

Seven ways to maintain a positive organisational health and safety culture during the Covid-19 pandemic

Many organisations have had to make some very rapid changes in response to the pandemic. These may have put pressure on their occupational health and safety (OSH) culture, affecting how their working environments, systems, procedures and people interact.

Maintaining a positive OSH culture remains important in motivating, supporting and valuing workers.

Here are some tips for maintaining a positive safety culture.

1



Lead by example

Senior managers should keep up to date with the latest government guidance and take the necessary steps to keep their workers safe.

2



Communicate

Communicate constructively about any necessary steps or changes. Give regular updates to keep workers informed on safety matters, but avoid over-communicating.

3



Maintain openness

Maintain openness and honesty about any financial pressures and other organisational concerns. Directness with workers on the organisation's approach and response to the crisis will have a positive influence on their values, beliefs and attitudes.

4



Listen

Make opportunities for workers to voice their concerns and provide answers.

5



Be clear

Be clear about any variances in changes or activities across different parts of the organisation, but keep in mind any worker vulnerabilities and personal circumstances.

6



Uphold

Apply a risk-based approach to new ways of working without undermining previous good practice. Any workplace modifications should make workers feel better protected. Continue to keep workers informed in operational OSH decisions.

7



Manage workers' health

Ensure workers understand procedures in place for sickness or absence and any new reporting expectations. Include any support tools available within the organisation as well as from external sources.

For more information visit www.iosh.com/returningsafely