

#### In this issue:

- **Positive Approach to Safety - Article by Alan D Quilley CRSP**
- **BCRSP Mandatory Ethics - Online - Next course starts August 4/23**
- **CRSP/CRST Exam Study Material and Virtual Coaching**

#### **Positive Approach to Safety**

##### **Article by Alan D Quilley CRSP (held from 1985-2021)**

I have been very critical of targets related to the absence of a negative. Targets for avoiding injury are not safety targets. This illogical approach to setting safety goals only serves to frustrate and, in some cases, confuse workers. And although unintended, it also motivates people to be creative with their injury statistics.

I'd like to offer a logical and highly motivating alternative — targeting and celebrating the creation of safety. There is no doubt we'll always count our failures but, as an alternative focus, let's count and measure activities designed to create a safe production process. Targeting and celebrating the creation of safety through an activity accountability system will leave managers — who previously managed safety by counting injuries — wondering why they didn't do this sooner.

A simple accountability process consists of eight definable steps. Here are some details to consider when implementing a process that will ensure accountability.

#### **Select it**

It's important to select the activities your company believes will create a safe work process. These can be behavioural type outcomes, such as requiring all staff and visitors to wear appropriate personal protective equipment while working in or visiting your plant. Other activities can also be those that ensure physical outcomes, such as a policy statement that says the plant floor will be free from defects and damage, and walkways will be clear of tripping and slipping hazards.

#### **Define it**

The next step is to define the measurable activities you believe will create the desired outcome. Instructions for welders to clear walkways immediately adjacent to work benches before and after every project is an example of a measurable activity that leads to the desired outcome. Consider conducting daily inspections.

#### **Assign it**

Nesting safety-creating activities throughout the hierarchy of the organization is essential to an accountability success. Each level of the organization needs to be accountable to ensure those reporting to them have done their safety creating activities. This ensures each level of manager will support those reporting to them and provide the resources needed to accomplish the activities.

Contact Us!

Marie Quilley

587-969-0276

[mquilley@safetyresults.ca](mailto:mquilley@safetyresults.ca)

[safetyresults.ca](http://safetyresults.ca)

## Train it

Clarity on what is expected of the various levels in the organization will help achieve safety success. Far too often this step is missed. Training and coaching is a critical part of any accountability process. People must be both willing (motivated through accountability) and able (trained, competent and skilled) to do what they are responsible to do.

## Measure it

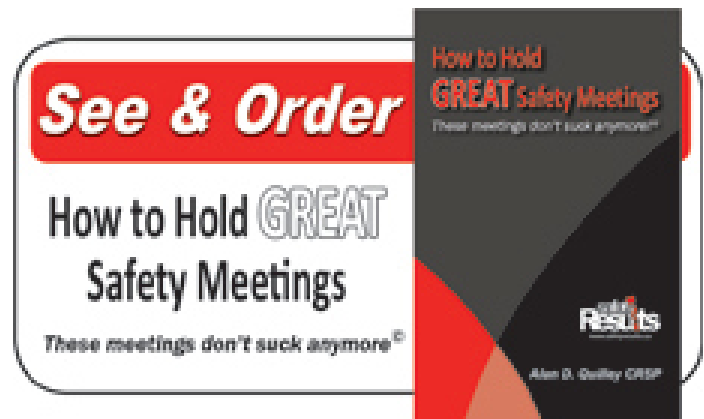
It's important to measure both the quality and quantity of the activities that have been assigned. Doing any activity poorly many times will not accomplish much in creating a safe environment. Inspections done in offices just to make sure the form is filled out will not enhance safety. A quality check must be part of the measures. If your people have been trained and coached to do a great job with their safety activities, they will look forward to being measured.

## Evaluate it

In any implementation, it is crucial to test whether the desired results are being achieved. Activities conducted need to be supported by these results. If the activities have been properly selected and executed, expect to see goals accomplished. These results are usually observed through site visits and surveys of key individuals. People who have been measured for their activities will look forward to the results of their hard work. Reports on levels of activities and their corresponding results are part of this management system. Executives should know clearly what their organization is doing to create safety and what results are being realized.

