

Safety program



SAFETY PROGRAM IMPLEMENTATION Difference between ity, Responsibility And Accountability Safety Management System (SMS) Safety Management System (SMS) is comprehensive set of coordinated processes designed to direct and control resources to ensure optimum safety. Used as a management tool for managing risk by an organization an SMS needs to be effective and clear to every employee with their willing involvement, ownership of assigned responsibilities and recognition of established accountabilities. It is the responsibility of the senior management to safeguard employees working under their umbrella. They would be held accountable if lack of safety management tools would result in an unfortunate event within their organization. The Senior Management would have the authority to direct, control or change any policy, procedure or accountability assigned to any personnel as they are the main decision makers. However, it would be the responsibility of the assigned Committee / Executive to manage the operational activities and SMS implementation & continuation. First step in implementing an SMS is to define the requirements in a Safety Policy and align it with safety standards at both national and international levels. Safety Policy should be clearly communicated with willing endorsement throughout the organization. Periodic review of the same should also be ensured. The responsibility for managing the SMS is given to one Accountable Executive or a Committee is designed (outsourced help if required). This is a focal point of an SMS to be effective. From then it becomes the responsibility of the Committee or Executive to assign safety responsibilities to all employees for their support, involvement and ownership of the issue, since employees are the best source for identification and control of hazards. According to Hawthorne effect employee involvement

increases their productivity so it is win-win situation for both. Executive or the Committee is responsible for managing the hazard identification, its investigation, preventive measures and monitoring. They would be held accountable if any gaps in the process leads to an incident. It is the responsibility of the Senior Management to monitor the Committee and overlook the steps taken by the Executive. Their involvement is pivotal for continuous improvement in SMS and reliability of its effectiveness. The Committee / Executive would be responsible for training and education of employees and ensuring effective communication regarding SMS policies, procedures and concepts are done. Let's take an example of a construction site under a well known construction company. It is the responsibility of the upper management to ensure they have a safety program for employees on site. For which they would assign a committee or personnel to design and manage the safety program as per requirement and monitor the same. The upper management has the authority to alter procedures, policy and committee members if they are not satisfied. That safety committee would be accountable for implementation of onsite safety program, its monitoring and effective communication to all. Once they set the safety policy, procedures and requirement they will buy tools and equipments (such as safety suits, helmets, face masks etc), have the procedures and requirement communicated to all the employees on ground and make them aware of the circumstances as well as give training and practice regular drills. It would be the responsibility of each employee to adhere to the safety measures like wear proper equipment while entering site and report any discrepancy or hazard immediately for correction and future prevention. However, it would be the responsibility of the committee to ensure that all employees follow

the policy and procedures, any incident that would occur proven to be due to lack of safety measures would put the committee accountable. In general it is the responsibility of all employees at all levels to follow safety guidelines, its implementation and monitoring are the responsibility of assigned committee and to some extent senior management and everybody would be accountable for delivery of his or her assigned responsibility. Authority would always lie with the upper management to make alterations, impose or withdraw policies. References International Civil Aviation Organization - ICAO (2009). Safety Management Manual (SMM) approved by the Secretary General. Canada: ICAO. The International Helicopter Safety Team (2007). Safety Management System Toolkit. Canada: The International Helicopter Safety Symposium.