristics, claim costs and assessment information videos below to see how organizations are using data to plan their safety initiatives to reduce injuries.' Below this are three columns: 'Employer Safety Planning Tool Kit' (with a list of benefits and a video thumbnail), 'Industry Safety Information Centre' (with a list of data types and a video thumbnail), and 'Statistics' (with a description of data availability and a video thumbnail). A 'Quick Links' sidebar on the left lists 'OHS Regulation', 'Online Services', 'Campaigns', and 'Annual Reports'. A 'Customer Centres' sidebar lists 'Employers / Small Business', 'Workers', and 'Health Care Providers'.

This promotional graphic features a collage of images: a worker in a yellow safety vest standing next to a pallet of kegs, a worker in a blue safety vest pushing a pallet jack, a warehouse filled with stacked pallets, and a computer monitor displaying data charts. A central text box reads: 'Brewers Distributor reduced back injuries from 17 to 1' followed by a quote: '“It was all because of the data. The Employer Safety Planning Tool Kit is like your map.”' attributed to Mike Monkman, safety advisor, at Brewers Distributor Ltd. At the bottom, a small video player icon is next to the text: 'The Employer Safety Planning Tool Kit is changing the way employers use their data. Learn how they're improving workplace safety and operations. Watch the videos. Visit worksafebc.com/about-us/open-data'. The WorkSafeBC logo is in the bottom right corner.



# Industry uptake – target employers First 6 months post launch



Market penetration – Employer size >50 FTEs, >3 LTIs annually

# Example - Multiple Use Stats

Last 12 month span – some organization’s have accessed the tool kit up to 50 times

Sum of Occurances	Column Labels														Grand Total
	2015												2016		
	3	6	7	8	9	10	11	12	1	2	3	4	5		
City of Abbotsford			3	3	1	3		2	1		1	12	3	29	
City of Burnaby		1	2	1	1	4	4	1	5	1	6	4	1	31	
City of Campbell River		1	2	2	3			1	4	1	1	1		16	
City of Chilliwack				2		1			1					4	
City of Coquitlam			7	1	2	1		1	1			1	1	15	
City of Enderby					1		1			1				3	
City of Kamloops			2			2		3	1		3	1		12	
City of Kelowna			5	4	2	3			2	5	1	2		24	
City of Langley						1		2						3	
City of Maple Ridge		1	1	3	1	1	5	2	6	2	3	3		28	
City of Nanaimo			1		1	1	1	1	5				1	11	
City of New Westminster			1						1					2	
City of Parksville				2										2	
City of Penticton			3						2					5	
City of Port Alberni		1		1				1	3	1	1			8	
City of Port Coquitlam		1			1		1			1	2			6	
City of Port Moody											1	2		3	
City of Prince George										3				3	
City of Richmond			6	3	3	3	2	3	5	6	9	6	1	47	
City of Surrey			5	3	1	5	5	5	9	5	3	5	2	48	
City of Vancouver			2			1			1		2		1	7	
City of Vernon			1	1		1			1		1			5	
City of Victoria		1	4	4	3	4	3	1	4	5	1	4	1	35	
City of White Rock						1				4	1			6	

Compared to the first 6 months post launch this group is now accessing ESPTK twice as often  
100% increase in usage amongst this group compared with first 6 months

# Success – continued use growth

Employer Name	Access in first 6 months post launch	Access in last 12 months
A.J. Forsyth Russell Metals	0	7
Acton Transport	2	6
Ballard Power	0	8
The Beer Store (BDL)	2	10
Cara Operations	0	6
Compass Group Canada	0	9
GFS (Neptune Food Service)	0	7
JD Sweid Foods	0	6
London Drugs	1	3
Progressive Waste Solutions	0	6
Purolator Courier	0	4
Rio Tinto Alcan	1	3
SNC Lavalin	0	11
Sobeys (Safeway)	1	7
Sofina Foods (Lilydale)	3	7
Sodexo	2	12
Stuart Olson Contracting	0	12

# Discover the Power of Your Data

## Multiple applications now

The screenshot shows the WorkSafeBC website with the 'Open data' section highlighted. The page title is 'Open data' and the main heading is 'Open data'. The text states: 'WorkSafeBC is committed to providing you with open and accessible data. Use these resources to get injury characteristics, claim costs and assessment information. View the videos below to see how organizations are using data to plan their safety initiatives and reduce injuries.'

