



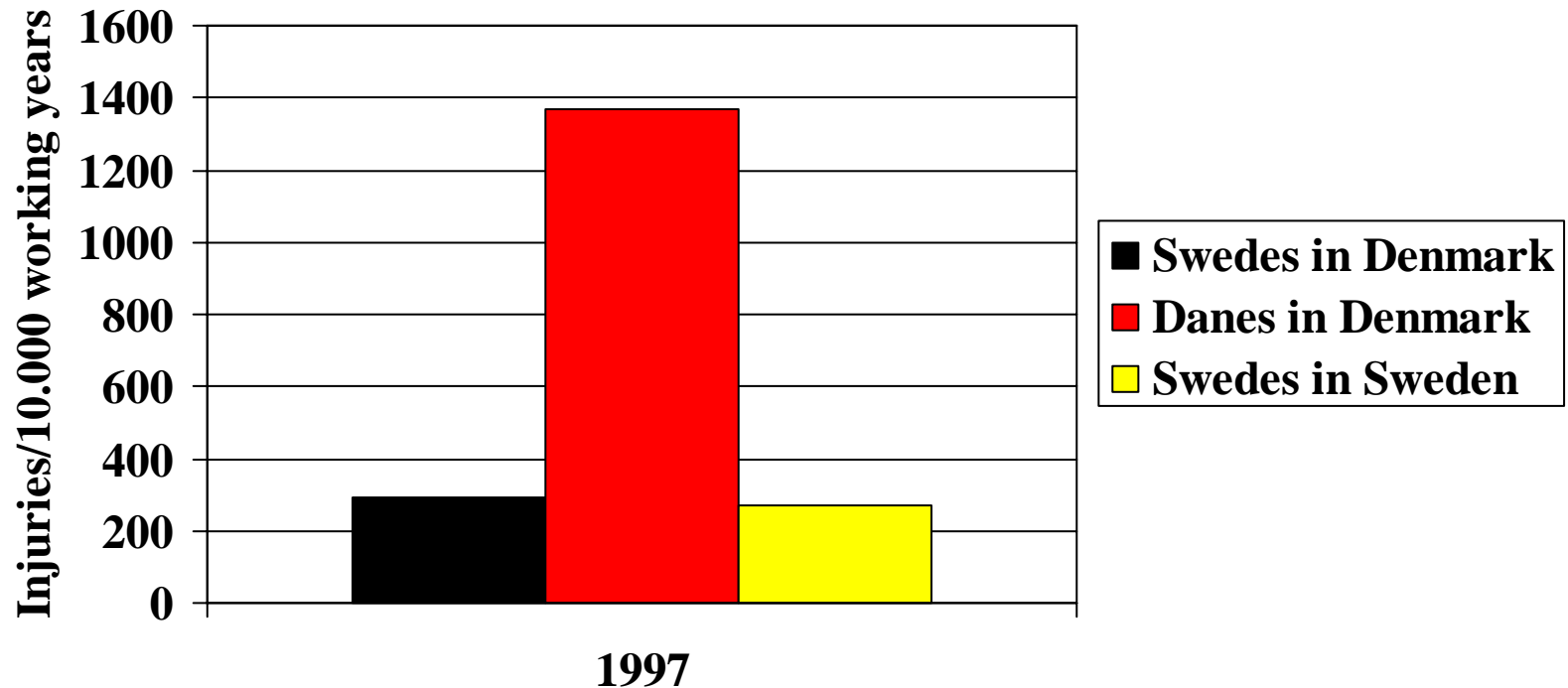
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Addressing safety

- Machinery, technology
- Human error
- Man-machine interaction
- Work organisation
- Culture

Öresund: Injuries in concrete factories in Sweden and Denmark, respectively



Ref: Øresundskonsortiet

S Spangenberg

Culture and climate- what do they have in common?

- Shared by the group, but distinguishes it from other groups
- Construed by the group
- Relatively stable
- Multidimensional
- May concern different aspects (e.g., safety, innovativity, service, creativity...)
- Expressed in multiple ways: espoused values, symbols, actions
- Functional: frame of reference for behaviour. Creates predictability, control, stability and is integrative

Culture and climate - what differs?

Safety culture

Shared understandings that in interaction with organisational structures and relations create the basis for behaviour related to safety and risk-taking.

(Freely after Richter, 2001)

Culture is created, and constantly recreated, by the group members.
Culture is something the organisation *is*.

