Elements of a Safety & Health Management System (SHMS)

MTI Level One Certificate Course

Presented By:

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Michigan Department of Licensing & Regulatory Affairs

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Objectives

1. What is a Safety & Health Management System (SHMS)m- MIOSHA's Model
2. What does a "system approach" mean
3. Why implement a SHMS
4. Can culture impact safety
5. How can I get more information

Objective 1

Define a SHMS

"Safety & Health Management System"

Definition

A Safety and Health Management System (SHMS)

is a systematic and organized approach to manage and reduce safety and health hazards by integrating safety and health programs, policies, and objectives into the organization.

SHMS

- Simply stated, a SHMS is a set of safety and health program components that interact in an organized way.

- An organized framework for identifying, managing and reducing safety & health hazards.

What Is A SHMS?

- For example, an employer finds an unsafe condition during a routine safety inspection of the facility.

- If an SHMS is implemented, the employer will not only seek to improve the condition to meet MIOSHA compliance, but will seek a long-term solution to ensure the non-compliant condition will not reoccur.
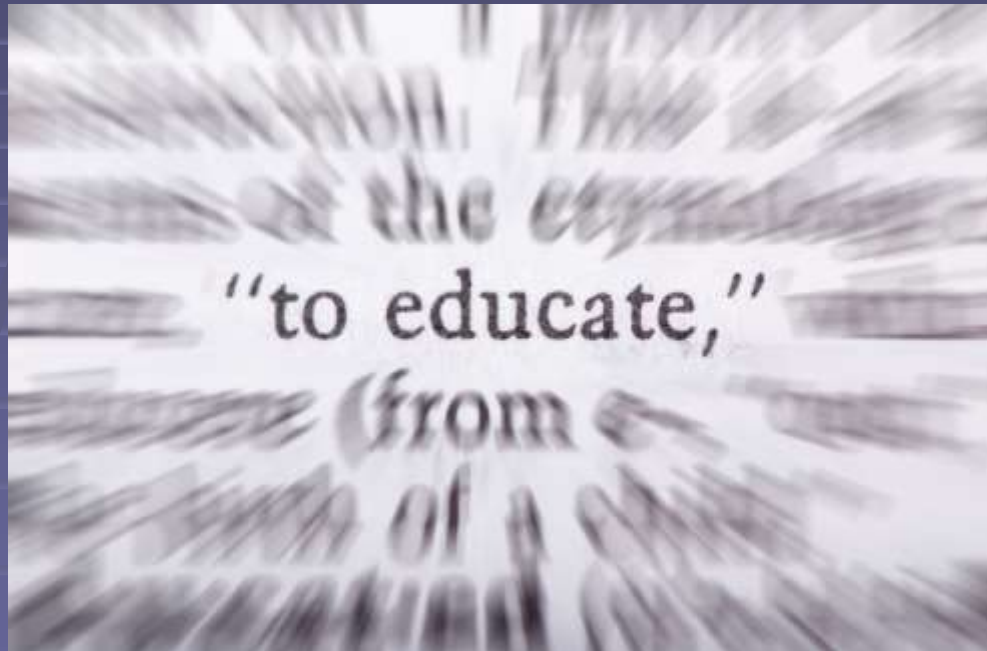
Other Management Systems

Human Resources – consists of policies, procedures and practices related to employment.

Quality Management – such as ISO 9000, is a family of standards that prescribes specifications for an organization to meet the customer's quality requirements..
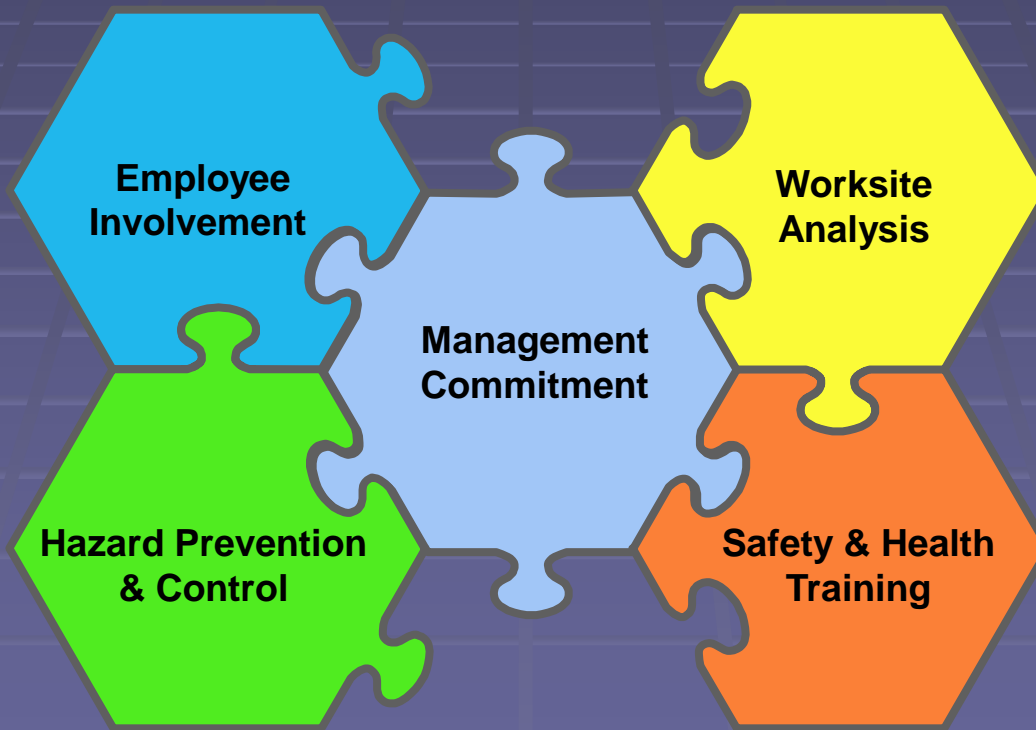
Objective 2