**Employer Safety Planning Tool Kit**  
If you're part of a large organization, you can access your data to see:

- the injuries and claims that drive your costs
- how changes you make impact your injury rates, claim costs, and assessment rates

To access the tool kit, [log on](#) or [sign up now](#).

**Industry Safety Information Centre**  
Access the [Industry Safety Information Centre](#) to get detailed data for any industry, including:

- injury rates
- claim costs and injury characteristics
- assessment rates

You can download charts and graphs to use in your own presentations or reports.

**Statistics**  
*WorkSafeBC Statistics* provides data to support a better understanding of the causes and patterns of work-related injuries in B.C. Many of the stats tables in the report are available to download, in either .xlsx or .csv format.

Access the [stats tables](#) for download or review the [WorkSafeBC Statistics](#) report.

**Quick Links**

- DHS Regulation
- Online Services
- Campaigns
- Annual Reports

**Customer Centres**

- Employers/ Small Business
- Workers
- Health Care Providers

***Employer level and industry level data***

***Secure and Public Applications***

***Secure***

Employer Safety Planning Tool Kit

ER Forecaster

Claims Cost Analyzer

***Public***

Industry Safety Information Centre

Serious Injury Dashboard

Work Related Deaths Dashboard

# Industry Level Applications Industry Safety Information Centre

**WORK SAFE BC**
Contact Us | Exit

Industry Safety Information Centre

WorkSafeBC.com > Industry Safety Information Centre

## Industry Safety Information Centre

Welcome to the Industry Safety Information Centre, where you can create charts to see your injury prevention activities, accepted injury/illness claims, and changes to your industry size. Gauge how well you're doing and see where you can improve. You can also print the graphs and download the data to an Excel file, so feel free to use them in presentations, business cases, or to supplement your internal reports.

### Safety at work

Get a snapshot of WorkSafeBC's injury prevention activities, including workplace inspections, orders, and penalties in your industry over the last five to six years.

[View](#)

### Insurance

Get WorkSafeBC's view on the size of your industry, including the number of employers and amount of payroll, over the last five to six years.

[View](#)

### Claims

Take an in-depth look at the types of work-related injuries and claims that are driving your costs. You'll see two distribution charts, one representing claim count and one representing claim cost, that show the types of injuries and claims in your industry over the last five years. You can apply filters to see different information, like accident type and occupation, and and to help you identify what's driving your costs and the areas where your health, safety, and wellness efforts should be focused.

[View](#)

**Industry Filters Applied**

**Industry Classification:**  
All Rateable Classifications

**Include related historical CUs:**  
Yes

**WORK SAFE BC**
Contact Us | Exit

Industry Safety Information Centre

WorkSafeBC.com > Industry Safety Information Centre > Claims

Claims

The following tabs show information on Injury Rate, Serious Injury Rate, Duration, Claim Counts, and Claims Costs.

[Welcome page](#) | [PDF](#) | [Print](#)

**Injury Rate** | **Duration** | **Return to Work** | **Claim Counts** | **Claim Costs**

Select an industry and employer size by

The following charts illustrate the financial and productivity cost of workplace injuries, and the change in this cost over the last five years. Higher costs are typically seen in larger or higher risk industries than in smaller or lower risk industries. These costs only represent a portion of the impact that workplace accidents and diseases cause on lives, businesses, and the economy. The ultimate goal is to reduce these costs to zero.

To see the frequency of claims and the claim costs paid for a certain claim characteristic such as worker occupations or source of injury, select from the Claim Characteristics menu to the right.

#### Claim Costs Paid

■ Claim Costs Paid (Year of Injury) ■ Claim Costs Paid (Other Years)

#### Workdays Lost

■ Workdays Lost (Year of Injury) ■ Workdays Lost (Other Years)

#### Claim Cost Paid and Workdays Lost

Measure	2011	2012	2013	2014	2015	2016 YTD
Claim Costs Paid (Year of Injury)	\$7,789,900	\$7,894,899	\$10,193,518	\$8,243,742	\$7,412,211	\$7,412,211
Claim Costs Paid (Other Years)	\$11,966,961	\$16,700,481	\$16,130,926	\$17,127,311	\$16,645,111	\$16,645,111
Total Claim Costs Paid	\$19,756,861	\$24,595,380	\$26,324,444	\$25,371,053	\$24,057,322	\$24,057,322
Workdays Lost (Year of Injury)	37,639	38,144	39,622	35,188	35,188	35,188
Workdays Lost (Other Years)	21,314	24,073	18,909	21,259	21,259	21,259
Total Workdays Lost	58,953	62,217	58,531	56,447	56,447	56,447

#### Claim Characteristics

The following charts illustrate the leading causes of injuries in the industry over a five-year period. Accident types representing a high percentage of claims in an industry are potential focus areas for health and safety programs.

