

# 3 ways to implement safety policies for a safer work environment

by David Huisman | Mar 14, 2017 | Safety, Uncategorized |



A survey conducted by Safe Work Australia for the [Australian Work Health and Safety Strategy 2012-2022](#) highlighted a relaxed attitude towards risk taking and rule breaking by Australian workers. The [survey](#) included responses from 1052 employers, 520 sole traders, 1311 workers and 669 Health and Safety Representatives (HSRs).

Alarming, 10 per cent of workers admitted to ignoring safety policies in order to complete a job. 15 per cent of workers revealed their workplace conditions stopped them from working in a safe and sensible manner. This is potentially 10 to 15 percent of your workforce placing themselves and your business at risk.

A single accident can cripple your business. Equipment and personnel downtime, workplace accident investigations, increased insurance premiums, vehicle and plant repairs will hurt your bottom line. Worker injuries or fatalities will minimize your workforce and destroy the personal lives of your employees.

While you're under pressure to meet deadlines, it's understandable you and your workers may take shortcuts to deliver projects. But the risk isn't worth it. In fact, implementing solid safety policies and disciplining your employees into safer work practices is imperative to mitigating risks.

Below are 5 ways to implement safety policies to ensure a safer work environment for everyone.

## 1) Consult your employees and tailor your policies to fit

In order to implement safety policies and safe work practices successfully, you need to get everyone across the new rules and agree on them. This will include all your health and safety representatives (HSRs), project stakeholders, regular contractors and day-to-day employees. If there's disagreement, go back to discussing the actual risks and identifying them as a team.

If you can identify the risks in unison, you should be able to agree on safety policies to manage those risks as a team. Rather than applying a generic safety policy that doesn't fully apply to your work environment, you'll be tailoring the safety policies specifically to your people and environment.

As the employer or manager, make sure everyone leaves your meeting with full knowledge of the personal risks of unsafe work practices. Identifying risks and agreeing on a management methodology together will provide a stronger motivation for employees to follow them.



## **2) Provide training and utilise questionnaires**

When you've identified your onsite risks and agreed on safety policies to manage them, you can implement a training program tailored to your environment and your people. General orientation for safety policies and emergency procedures for new employees should be compulsory.

If equipment or processes change, employees will need retraining. When employees have been away for a while, make sure they're still across your safety policies and are ready to carry out duties as per best practice when they return. Provide specific training around the hazards of their jobs and emergency procedures.

If you're not sure employees know your safety policies and practices, have them sit a quick questionnaire. With the questionnaire's results, you'll be able to identify knowledge gaps or misunderstandings and retrain your employees accordingly.

## **3) Make your safety policies accessible to everyone**

After tailoring your safety policies to your business and training your employees in them, you need to make sure they're continually followed. You'll need to make the safety policies accessible to everyone onsite, all day, every day. There's no use in drawing up a safety policy that everyone will forget.

If employees are in doubt as to what best practice on-site should be, having access to the safety policies you have drawn up and agree upon as a team, should help curb risks on-site.

## **Want to keep your people safe?**

If you're concerned your work environment is unsafe, BodyGuard has an outstanding [safety solution](#) which can lower risk levels on your work site and see your people return home each day to their loved ones.

Don't hesitate to [get in touch](#). We're very happy to advise and consultation is FREE.