

Partnership in Achieving Common Goals in Safety



Success requires good aim at the right targets.

Carl Veley

vPSI Group

Successful Partnerships Build on These Assumptions:

Ultimate goal = Fewer future accidents.

Accidents = operational problems.

Groups that solve problems best will have the fewest accidents in the future.

Conscientious employee participation is essential in solving problems.

Effective management focuses on *causes*, rather than *consequences* of problems.

Accident Package

Technical Functions

Management Functions

Harm

Unplanned Event

Acts of people

Reasons for acts

Accident Report

Audits

JSA, etc.

Action Items

Typical action of a safety partnership is to do how prevention produces corrective actions.

Corrective Actions

Things that inhibit problem reporting are bad:

Rewards for hiding, minimizing or ignoring problems.

Metrics based on *consequences* of problems – such as conventional injury & damage rates.

Placing *blame* for accidents.

Inadequate separation of accidents from harm.

Goals or standards attained by *chance*.

Conflicting goals for partnership members.

Things that encourage problem reporting are good:

Rewards for devising effective corrective actions.

Reliable method of measuring corrective actions.

Eliminating formal and informal *blame* setting.

Rigorously distinguishing between *accidents* and *consequences* of accidents.

Goals or standards independent from luck or chance.

Exactly the same goals for all partnership members.