##### Top 10 Accident Types

Accident Type	Claim Count	Claim Count %
Overexertion	3,025	35.4 %
Fall on Same Level	964	11.3 %
Struck By	823	9.6 %
Fall From Elevation	784	9.2 %
Other Bodily Motion	673	7.9 %
Involuntary Motion	437	5.1 %
Struck Against	432	5.1 %
Exposure to Toxic Substances	285	3.3 %
Repetitive Motion	238	2.8 %
MVI	204	2.4 %
Others	672	7.9 %

#### Claim Cost

14

# Evolution to dashboards in tableau public

## Serious injury dashboard

tableau public

GALLERY AUTHORS BLOG RESOURCES ACTIVITY SIGN IN

WorkSafeBC's Profile [Download Workbook](#)

Serious Injuries at Work | Facts: 5-Year Summary | Body Part & Injury Type | Body Part, Accident Type & Injury Source | Incident Descriptions | Regional District Map | Trends & Stats | Medical Injury Codes | Disclaimer | Definitions

### Serious Injuries at Work

A dashboard to help you plan for workplace health and safety

What is the Serious Injuries Dashboard?

How will it help you?

How I use it?



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Serious Injuries Dashboard

tableau public

GALLERY AUTHORS BLOG RESOURCES ACTIVITY SIGN IN

WorkSafeBC's Profile [Download Workbook](#)

Serious Injuries at Work | Facts: 5-Year Summary | Body Part & Injury Type | Body Part, Accident Type & Injury Source | Incident Descriptions | Regional District Map | Trends & Stats | Medical Injury Codes | Disclaimer | Definitions

### Body Part & Injury Type for Serious Injuries (2010-2014)

First click the circles on the body image for injury counts  
Click outside of the circles to reset your selection  
Selected: All

Then view the most common injury types

Injury Type	Count	Percentage
Fractures	13,056	63.3%
Laceration	5,866	28.0%
Contusion	2,778	13.2%
Concussion	2,360	11.3%
Back Strain	1,274	6.1%
Other Strains	1,233	5.9%
Amputation	1,019	4.8%
Dislocation	668	3.2%
Other Injuries	422	2.0%
Cancer	330	1.6%
All Others	1,201	5.7%

Customize your search  
Injury counts and percentages will change with your selection

Select Top Results  
Maximum selection is 10  
10

Industry

Sector

- All
- 70: Primary Resources
- 71: Manufacturing
- 72: Construction
- 73: Transportation and Warehousing
- 74: Trade
- 75: Public Sector
- 76: Service Sector

Subsector  
(All)

Demography

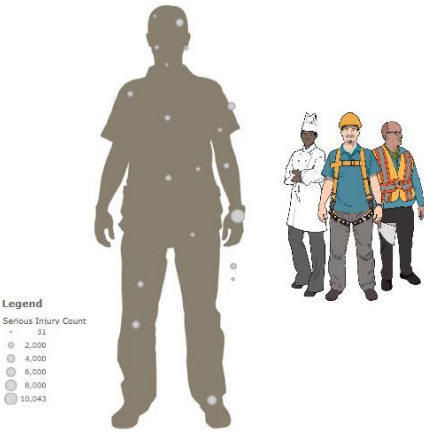
Gender  
(All)

Age Group  
(All)

Occupation  
(All)

Click to learn about how to prevent serious injuries

Hover for quick help



Legend

Serious Injury Count

- 2,000
- 4,000
- 6,000
- 8,000
- 10,043

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Serious Injuries Dashboard

# Evolution to dashboards in tableau public

## Work related deaths dashboard

tableau public GALLERY AUTHORS BLOG RESOURCES ACTIVITY SIGN IN

WorkSafeBC's Profile Download Workbook

The dashboard How it can help you Facts: 20+ year summary Counts Rates Claim details Traumatic injury Disease Disclaimer Definitions

