Developing a culture of prevention jointly: a workshop

Working materials

Contents

Context page on culture of prevention

Number of employed persons (staff headcount):		Men	Women	Total
		Yes	**No**	
Employee representation present		☐	☐	
Is there an occupational safety and health committee (ASA)? Mandatory only for companies with ≥20 employed persons		☐	☐	
Is there a company policy or mission statement? If yes, please make it available		☐	☐	
Is occupational safety supervision guaranteed?		☐	☐	
If so, which model is used within the company?				
☐	internal occupational safety officer – regular supervision			
☐	external occupational safety officer – regular supervision (inter-company service, such as BAD or similar)			
☐	Alternative model ("entrepreneur model")			
Is occupational health care provided?		☐	☐	
If so, which model is used within the company?				
☐	internal company doctor			
☐	external company doctor			
☐	Alternative model ("entrepreneur model")			
Are one or more of the following management systems used in your company/organisation? (Multiple answers possible)				
☐	Occupational safety and health management system			
☐	Company safety management system			
☐	Quality management system			
☐	Hygiene management system			
☐	Environmental management system			
☐	Integrated management system (several specific management components)			

Assessment of the current economic situation of your company: ☐	Good	Satisfactory	Strained
	☐	☐	☐

Quick diagnosis tool

Notes on completion

The following diagnostic sheet helps to determine your kind of culture of prevention and to assign it to one of the five empirically-determined types:

- Standard setter
- Systematist
- Error avoider
- Technician
- Do-it-yourselfer

There are typical statements for each type of culture. To keep it simple, only two possible responses are available, "Yes" (I/we agree) and "No" (I/we disagree).

Please fill out the form as quickly and spontaneously as possible.
Important: It isn't your personal opinion, it is the company as a whole.
Please always ask yourself:

"In my opinion, what is the prevailing opinion in the company and/or the management's prevailing opinion on the statement?"
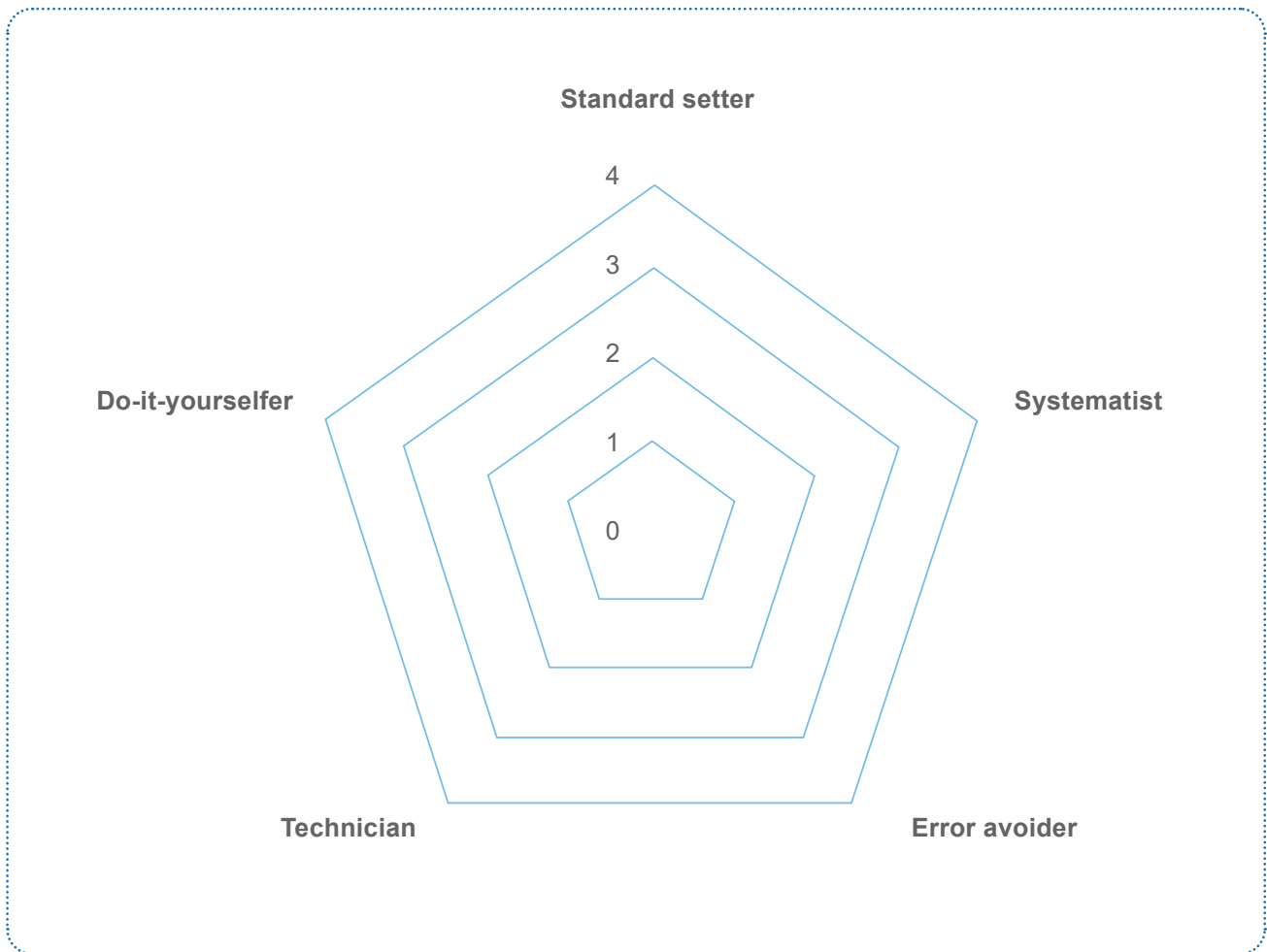
The result is then assessed together in the workshop.