Results of a systems approach

MIOSHA'S MODEL

Results of a systems approach

An effective system supports the organization's philosophy.

Safety and health policies and goals are clearly communicated.

Accountability for implementing the system is understood and accepted.

Results of a systems approach

Long-term solutions are implemented rather than one-time fixes.

Evaluation of results over time promotes continual improvement.

An effective system positively impacts the company's bottom line.

SHMS is unique

- An effective SHMS must be uniquely designed for each organization. It is not a "one size fits all."

Objective 3

Why implement a SHMS

Why Implement A SHMS?

- A SHMS adds value to the workplace!
- Everyday, workplace injuries, illnesses and fatalities cause immeasurable pain and suffering to employees and their families.
- It's the right thing to do.

Added benefits:

- Lowered workers' compensation costs due to fewer injuries.
- Increased productivity, efficiency, and product quality.
- Increased employee morale and well being.

Added benefits:

- Lower absenteeism and employee turnover.
- Reduced lost workdays.
- Compliance with standards and regulations.

Added benefits:

- Reduced lost workday injuries.
- VPP Sites have SHMS implemented.
  - The average VPP worksite has a Days Away Restricted or Transferred (DART) case rate of 52% below the average for its industry.

Added benefits:

- Reduction or elimination of property damage due to incidents.
- Reduced business interruption costs.
- Reduced impact on the environment due to incidents.

Added benefits:

- **Improved productivity and quality**. The systematic requirements of an SHMS leads to a healthier, safer workforce with fewer mistakes and less downtime.

Added benefits:

- When managers emphasize employee participation in SHMSs, employees have the opportunity to take ownership of their work environment and their contributions have proven to be tremendous.

Objective 4

Can culture impact safety performance?

Can culture impact safety performance?

- Organizational culture refers to the driving values of an organization, or in simple terms, the "unwritten rules" of the company.

Organizational Culture

- Effective leaders look realistically at culture and identify issues that could undermine safety objectives.

Organizational Culture

- Leadership drives the culture of an organization.

- Safety leadership refers to seeing the right things to do to reach objectives and motivating the teams to accomplish them effectively.

Organizational Culture

- Safety leadership is exercised by decision making which is related to the beliefs of the leader and demonstrated by his or her behavior.

Positive Culture

- Companies that effectively manage their SHMS will most likely have a positive safety culture and a high level of safety performance.

Show your commitment by:

- Writing a company safety & health policy that emphasizes what safety means to your business and states your expectations for all employees.

- Include your program's safety and health goals and reinforce your belief that workplace safety is a responsibility that all your employees share.

Show your commitment by:

- The most important thing you can do for your safety program is to believe that safe production is the only way to do business.

- Making sure your employees follow safe work practices — and you follow them, too.

Characteristics of an Effective SHMS

- Easy to understand and implement.

- Needs to be used and understood by all employees.

- SHMS should be adaptable to allow changes and improvements in your organization.

Show your commitment by:

- Giving your employees the authority they need to carry out their safety responsibilities.

- Budgeting the time and resources to achieve your workplace safety goals.

Show your commitment by:

- Acting on the recommendations from your safety committee or safety meeting group.

- Making sure your employees have the safety and health training they need to do their jobs.

Periodic reviews or audits

- Reviews of the SHMS will help identify:

    - Problems or deficiencies in the system.

    - Develop corrective actions.

    - Keep you on track to meet goals and objectives.

Thank You For Attending This Presentation

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