### Work-related deaths

A dashboard to help you plan for workplace health and safety

WORK SAFE BC

← Undo → Redo ⌂ Reset

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Share

Work-related Deaths Dashboard

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WorkSafeBC's Profile Download Workbook

The dashboard How it can help you Facts: 20+ year summary Counts Rates Claim details Traumatic injury Disease Disclaimer Definitions

### Work-related deaths due to traumatic injury

Selected Sector(s): All  
Selected Subsector(s): All

First select a subset of traumatic injury (Bar charts below will change with your selection)

- Motor vehicle incidents (MVI) 564
- Other traumatic injury 1,171

Then select a further breakdown of work-related deaths by traumatic injuries (Bar charts below will change with your selection)

- MVI - prior year 167
- MVI - same year 397
- Other traumatic injury - prior year 323
- Other traumatic injury - same year 848

Customize your search  
Counts and percentages will change with your selection

Accepted year period (All)

Industry Sector (All)

Subsector (All)

Custom selected industries  
To select industries, fill the sector and subsector filters must be selected (All)

Details  
Occupation (All)  
Accident type (All)  
Source of injury (All)  
Nature of injury (All)  
Age Group (All)

1 Resources to custom selected industries  
2 How-to-use

Please click the resource button on the right side for more information about custom selected industries

Top Accident type(s) in descending order

- MVI 484 25%
- Struck By 284 15%
- Public Transportation 235 12%
- Fall from Elevation 204 10%
- All Other Accident Types 388 21%

Top Source(s) of injury in descending order

- Vehicles 873 48%
- Working Surfaces 351 19%
- Trees, plants 130 7%
- Machines 328 18%
- All Other SOI 445 24%

Top Injury type(s) in descending order

- Multiple Injuries 835 42%
- Other Injuries 282 15%
- Concussion 225 12%
- Unknown Mapped Code 71 4%
- All Other Injury Types 265 14%

Top Occupation(s) in descending order

- Truck driver 258 13%
- Faller 71 4%
- Pilot 53 3%
- Fisherman 37 2%
- All Other Occupations 1,366 74%

← Undo → Redo ⌂ Reset

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Share Download

Work-related Deaths Dashboard



# Overall use statistics

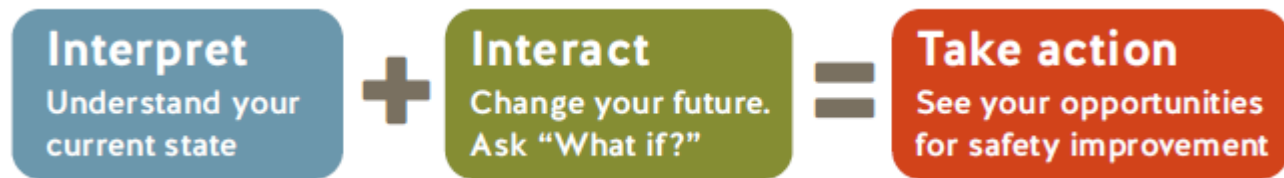
On-Line Application	Launch Date	Number of Hits
Employer Safety Planning Tool Kit	June 2 2014	5000+ last 12 months
Serious Injuries Dashboard	Nov 30 2015	9000+
Work Related Deaths Dashboard	Mar 31 2016	7000+
Open Data Home Page	2013, Redesign 2014	11,000 last 12 months



# Demos



## Employer Safety Planning Tool Kit



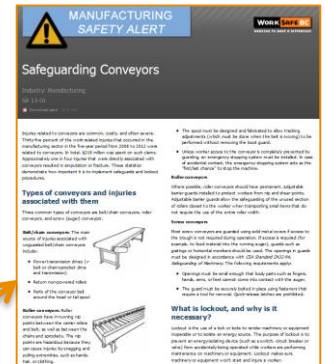
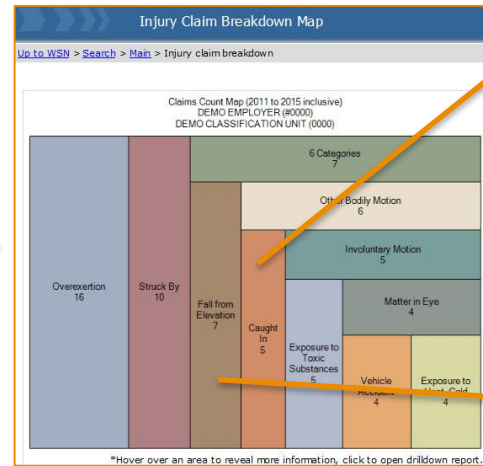
## Open Data Page on WorkSafeBC.com

