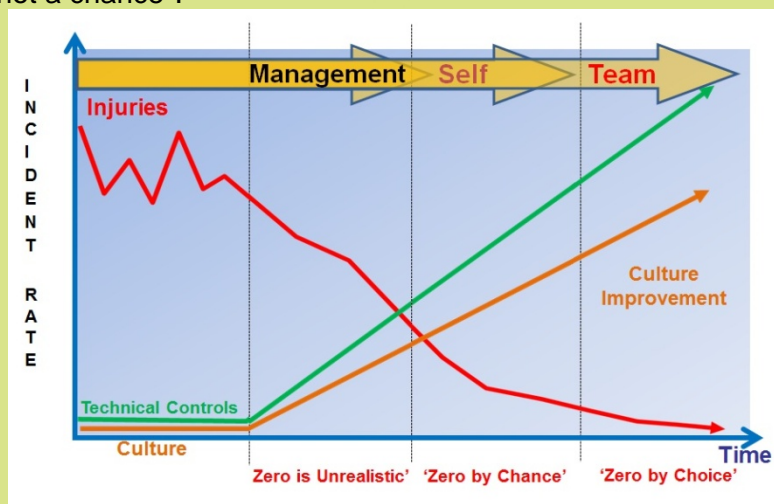


# Workshop 1: Good practices in management leadership and worker participation

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## STEP BY STEP SAFETY

Like all methodologies, Occupational Health and Safety Trends have been changing and improving in time. In safety culture, it becomes more important to work in collaboration with employees and managers rather than working individually for seeing the risks proactively. For these necessities, TOFAS has started to apply **Step by Step Safety Approach** since 2006. The philosophy of this approach is "Reaching zero accidents is a choice, not a chance".



Top management support is always very important to reach and sustain zero accident status and to internalize safety culture. Afterwards, individual and team applications should be started. On Graph 0.1; it can be seen that no safety culture will be created at a workplace where there are no safety applications. So, accident frequency trend completely lies on chance. With the start of management applications, safety culture starts to improve and accidents start to decrease. But if you stop here, zero accident target is still not realistic. With self-initiated applications, accident frequency decreases, but zero accident target is not achievable without team-initiated applications.

In the first 3 steps, the main issue is being in conformity with the law. There are also some important issues such as Safety Organization, basic trainings, accident analysis and risk analysis. In addition, defining root causes of accidents and their countermeasures are important, too.

### 1. MANAGEMENT APPLICATIONS

Management Applications are started to apply in step 4. Top management's full support is very important to increase employees' motivation and to spread safety culture. In this step, Safety Management Audits and Safety Patrols are applied. Below, you can find these applications in TOFAS.

1.1. Safety Management Audits (SMA)

1.2. Safety Patrol

## **2. SELF-INITIATED SAFETY**

There are self-initiated applications in Step 5 at Step by Step Safety Approach. At this step, operators start to take their safety responsibilities with full support of top management. Self-initiated applications are very important and critical because they aim to strengthen safety culture with management-operator cooperation.

Below, you can find self-initiated safety applications in TOFAS.

2.1 Safety Captain

2.2. Safety Checks at the Shift Start

2.3. Snapshot Patrol

2.4. Hazard Prediction

## **3. TEAM APPLICATIONS**

In Step by Step Safety Approach, the team initiated applications started at Step 6. Team members' awareness level is increased by the application indicated below in cooperation.

3.1. Team Flags

3.2. Special Rewarding System

3.3. Safety Forum Theatre

3.4. Safety Simulation Training Area