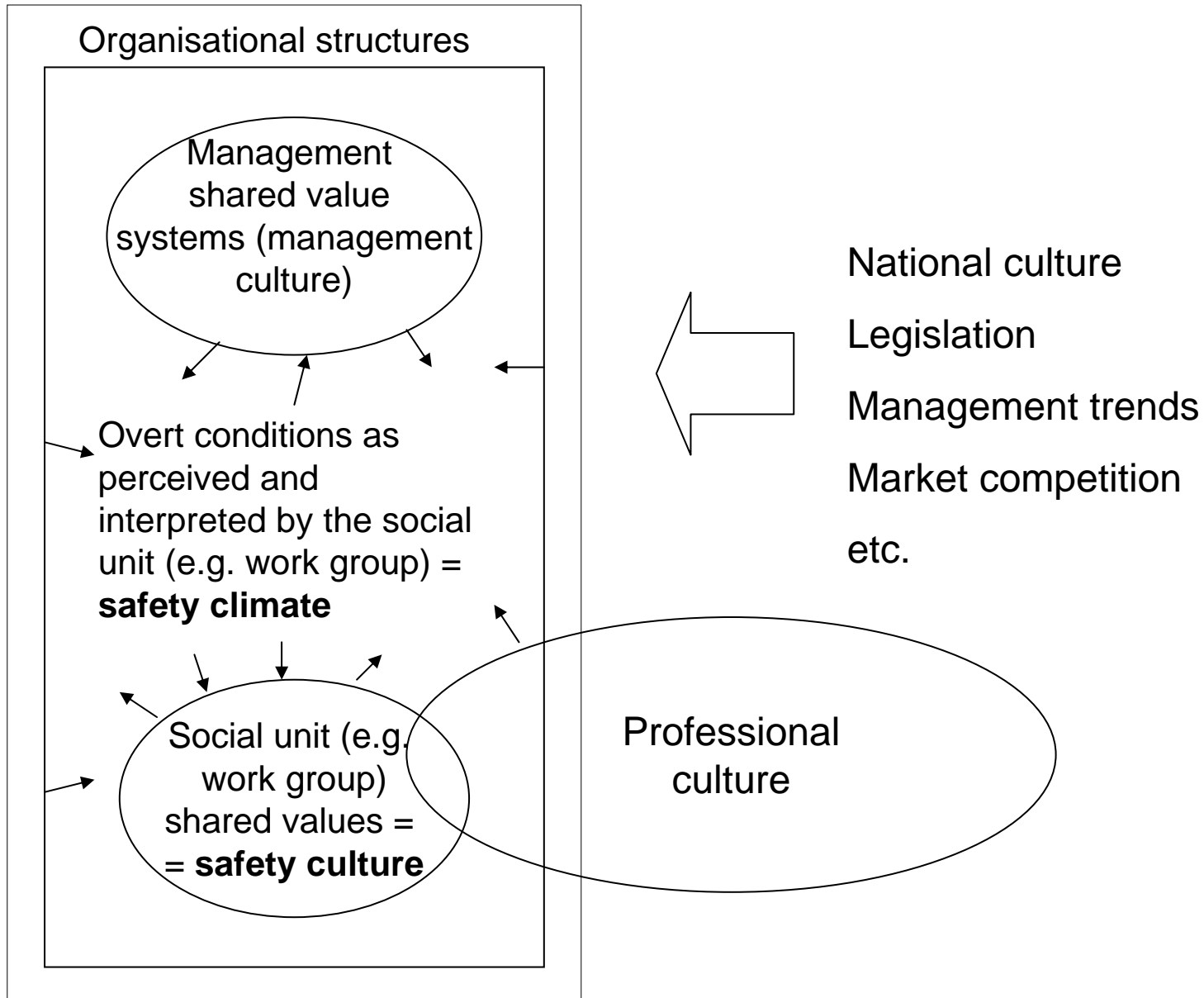
”Culture is an ever on-going conversation.”

(Alvesson, 2000)

Safety climate

Climate is the group members' shared perceptions of conditions influencing safety. Climate is something the organisation *has*.