# Enhancements being prioritized 2016 / 2017

- Demo site for our Health and Safety Association partners
- Adding incident descriptions to distribution maps to enable
  - Incident text string searching
  - Semi intelligent resource pushing

Website resource tagging + Incident text searching

- Adding in Health Care Only (HCO) data
  - String search coding – 80% accurate
- Providing channel to accept employer incident data
  - Provide visualization framework for all their incidents (LTI, HCO, FA only, Near Miss)
- Inspectional history and regulations written charting / search function
  - Field services request
- Add further RTW effectiveness metrics



# Building on – ‘Power of your data’ initiative

## “Planning” – Lagging to Leading Indicators

**WORK SAFE BC** Home About Us Contact Us Links Newsroom Careers Sitemap Help Search

**About Us** Insurance Claims Safety at Work Publications Forms Regulation & Policy

Executive & governance  
Open data  
Open Government License  
Facts & figures  
History  
Mandate

Home > About Us > Open data > Email this page Provide feedback

### Open data

WorkSafeBC is committed to providing you with open and accessible data. Use these resources to get injury characteristics, claim costs and assessment information. View the videos below to see how organizations are using data to plan their safety initiatives and reduce injuries.

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Videos:

#### Industry Safety Information Centre

Access the [Industry Safety Information Centre](#) to get detailed data for any industry, including:

- injury rates
- claim costs and injury characteristics
- assessment rates

You can download charts and graphs to use in your own presentations or reports.

Video:

#### Serious Injuries Dashboard

Use the [Serious Injuries Dashboard](#) to:

- see the trends and patterns of serious injuries happening in specific industries and sectors

#### Statistics

*WorkSafeBC Statistics* provides data to support a better understanding of causes and related injuries. The statistics report are available for download in either PDF or .csv format.

Access the [statistics](#) download or report on [WorkSafeBC Statistics](#).

#### Quick Links

- OHS Regulation
- Online Services
- Campaigns
- Annual Reports

#### Customer Centres

- Employers/ Small Business
- Workers
- Health Care Providers

**Discover the power of your data**  
Employer and industry data now on worksafebc.com

Check out two web applications at [worksafebc.com > about us > open data](#) to help you make health and safety decisions.

### Videos:

### Quick Reference Guide

#### Employer Safety Planning Tool Kit

**WORK SAFE BC**

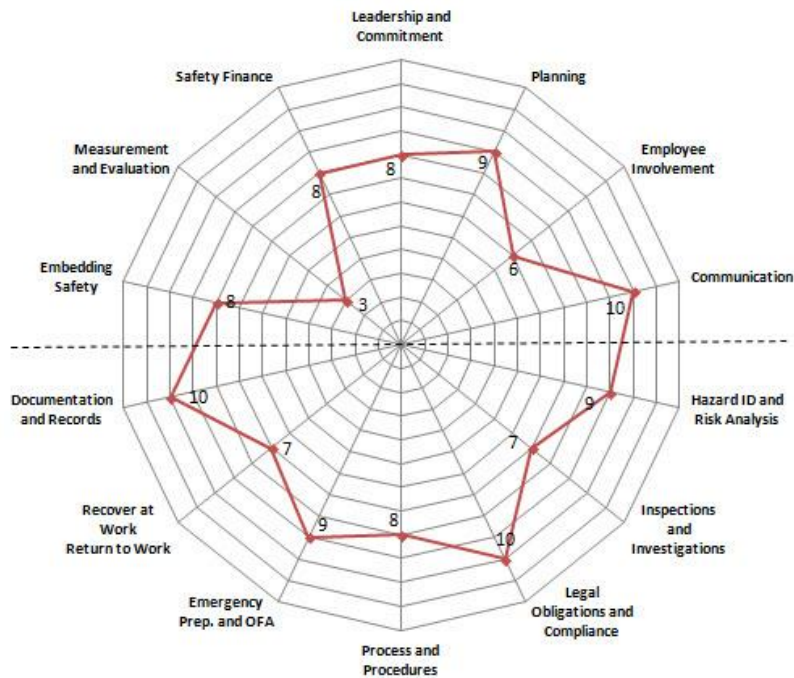
# Visualizing – Organizational safety pro-activity

