

The Practical Safety Guide to

ZERO HARM

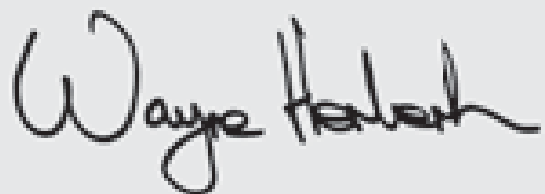
**How to Effectively Manage
Safety in the Workplace**

Wayne Herbertson, MSc.

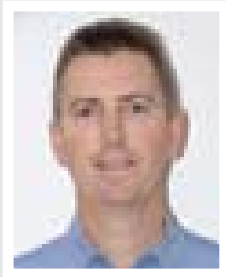
ZERO HARM

This book comes out of a desire to make a difference. It's a passion driven out of a personal loss. I want to share what knowledge I've learnt after working 20 years in Manufacturing, Mining and Refinery businesses, in the hope that you not only read the information, but you apply it in your workplaces. I know what it is like to deal with the day to day issues. Today I continue to fight the fight.

You will find that this is not just a safety book, as safety cannot be tackled in that way. It's a "whole of business" approach that is essential to driving towards Zero Harm. What you get in this book is what has worked for me. My hope is that it adds value to your business by helping you to achieve Zero Harm.



Wayne Herbertson



Wayne Herbertson has a varied educational background holding a Master Applied Science Metallurgy, a Bachelor Science Multidiscipline, a Diploma in Safety and an Associate Diploma in Theology. This combined with broad industry experience with companies including, Bradken, BHP, Tubemakers, Siemens, Johnson, Matthey, Comalco and Peko Wallsend and you have someone with a rich breadth of knowledge. He has produced various articles on topics as varied as quality management systems, business scorecards, the environment, safety and spirituality in leadership. He is currently Executive General Manager Human Resources at Bradken Resources Pty Ltd.

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FORWARD

In contemplating the contents of this book, one realises the potential it contains to contribute to the reformation of attitudes on the job toward an environment of limiting if not eliminating physical harm in the workplace.

Through the proposition of marrying behaviour to attitude, feelings and skills in the workforce, safety in the organisation can be lifted to its rightful place against the demanded outcomes of operational entities usually considered to be only financial success.

This publication lifts the consideration of zero harm in the workplace to be not only of equal importance, but in fact to be the driver of success for the enterprise, not only economically but also of good corporate behaviour.

By patient demonstration this volume will assist management to arrive at and set values compatible with the installation of processes to build skills, set attitudes, and encourage pride across the workforce to deliver superior outcomes with respect to safety.

As demonstrated, a leadership focus extending from management through to individual team, and ultimately to total company commitment, can be put into practice to enable continuous improvement to occur through safety as a core value.

Regulation and risk control is becoming a subject of heightened focus by government authorities, and management obligations continue to be raised with appropriate penalties extracted for non compliance.

Procedures and processes to help the practitioner “continuously improve” his performance are laid out with clarity in this volume, having been developed and tested thoroughly by professionals having had many years experience in building up procedures to ensure compliance with the regulatory framework at the highest levels.

This volume is a must as a handbook and ready reference for all management seeking continuous improvement in safety maturity and leadership.

Dr Ian F Burston, AM

Fellow of Australian Institute of Company Directors

Fellow of Institution of Engineers, Australia

Fellow of Australian Institute of Mining & Metallurgy

PREFACE

Safety influences every aspect of our lives. This book is designed to give practical safety guidance with respect to the what, and how questions that are often asked with regard to safety.

The book also contains anecdotes and examples about what has been successful and what has not from my own personal experiences. It is designed to give practical knowledge gained from working in the field of safety to support those people entrusted with safety management. It will particularly help those who are students of safety or who are new to safety as a profession and will also be a valuable guide to those who need basic safety knowledge as part of their supervisory or management role.

The management of safety is reviewed in both an organizational and situational landscape to provide the reader with a sense of how safety should be managed at senior management levels and in the workplace. There are various process flow diagrams and other illustrative media given throughout the book to describe what needs to be considered. These will direct the reader to important elements to consider from a practical safety point of view. The book is a product of experience across many jurisdictions however the reader should always consult the relevant local legislation and standards before any system implementation.

The writing style is more conversational than academic and technical. This means that all those who read the book will have little difficulty in interpreting the information it contains.

“Start Your Journey to ZERO HARM Now!”

Here is your reference for developing the organizational strategies and processes to achieve Zero Harm. The “all you need” guide for Safety implementation in your workplace. You will refer to this guide again and again.

You will discover how to:

- Create Organizational readiness using an organizational design tool.
- Make effective design choices to improve safety and productivity.
- Apply the Practical Safety 7 Steps to Success
- Use simple processes that you can apply now
- Use links to our Website - packed with valuable forms, checklists and other resources. See the Table of Contents.



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