(Denison, 1996)



Components of safety climate

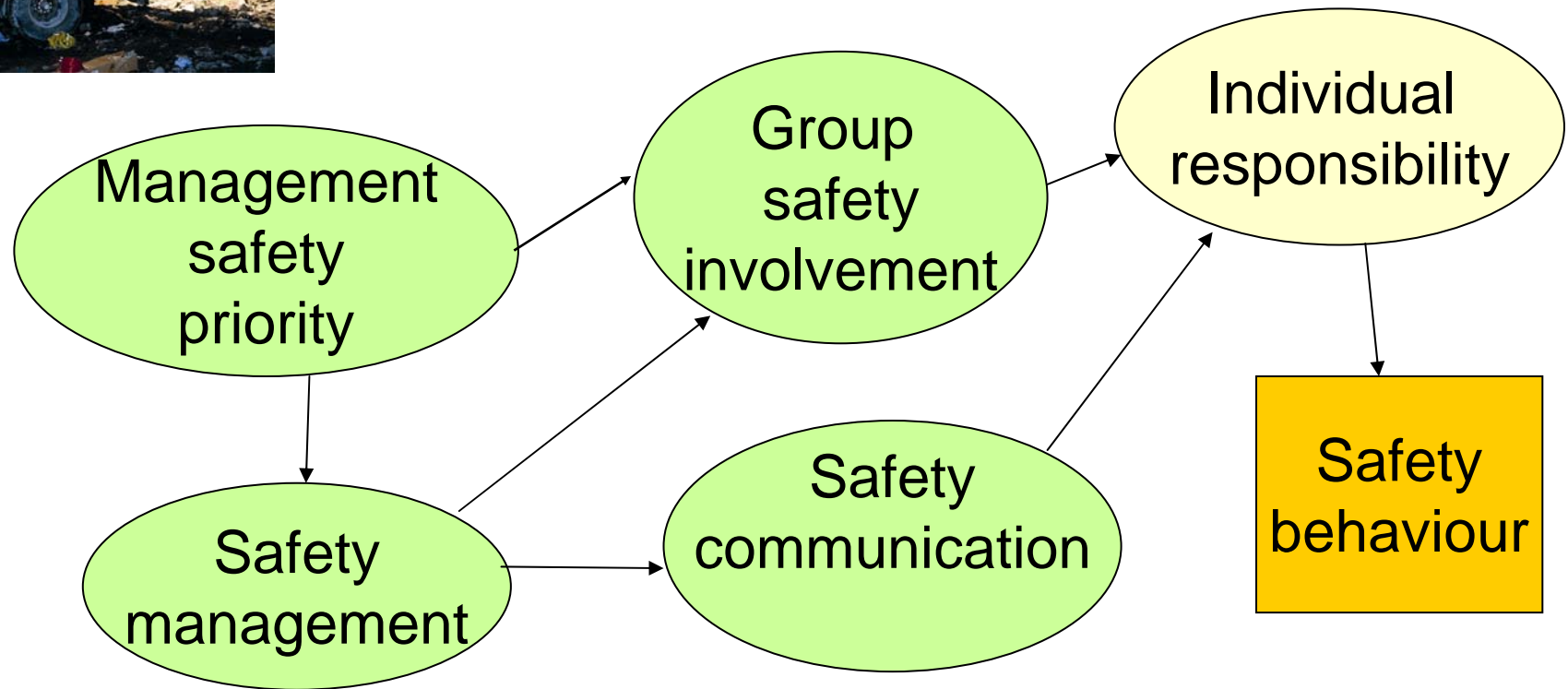
(Flin et al., 2000)

- Management/supervision
- Safety systems
- Perceived risk
- Work pressure
- Competence