- Building upon the “Planning” concept and the visualization learnings from the ESPTK
- We wanted an instrument that at a glance represents an organization’s
  - *Active health and safety management indicators*
  - *Health and safety culture indicators*
- A single instrument to summarize these concepts and motivate change

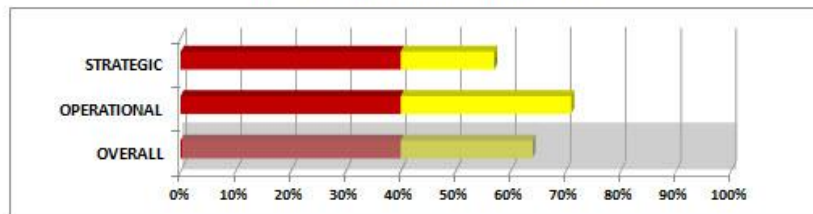
# ROHSA – An organization's OHS story at a glance ...

## A tool for improving health and safety culture

### ORGANIZATIONAL HEALTH and SAFETY Assessment 'A tool for improving culture'

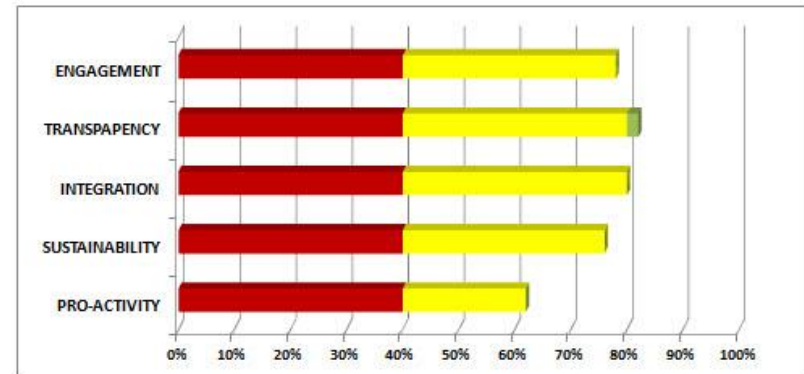


#### Health and Safety Management Scores



### ORGANIZATIONAL HEALTH and SAFETY Assessment 'A tool for improving culture'

#### Overview



**Engagement** - Are all levels of the organization involved in health and safety.

**Transparency** - Are appropriate OHS aspects shared throughout the organization (plans, roles, measures, etc.)

**Integration** - Is health and safety appropriately included within operations and business processes.

**Sustainability** - Are the commitments and processes in place to ensure health and safety progress.

**Pro-activity** - Does the organization strive for health and safety improvement year after year.

#### Climate Indicators

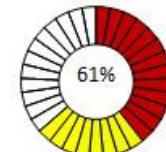
##### CULTURE



##### TRAINING



##### CONTINUAL IMPROVEMENT



# Pilot Feedback

*"This is a great strategic assessment tool, I am going to use the results of this tool for my 2016 and 2017 planning"* Dir OHS Original Cakerie, OHS Manager London Olympics, International Fortune 500 OHS Consultant for the British Standards Council

*"This is the type of leading indicator tool on safety that our senior executive want"*

