

Getting the Most Bang for your Safety Buck

If you **change** the way
you **look** at things,
the **things** you look at
change.

Wayne Dyer



“Economics is our value system codified. If a dead whale is worth a million dollars on a fishing boat and a live whale left in the ocean is worth nothing, that is a value system that incentivizes behaviour.

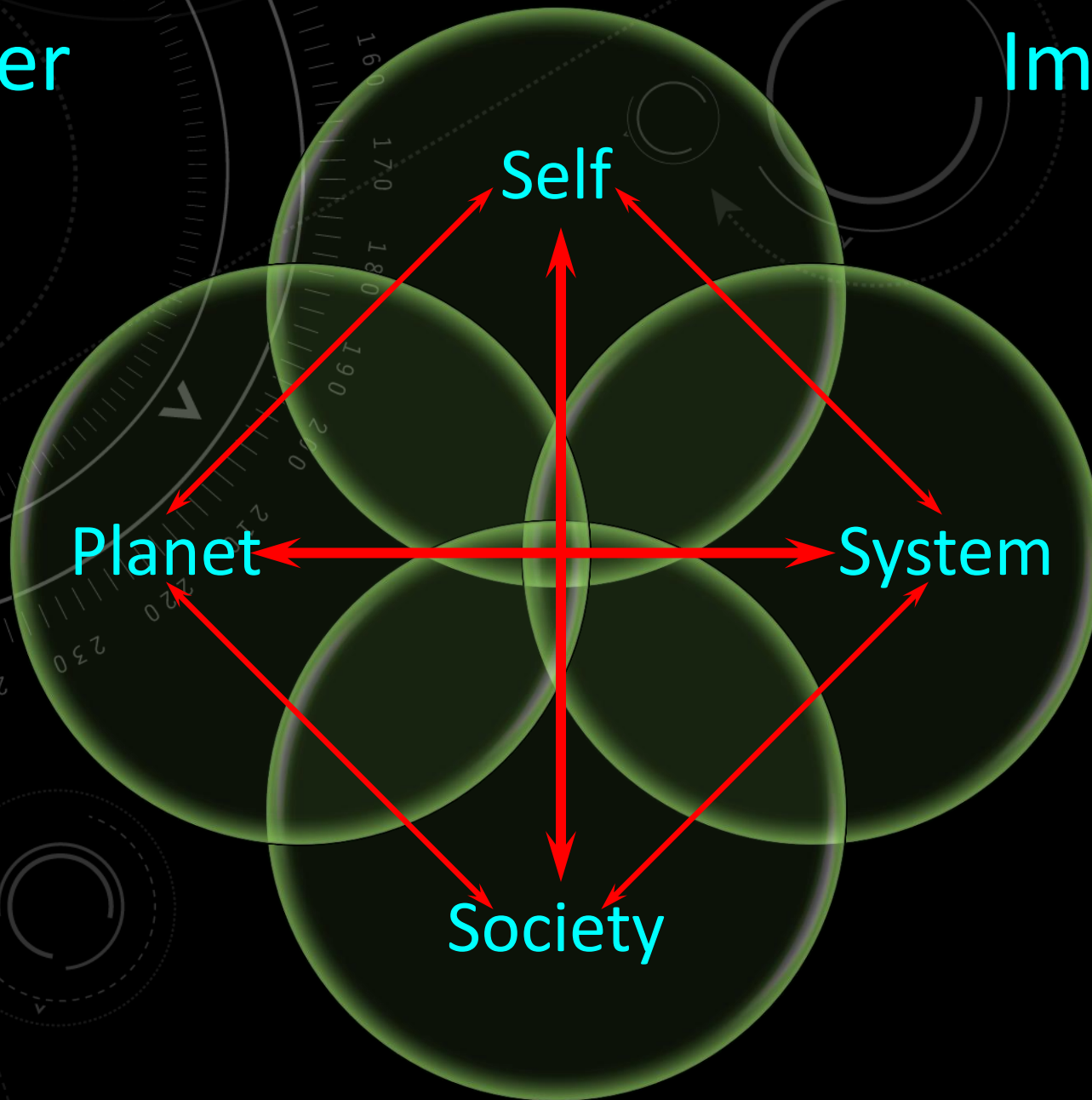
It also incentivizes psychopathology... I have to shut down empathy to be able to do the things that are incentivized by the system.

