



# Zero Harm by Choice

By Islam Adra



# Agenda

1. Cost of Injuries in the Workplace
2. Case Study
3. The Dupont-Bradley Curve
4. High Reliability Organizations



# Cost of Injuries in the Workplace



# Intro to the HSE Superstar





# Mr. Zero & HSE Policies



## Safety and health

At ExxonMobil, safety is not only a priority, it is a value that is at the core of our culture. We care deeply about how our operations and products affect our employees, contractors, neighbours and customers. We strive for an incident free workplace and have set a global safety and health goal of zero injuries, illnesses and environmental impacts.



## Our approach

Our Goal Zero ambition is to achieve no harm and no leaks across all of our operations. Everyone working for Shell strives to achieve this goal each day.



## Goal Zero

We do not accept that fatalities are an inevitable consequence of working in a hazardous industry. We believe we can operate with zero fatalities, and zero significant incidents.



# Mr. Zero & HSE Policies

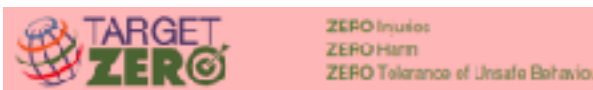
## Health and Safety Policy



### Our Commitment

PepsiCo Australia & New Zealand is committed to providing a safe and healthy work environment for all our workers. Protecting the health, safety and welfare of our people, our products and our services is a core value.

Occupational injuries and ill health are preventable. We are dedicated to designing, constructing, maintaining and operating workplaces that eliminate risks to our workers. To drive Target Zero, we commit to develop strong, risk-minded leaders, with an uncompromising focus on promoting safe and healthy workplace behaviours. We commit to proactively identify and manage hazards and to continually improve our Health and Safety Management Systems.



### Our Focus: To realise this commitment we will focus on:

- **Cultural Integration** - putting business safety at the core of everything we do, by developing and supporting a culture of involvement, empowerment and accountability
- **Business Process Integration** - have processes in place to identify, assess and eliminate / minimise health, safety and welfare risks, as well as to receive, consider and respond to information regarding health, safety and welfare hazards, risks and incidents.
- **Regular Consultations** - consult effectively and fairly in relation to health, safety and welfare.
- **Visible Promotion & Communication** - openly communicate and promote health, safety and welfare initiatives to our workers.
- **Performance Measurement & Review** - set and review measurable health and safety objectives for the continuous improvement of health, safety and welfare performance and routinely review our progress towards Target Zero and celebrate our key successes.
- **Continuous Improvement** - provide necessary information, education, training, instruction and supervision to allow our people to work safely and build capable teams focussed on health, safety and welfare in all they do. Where appropriate, utilise internal and external expertise
- **Regulatory Compliance** - comply with applicable legal requirements and relevant industry standards.



# Mr. Zero & HSE Policies

## Health and Safety Policy



### OHS Policy Statement

Toyota Motor Corporation Australia Limited (TMCA) recognises that the health, safety and welfare of employees, contractors, visitors and persons present at TMCA sites is our responsibility. This is a primary and fundamental objective and will be regarded as such by all persons employed by TMCA or TMCA representatives.

TMCA is committed to creating a safe and healthy working environment for all personnel and the prevention of work related injuries and illness by providing and maintaining a safe working environment including an occupational health and safety management system (OHSMS) and safety systems of work in compliance with relevant occupational health and safety legislation.

TMCA is committed to maintaining OHS Certification to National Self-Insurer OHS Audit Tool (NAT) and OHSAS 18001.

To meet our responsibilities, TMCA will

- Manage Risks – by identifying all workplace hazards, undertaking assessments and taking all necessary actions to control any exposure to injury, loss or damage.
- Comply with all legal and other obligations – by ensuring that our business is managed in accordance with relevant occupational health and safety legislation and TMCA Occupational Health and Safety Policies.
- Apply TMCA policies, where applicable, to suppliers and other third parties.
- Establish targets and measurements – we will manage our obligations using coordinated occupational health and safety business plans for each area and site, with challenging targets against which to measure progress, to ensure continuous improvement aimed at the elimination of work related illness and injury to achieve our goal of "Zero Harm".
- Provide appropriate training and information for all TMCA employees, labour hire employees, contractors and visitors to enable safe performance of work.
- Ensure meaningful and effective consultation with, and the involvement of all employees in matters potentially impacting workplace health and safety.
- Communicate clearly and openly TMCA's occupational health and safety commitments and performance.
- Promote a culture of safety by TMCA and all TMCA personnel. We will ensure everyone knows that they are responsible for their own, and others health and safety, setting clearly defined responsibilities for all managers, supervisors and all other TMCA people.

This policy statement applies to all TMCA sites and will be regularly reviewed in light of developments, including changes to legislation, our understanding of best practice, and the organisation of TMCA.