*"It provides guidance of where to improve – huge help"*

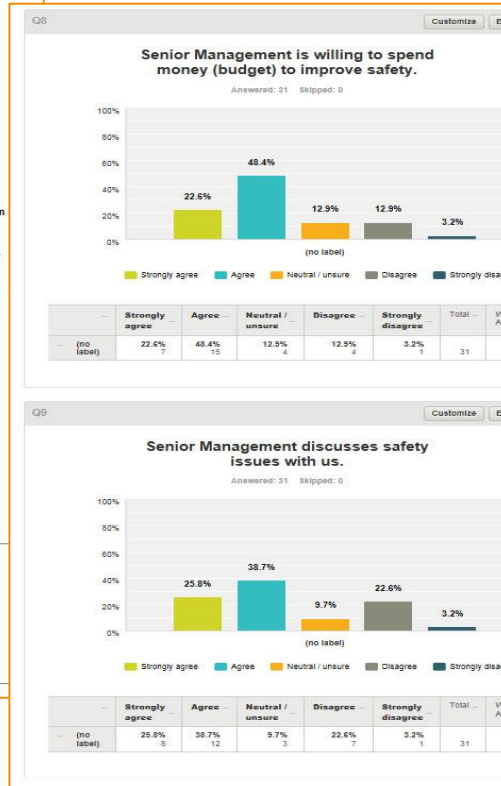
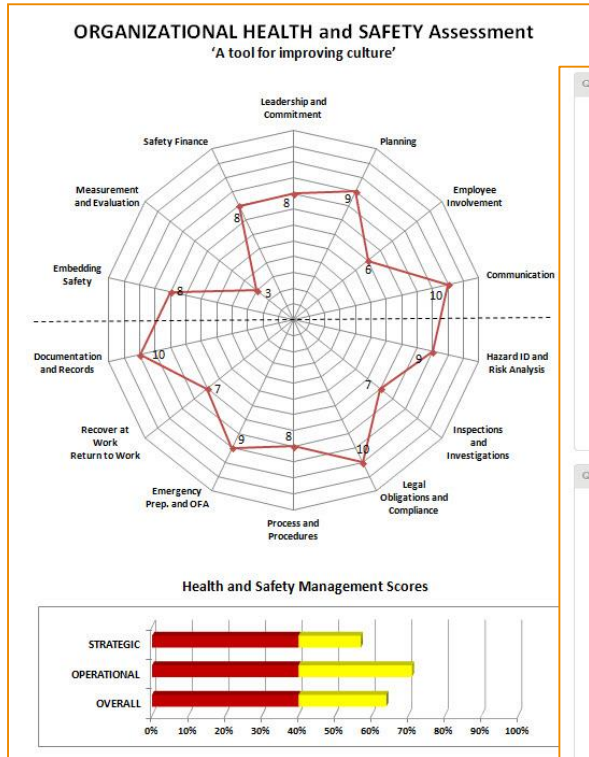
*"It dives much deeper into leadership and planning"*

*"It's more about how you are doing it not just do you have it"*

*"It has more on employee engagement, and it is apparent from this (tool) that we are force feeding safety to our employees rather than engaging them."*

*"There is nothing like this anywhere else in the world"*

# ROHSA is part of a new approach ...



## Organizational Health & Safety Assessment Kit

Tools for Improving Health and Safety Culture

1 | Title of document | Date | **WORK SAFE BC**

Combining objective and subjective OHS culture tools  
 Includes tool for CEO walkarounds  
 Includes simple departmental health and safety plan templates



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## Create & manage a healthy & safe workplace

### The basic requirements

Creating a healthy and safe workplace means having an effective health and safety program and meeting other basic requirements.

- Getting started (the basics)
- Rights & responsibilities
- First aid requirements
- Managing risk
- Health & safety programs
- Workplace inspections
- Incident investigations
- Training & orienting workers
- Joint occupational health & safety committees

### Improving performance

There are a number of steps you can take to create a healthy and safe workplace, beyond just meeting the basic requirements.

- Enhancing health & safety culture & performance
- Active health & safety management
- Planning for health & safety
- Leadership & commitment
- Supervising for health & safety
- Engaging workers in health & safety
- Due diligence
- Certificate of recognition (COR)
- Injury management & work disability prevention

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## Enhancing health & safety culture & performance

Your workplace's health and safety culture, proactive management of health and safety, and health and safety performance are interlinked. Building a strong health and safety culture will have a positive impact on your workers, your bottom line, and public perception.

- Planning for health & safety
- Leadership & commitment
- Supervising for health & safety
- Engaging workers in health & safety
- Due diligence

### Workplace culture

### Assessing your health and safety culture

#### Improving health and safety culture

Once you've met the basic health and safety program requirements, you can focus on following areas to improve your health and safety culture and performance:

- Active health and safety management
- Planning for safety
- Leadership and commitment
- Supervising for health and safety
- Engaging workers
- Due diligence

### Workplace culture

Culture is "the way we do things around here." It includes shared practices, attitudes, and perceptions that influence behaviour. Workplace culture is influenced by many things, including leadership, management, and supervision styles and priorities; peer pressure; workplace conditions; and design and production logistics.

In an organization with a positive health and safety mindset, the managers, supervisors, and workers share common values that make worker health and safety a priority. They anticipate unsafe acts and conditions and correct them before harm is done. They engage in injury and disease prevention. Most of all, they take ownership of health and safety issues.

### Improving health and safety culture

Taking action on health and safety items has a positive impact on your health and safety culture. For instance, putting in new risk controls (such as machine safeguarding, guardrails, or anti-slip