Daniel Schmachtenberger



Wider

Impact



Safety Spend

30 to 40%

55 to 65%

% of Total Safety Budget: People vs *Systems*

Item	Service Providers	Goods Producers
Organizational management & Supervision	62%	55%
Staff training in health and safety	<u>18%</u>	<u>26%</u>
Personal protective equipment	<u>12%</u>	<u>15%</u>
OHS Professional services	2%	2%
HSW share of capital investments	6%	3%
Annual Spend per person	N\$950	NZ\$2 700

“What do employers spend to protect the health and safety of workers?” published in Sep’ 2018 by the Institute for Work & Health (Canada).

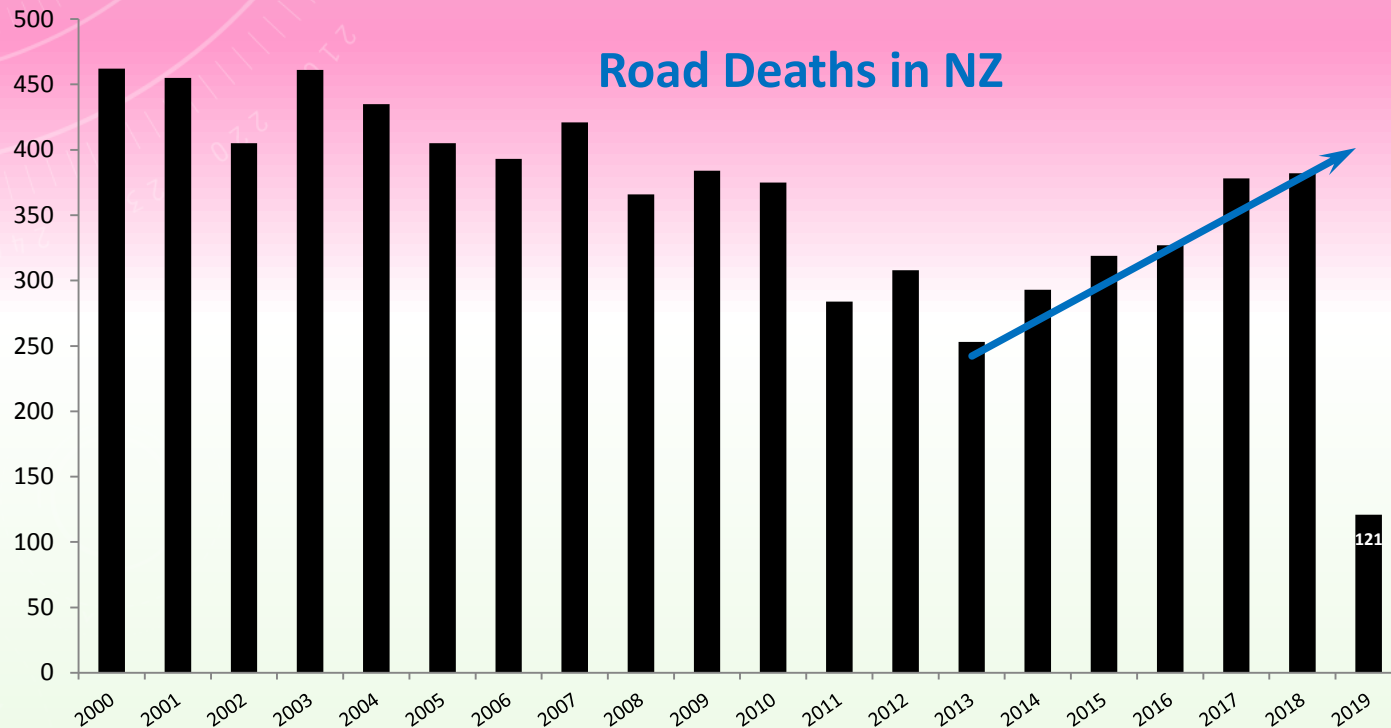
A total of 370 organizations of 20 or more employees participated in this study.