D.C. DUTTNER

President

Toyota Motor Corporation Australia Limited

May 2011



# Qualitative Cost of Accidents

- Downtime
- Investigation costs
- Collateral damage
- Government penalties
- Recruitment costs
- Training costs
- Increased insurance premiums
- Lost employee morale
- Lost productivity
- Reputation costs
- Pain, suffering, lost income





# Quantitative Costs of Accidents

Country	Cost as a % of GDP	Source
USA	1.8%	Leigh, 2007
UK	1%	The HSE, 2010
Denmark	2.7%	Beatson & Coleman, 1997
Finland	3.6%	Beatson & Coleman, 1997
Netherlands	3%	Koningsveld et al., 2003
Australia	4.1%	Safe Work Australia, 2013
European Union	3.3%	EU-OSHA, 2017
Global	4%	ILO, 2002



# Case Study



# Dan Farsen





# Accidents can Happen to the Best of Us



# Cost of Mr. Farsen's Accident?

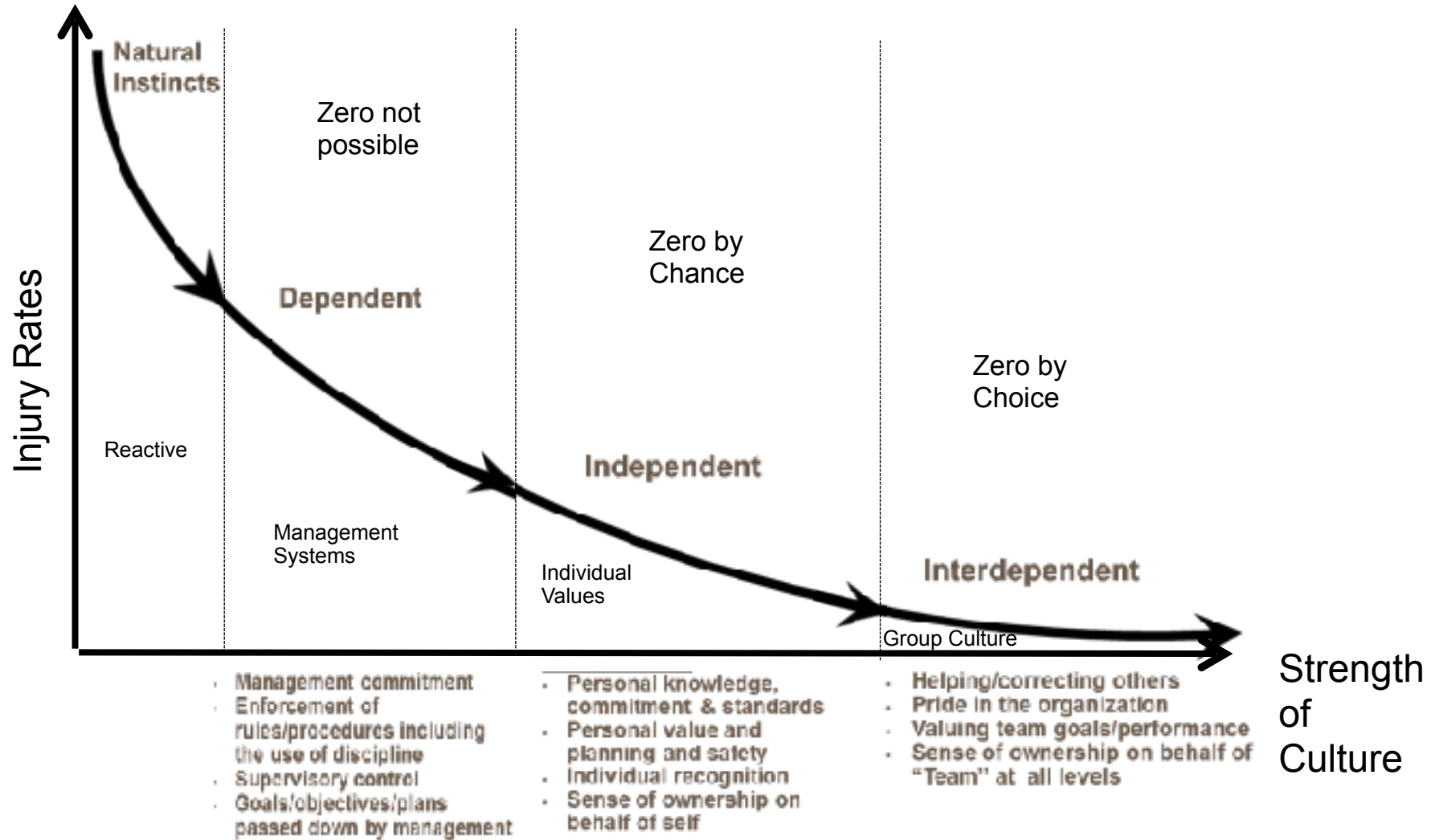
1. Millions of dollars
2. The court case began in 2012 and was concluded in 2017



# The Dupont-Bradley Curve



# The Dupont-Bradley Curve





# High Reliability Organizations





# HROs – What are They?

High Reliability  
Organizations  
**HRO**

*“an organization that has been exceptionally consistent in avoiding catastrophes despite a high level of risk and complexity”*



# Characteristics of HROs

1. Psychological safety
2. Trust (integrity, benevolence, ability)
3. Leadership



# Thank You!

Islam Adra

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