

## **IMPLEMENTING A SOLUTIONS BASED APPROACH TO IMPROVE HEALTH AND SAFETY PERFORMANCE AND ENHANCE SELF RELIANCE**

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### **Objectives:**

Industrial Accident Prevention Association has developed a unique, solutions based, intervention methodology designed to foster an atmosphere of decisive action for our clients and to answer their perpetual question; “How do we implement and sustain health and safety solutions?” The method focuses on shaping solutions the client is ready, willing and able to absorb and apply. Realization of success requires the commitment of workplace leadership to the advantages that can be realized from improving health and safety culture, a sense of urgency and a managed system framework.

### **Approach:**

The methodology was applied with two firms experiencing unacceptable injury frequencies and associated costs. With a skilled IAPA consultant facilitating the application of the methodology and a cross-section of staff participating, each firm made significant progress in addressing the workplace stakeholders’ distinct and mutual health, safety and business objectives. To realize the improvements workplace stakeholders jointly focused on the identification and management of key workplace issues and used quick win project success as a foundation for permanent solutions.

### **Results:**

As a direct result of the interventions each firm experienced a dramatic drop in number of injuries and associated costs and have experienced an observable positive change in employee attitude toward health and safety. Additionally each firm has installed IAPA’s methodology as their approach for addressing health and safety issues in their workplaces.

### **Conclusion:**

The application of this methodology indicates that with a facilitated alignment of objectives and a unified approach for shaping solutions the client is ready, willing and able to implement a significant improvement in their health and safety performance can be realized. Testimonials continually indicate that in addition to the direct injury and cost reduction and employee morale benefits firms experience with an improved health and safety culture; they can also anticipate an overall business performance improvement.