True Cost of Unsafe Outcomes

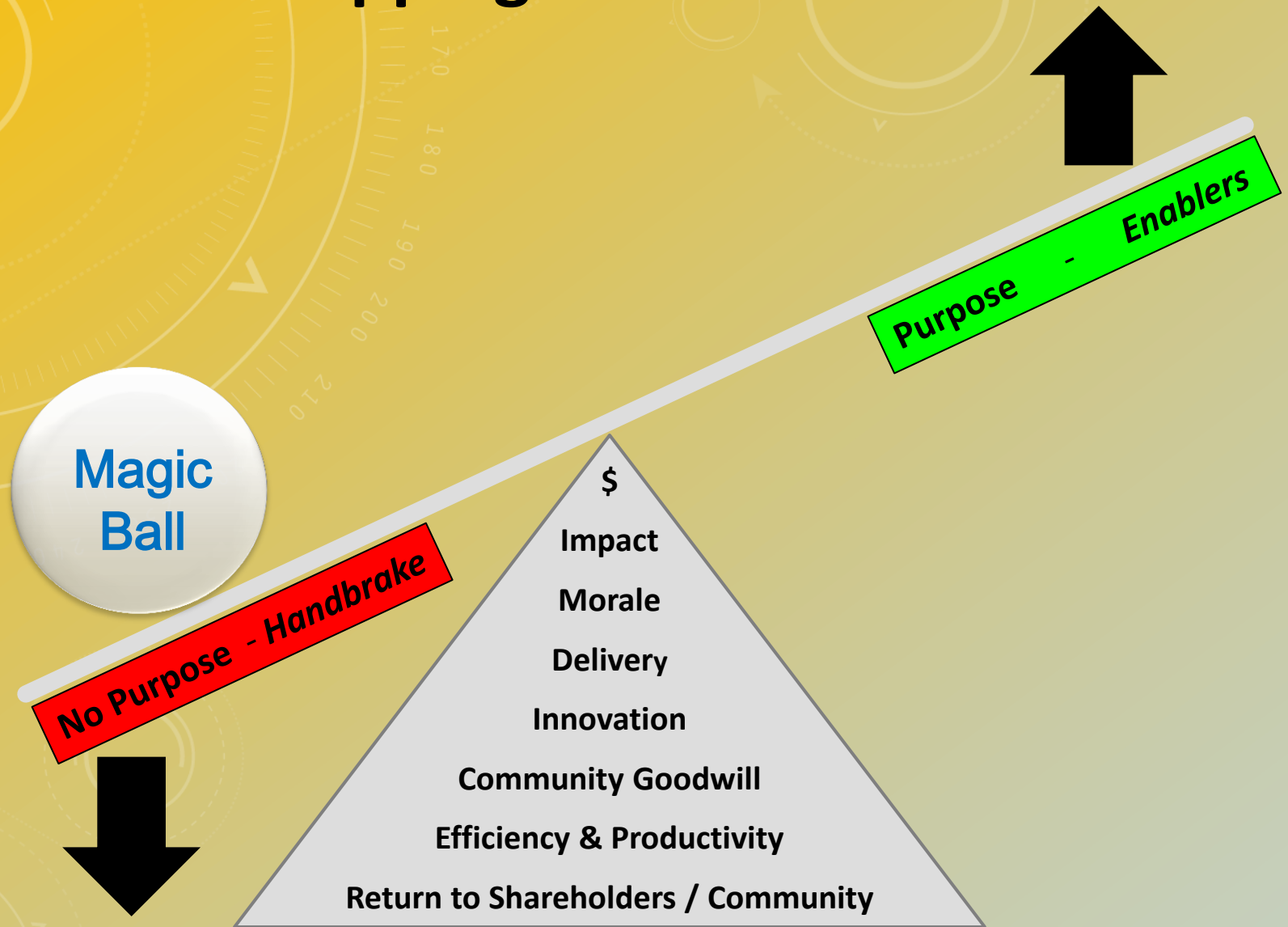
Social Cost of Road Accidents – Annual for 2017

- Per person: **NZ\$ 4.4 Million** per fatality
- **Total:** **NZ\$ 4.8 Billion** Aviation: NZ\$ 67.1 Million (1.4%)

Ministry of Transport *Social cost of road crashes and injuries 2018 update* - Released April 2019



Tipping the Balance





Magic
Ball

Ten Low Cost High Impact Ways

Practice Core Values¹

Lead with Authenticity²

Discuss Real-world Events³

Work at Effective Communication⁴

Cultivate Resilient & Optimistic Thinking⁵

Ten Low Cost High Impact Ways

The 5 Cs⁶

Use Disruptive Thinking⁷

Apply Boundaries instead of Rules⁸

Awareness, Knowledge, Skills, Attitudes⁹

A thick blue arrow pointing to the right, positioned below the text "Awareness, Knowledge, Skills, Attitudes⁹".