Many thanks!

Culture of prevention diagnostic sheet: Do you agree?

		Select an element	
		Yes	No
Standard setter Own culture	Our employed persons are themselves able to recognise risks and respond to them appropriately.	☐	☐
	Legal guidelines aren't sufficient for getting active in occupational safety and health; it is also necessary to be convinced of the matter at hand.	☐	☐
	We do not have the resources to consistently implement occupational safety and health in accordance with the law.	☐	☐
	Those who stop getting better in occupational safety and health stop being good	☐	☐
	Number of crosses in fields with a blue background:		
Systematist Key figures	It is important that the supervisory authorities in the federal states and the employers' liability insurance associations in the companies proceed lawfully and make the corresponding checks.	☐	☐
	We also analyse near-accidents so that no one has a serious accident if two people have already tripped and almost fallen over.	☐	☐
	Our management team does not want to be accused of not doing enough for ensuring safety and health at the workplace.	☐	☐
	In the field of occupational safety and health, key figures are also the benchmarks of the management team.	☐	☐
	Number of crosses in fields with a blue background:		
Error avoider Focus on people	We expect our employed persons to actively address potential risks.	☐	☐
	No accident can simply be dismissed as bad luck. For every accident or near-accident, contexts need to be clarified.	☐	☐
	The degree of regulation is increasing more and more. Almost everything is governed by legislation these days, including occupational safety and health.	☐	☐
	The main task in occupational safety and health is to maintain continued discussions with employed persons on safe and healthy behaviour.	☐	☐
	Number of crosses in fields with a blue background:		
Technician Focus on technology	It is almost impossible to comply with all the regulations and the actual work suffers.	☐	☐
	We are happy when we are able to outsource tasks in the field of occupational safety and health.	☐	☐
	We would like to see more suggestions and impulses from the employers' liability insurance associations.	☐	☐
	Keeping technology at a safe level is more than half the battle in the field of occupational safety and health.	☐	☐
	Number of crosses in fields with a grey background:		
Do-it-yourselfer Self-reference	The employed persons have a personal responsibility not to place themselves in danger.	☐	☐
	Accidents that happen despite the use of safe, healthy technology are unavoidable.	☐	☐
	Some accidents are like slipping on wet grass. They will always happen and there is nothing you can do about them.	☐	☐
	The competence of our employed persons is the best protection against health risks and accidents in our company.	☐	☐
	Number of crosses in fields with a blue background:		

Network diagram for the cultural profile

Developmental recommendations for the culture of prevention

Prevention culture type	Taking account of the following:		
	Appreciation of what we have	**Relation to company goals**	**Making sense**
Standard setter	- linking with previous change processes	- use of safety and health as drivers of innovation	- continuous renewal of an open culture of learning and errors
Systematist	- linking with a good description of the target processes in occupational safety and health (work as imagined)	- strengthening the communication with employed persons about actual processes (work as done)	- participation of the employed persons in the verification of the suitability of target processes for everyday use
Error avoider	- linking with a personally-responsible image of the individual	- improvement of the working atmosphere through occupational safety and health measures	- thanking employed persons for mistakes as important tips for improvement: Culture of error
Technician	- linking with **compliance with regulations** - for consultants, **in-depth knowledge of** the rules and regulations as well as industry rules is an advantage	- establishing clear principles for communication and cooperation in occupational safety and health - improving expert solutions in occupational safety and health through the participation of employed persons	- supplementing the safe maintenance of technology by improving the communication on occupational safety and health
Do-it-yourselfer	- linking with **"craftsman's honour"** - for external consultants in small and micro companies, **in-depth industry knowledge** is an advantage	- regular completion of or refreshing of personal aptitude, especially of the **management team**, through training - considering **safety and health in all processes** - supporting the professional occupational safety and health of employed persons with **equipment** and **good organisation**	- aiming to achieve **authority as professionals** also when communicating occupational safety and health - being **more self-confident** in occupational safety and health vis-à-vis customers and cooperation partners (larger companies)

Development goals and measures

Development goal	Measure Specific measure or initial idea for a measure.	Until when? Are smaller milestones defined?	Caretaker Who will take care of the implementation of the measure?	Process owner Who is responsible for the process and the achievement of objectives?	Measure implemented? Yes/no.	Goal achieved? Yes/no.

Date: March 2022