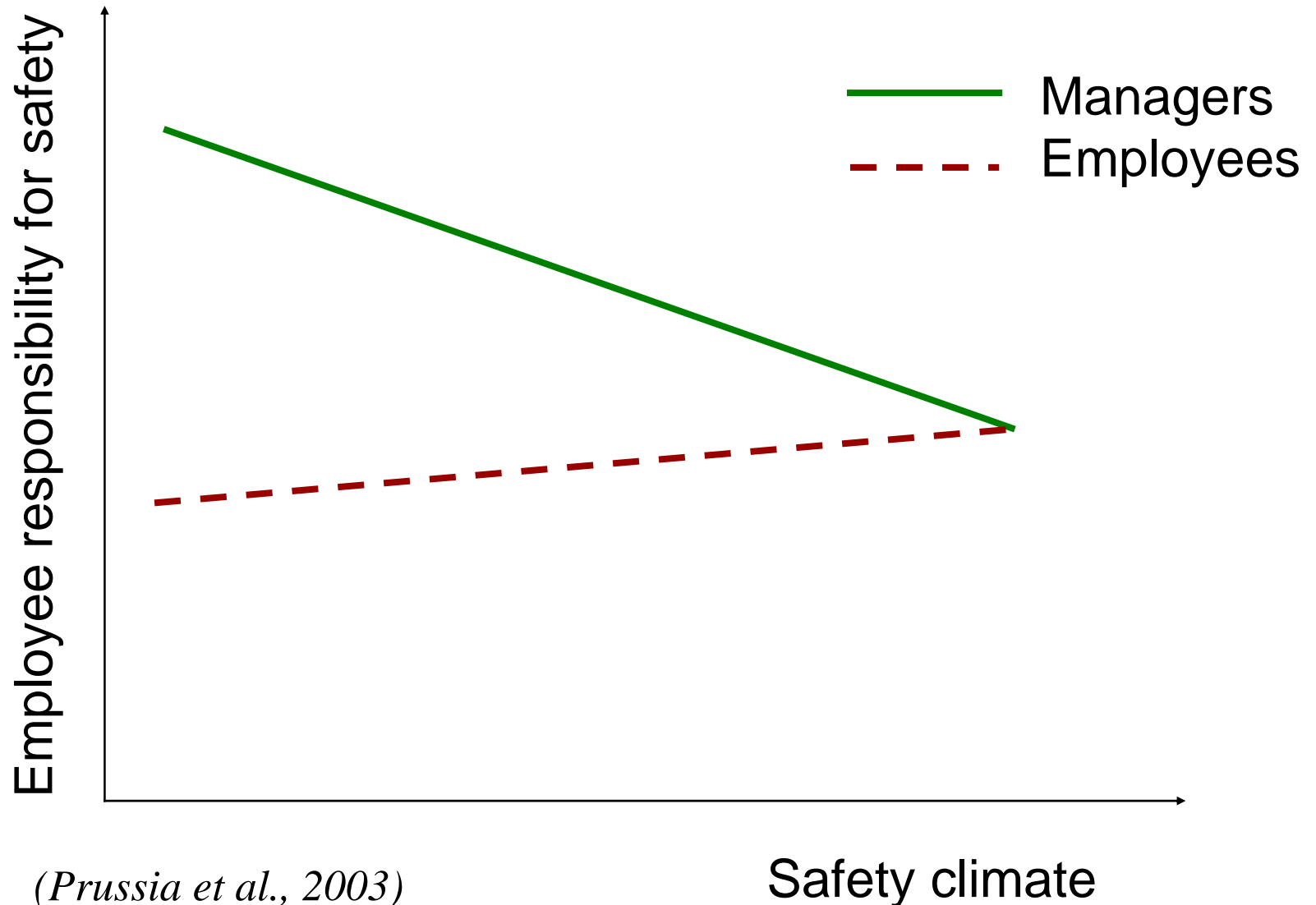
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- Communication, learning
(e.g. Richter, 2001, Pidgeon, 1998)



Hypothetical causal model developed from Cheyne et al. (1998). Supported in cross-sectional data (Törner, Pousette, Larsson, 2002)



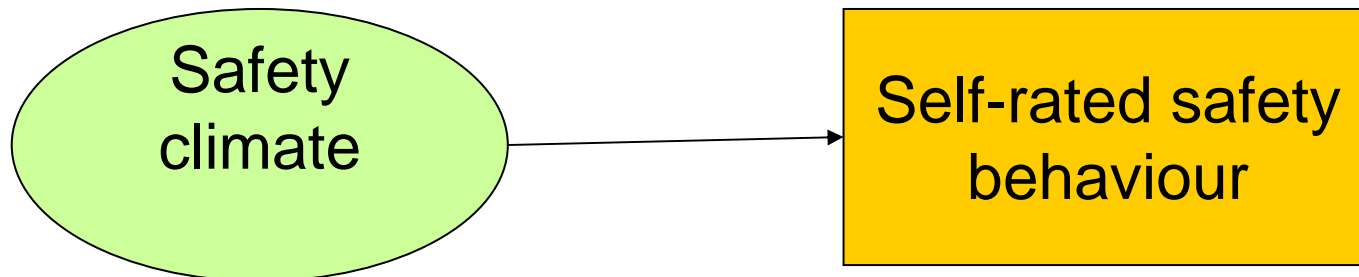
Safety climate and safety responsibility