Know the Monsters that you are Dealing with¹⁰

For Safe Outcomes: Shift Your Mindset

Go Slow Joe

From here



to here



Application of Boundaries vs Rules

Without hurting myself or others

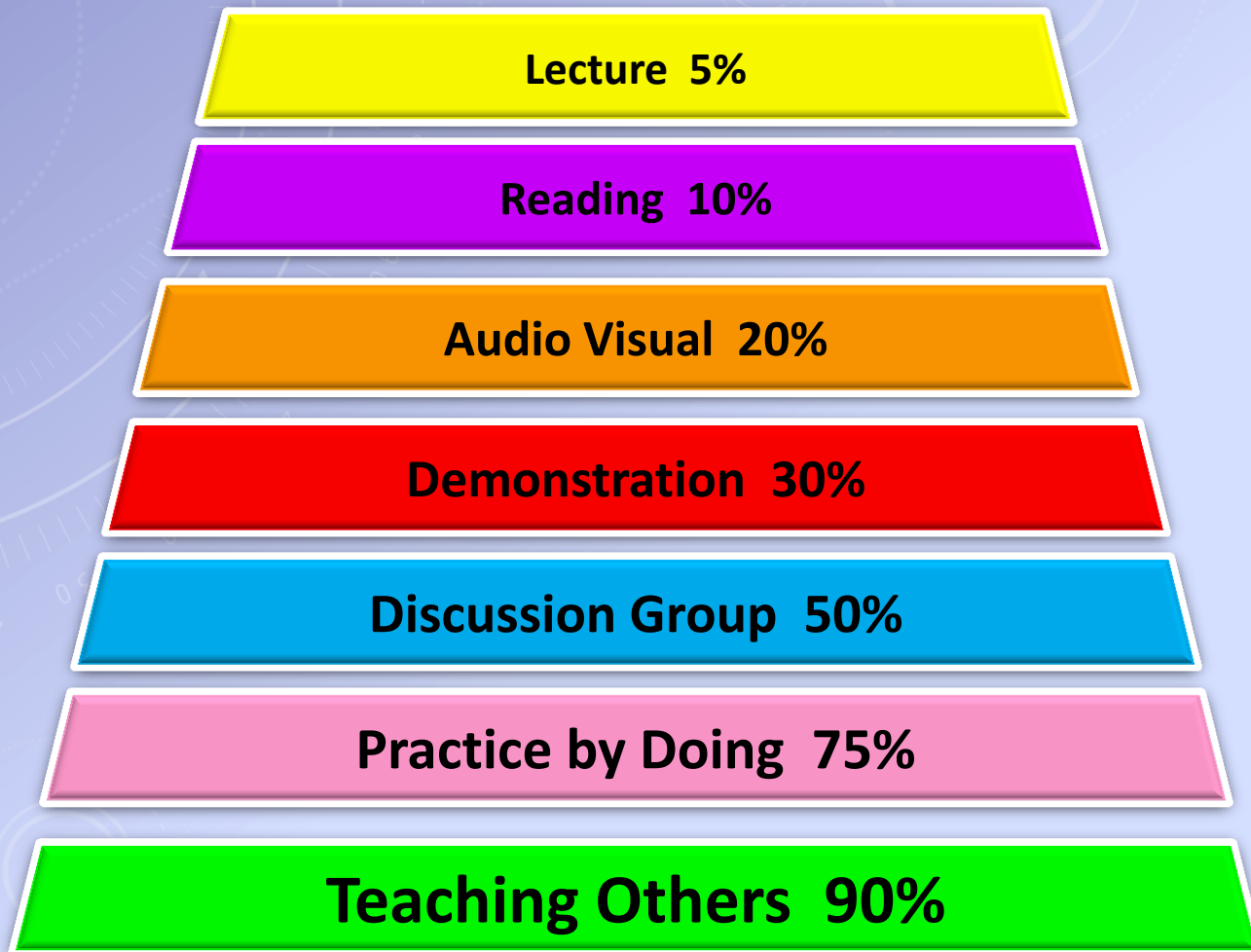
I am empowered
to get the job done
as long as it is done:

With my asking for help
whenever I am unsure

Ethically

Within Reasonable Timeframe

Average Learning Retention Rates



Tell me, and I will forget. Teach me and I will remember, Involve me and I will learn.
Michael McKnight

Commercial pressure Cultural Diversity Complacency Complexity
Multiple layers, interactions & players **Rapidly Changing Technology**
Information overload **Distraction** **Fatigue** **Stress** **High Turnover**
Barriers & Controls Rules Regulations **RIGIDITY** **Systems**



**The key to the success of any initiatives
developed to deliver
safe outcomes**

is to understand

**that the behaviour of people
is directed by their
emotional thinking process.**

Principally, to either

Gain Pleasure

or

Avoid Pain



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**“Safety is the outcome of
a deliberate and considered way
of thinking and acting.”**

Greg Matten