The Value of an EHS Committee
(aka Put Away the Donuts and Let’s Get to Work)

Murray Ritchie
Tri-Lens Consulting

Collaboration Quote
“If I have seen further, it is by standing on the shoulders of giants” – Isaac Newton
The Value of an EHS Committee

Put Down the Donuts

We have work to do!

JOHS Committee Alignment
Murray Ritchie – murray@trilenssafety.com
The Challenge

“Most people are not aware of the issues being discussed by committees, or what the results of their deliberations might be. As a result, although those who attend safety committee meetings may well be working hard, safety committees tend to be seen as coffee drinking forums rather than locations for serious discussion about prevailing safety issues.”

Dr. Dominic Cooper
Improving Safety Culture – A Practical Guide
©2001
The Challenge

“...committees have difficulty in developing firm plans for achieving safety improvement... Rather they continue to plan training for toolbox safety meetings and revise safety awards while implementing yet a further variety of programs that rely on the use of posters, slogans, and other approaches of dubious effectiveness.”

Dr. Terry McSween
Value-Based Safety Process - Improving Your Safety Culture With Behavior-Based Safety
©2003

“OK... It's flu season... Any Ideas?”
The Activity Trap

Training
Toolbox Talks / Safety Meetings

Revised Safety Awards

Posters / Slogans

Dubious Effectiveness

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Murray Ritchie – murray@trilenssafety.com
Blind Spots

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Blind Spots in Plan-Do-Check-Act.

- What They Do
- How We React
- How They React
- What We Do
- What No One Sees
- What We See
- What They See
Comfort Zones

COMFORT ZONE
React Reward
PAST

PLAN
ACT
DO
CHECK

Demonstrated Values = Change
CHANGE + / -

JOHS Committee Alignment
Murray Ritchie – murray@trilenssafety.com
Comfort Zone the INCIDENT PYRAMID

- Fatality
- Recordable Injury
- First-aid Injury
- Near Miss Incidents
- Unsafe Acts
How Do We Measure?
Comfort Zone the INCIDENT PYRAMID

- Fatality
- Recordable Injury
- First-aid Injury
- Near Miss Incidents
- Unsafe Acts
Consequence or Antecedent?

TRIR
JOHS Committee Alignment
Murray Ritchie – murray@trilenssafety.com

Lagging vs Leading

Reactive

Preventative

Reports on Loss

Identifies Blind Spots
Comfort Zone the INCIDENT PYRAMID
Two Categories of Leading

Corrective

Predictive

Reports Yesterday’s News  Makes Tomorrow’s News

JOHS Committee Alignment
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Comfort Zone the INCIDENT PYRAMID

- Fatality
- Recordable Injury
- First-aid Injury
- Near Miss Incidents
- Unsafe Acts
“Pyramids are where obsolete cultures bury their dead leaders”

- Unknown
The Solution
Predictive Prevention Strategies

Assess
Specify
Plan
Educate
Communicate
Track

JOHS Committee Alignment
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A new way of thinking about the ‘Safety Pyramid’

Fatalities

Lost Time Injuries

Recordable Injuries

First Aids
Unsafe Acts

Near Misses
Unsafe Conditions

Higher Risk Exposures / Situations

Specify

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Not Everything That Can be Counted Counts

“Sophisticated companies that use only the latest scientific information and technologies from chemistry, physics, engineering, and biology, use so-called common sense, myth, and downright faulty information to manage the behaviour of their employees.”

Source: "Safe By Accident" copyright 2010 Performance Management Publications. Used with permission from Aubrey Daniels International.
Identifying Blind Spots

Weekly Safe vs Unsafe

- 86% Safe
- 14% Unsafe

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Identifying Precursors

Weekly Safe vs Unsafe

Main Event Observed

Total Observations

Body Position
Tools & Equipment
Work Area
Working at Heights
PPE
Lifting Operations
Confined Space Entry
Other

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A – B – C – D of Behaviors

Capacity (K+S+D) + Environment (Climate) = Decisions
Why do we fail to do what’s right.

- Error: 20%
- Erosion: 75%
- Violation: <5%
Plan

Prevention Strategy

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Utilize Impartial Resources

Are you too busy to improve?

No thanks!

We are too busy

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