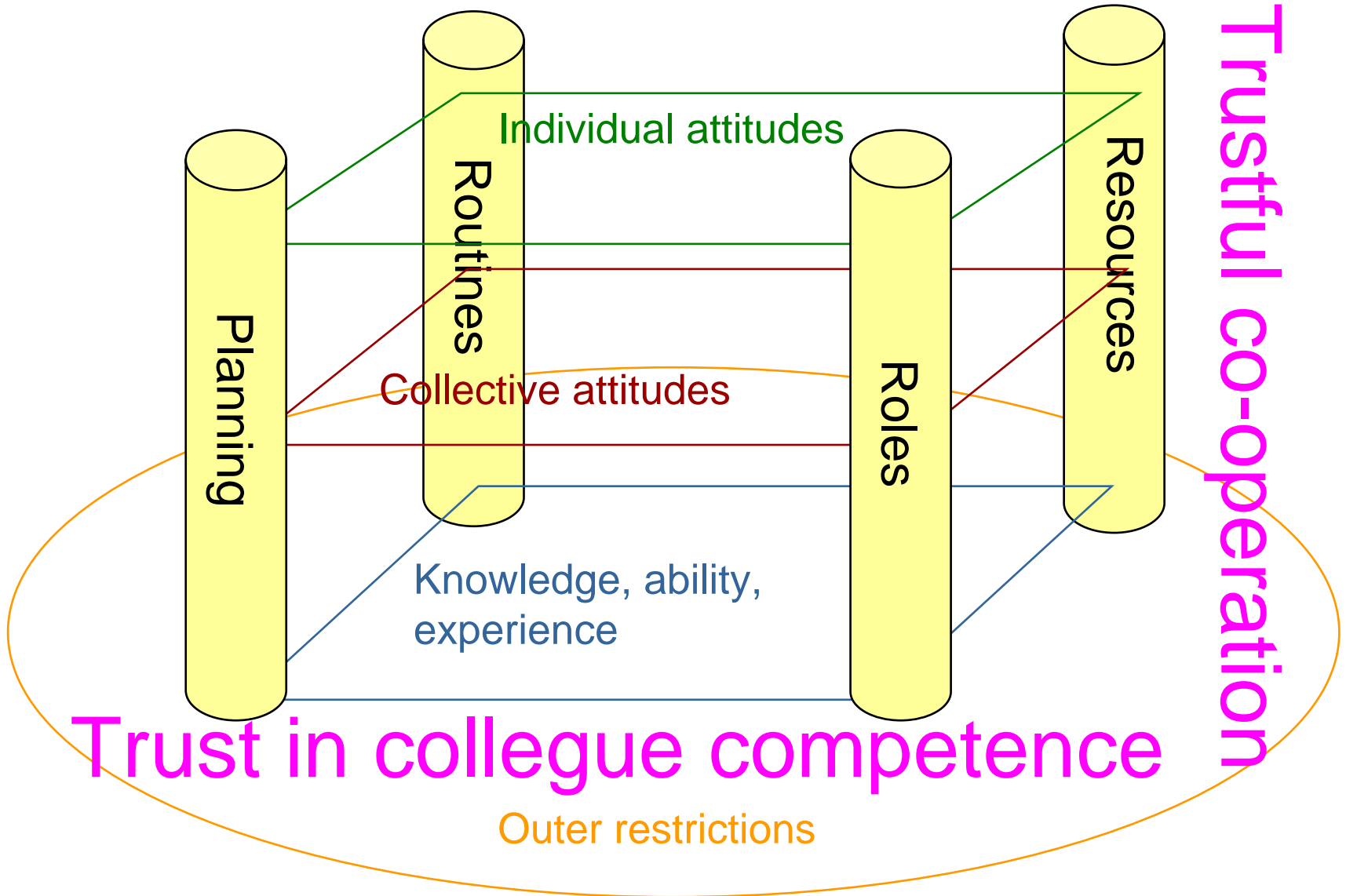
Safety climate...But does it really matter?!

Longitudinal data (Pousette, Larsson and Törner, 2006) confirms:



How to create safety?

Interview results: supervisors, safety reps and workers in construction, integrating different aspects



A good safety climate?
Only if managers 'walk the talk'!