## Celebrate and reward it

There is a time in every process to celebrate success. The process is not complete until those who have created the success can celebrate their accomplishment. These celebrations can be everything from a simple "thank you" to the team to, and including, a formal bonus system. Your culture will define how, what and when to celebrate your success — but don't miss this step.



## Start again

In any continuous improvement process, there is a time to evolve and a time to move forward. Sometimes when a problem has been solved, further efforts will simply get no more significant results. It is then time to move on to the next idea or the next activity that would add to the safety of the people performing the work. Never forget that to measure is to motivate. There's a very good chance the dependence on counting injuries and other negative outcomes will disappear — because there won't be any to count.

*Alan D. Quilley (1954-2021), my late husband, was a proud CRSP, published author, spent over 4 decades working in OHS, and since 2003, was a highly successful OH&S consultant and trainer/mentor. In determining the direction of our newsletter, I will be including Alan's past articles as they are virtually timeless.*

## BCRSP-CPD Mandatory Ethics Next course August 1/23

This online course takes approximately 3.5 hours to complete. Registrations are open until August 4/23, and will conclude August 31/23.

This comprehensive and thought-provoking course, designed specifically for, and approved by the BCRSP by Alan Quilley, (who was a CRSP for 35+ years), is ensured to enlighten and challenge a CRSP and CRST's thinking of ethics in their professional practice. Our course is facilitated by Greg McInnes CRSP who served as a Board Member of the BCRSP for a # of years.

For more information, please click [here](#).

To register, please click [here](#).

## **CRSP AND CRST VIRTUAL COACHING EXAMINATION PREPARATION**

As it has always been our commitment to help candidates with their studies for both the [CRSPEX](#) and the [CRSTEX](#), we are continuing our Virtual Coaching Packages. These packages are currently available to those that are writing the 2019 Blueprint CRSTEX and the 2020 Blueprint CRSPEX.

We will provide all of the material (shipped at our cost within Canada only). We are also delighted to offer generous discounts to current members in good standing of the CSSE and WOHSS (not combinable). For more information on those discounts, please contact [Marie](#).

This virtual package includes 6 hours of personal coaching with Greg McInnes CRSP. The hours are broken down however you wish. There will be homework assignments between the calls. Calls are individualized and held via phone or Zoom Video Conference, your choice. Packages must be used within 6 months of purchase.

[“It’s really important to know who is trying to teach you something”](#). - Alan D Quilley CRSP

### **Who is your Coach?**

Greg McInnes, CRSP is our instructor and can teach you how to study to help you in being successful in your journey to certification. He is a respected leader in OH&S, having over 30 years’ experience in the field in OH&S management positions (civic government, healthcare, aerospace, oil and gas and utilities). Greg has also been a member of the Board of Governors for BCRSP and held positions with CSSE at both the local, provincial and national levels.

He is a working CRSP who consults to industry helping them create and implement their Health and Safety program. Greg has developed and instructed adult OHS education programs at the University of Alberta and has co-instructed at NAIT along with instructing OHS courses for varying companies. With all his experience, and sharing our techniques to help you focus your studies, why look elsewhere? When selecting your mentor, take the time to research who other providers are. We believe that they simply won’t measure up with us in terms of quality, experience and teaching style.

[“There are no hard questions if you know the answers”](#). - Alan D Quilley CRSP

### **CRST Virtual Coaching Package**

Inclusions:

- Study material (material shipped at our cost within Canada only) based on the 2019 CRST Examination Blueprint
- 6 hours personal coaching with Greg McInnes
- CRST Exam Prep Study Manual
- CRST Exam Prep Practice Questions and Answers Examination Workbook
- Handbook (offered only to those taking part in this Virtual Coaching Package)
- \$899.00 + tax

### **CRSP Virtual Coaching Package**

Inclusions:

- Study material (material shipped at our cost within Canada only) based on the 2020 CRSP Examination Blueprint
- 6 hours personal coaching with Greg McInnes
- CRSP Exam Prep Study Manual
- CRSP Exam Prep Knowledge Gap Analysis Questions & Answers Workbook
- Handbook (offered only to those taking part in this Virtual Coaching Package)
- \$899.00 + tax

**If you wish to purchase only study material**

**(CRSP Study Manual and Workbook or CRST Study Manual and Workbook)**

**please visit our website:**

**[CRSP Study Material](#) or [CRST Study Material](#)**