Integrated Systems – Achieving Organizational Excellence

Integrated systems include:
- **Compliance** – Meet regulatory standards
- **Risk Management** – Assess risks and control loss
- **Leadership** – Involve senior managers and drive top-level decisions
- **Culture** – Incorporate safe culture-building activities and regularly measure results

Organizational Best Practices that Support Integrated Systems

Organizational best practices include:
- Encouraging greater cross-functional collaboration between departments
- Integrating health and safety with other functions/departments
- Measuring data and incorporating leading indicators
- Basing decisions and programs on evidence
- Optimizing management systems and processes
- Implementing occupational health and safety (OHS) management technology

Benefits of Integrated Systems

- **Compliance** ensures every company in a given industry meets the same minimum standards
- **Risk management** impacts many competitive variables, from incident-related costs to corporate reputation
- **Leadership** is one area where a company can really distinguish itself from its competitors by making sure senior management makes decisions and creates policies geared toward the same goals
- A **culture** of safety gives companies a clear advantage by proactively preventing health and safety incidents rather than reacting to them after they happen

Ways to Implement or Strengthen Integrated Systems

When creating, analyzing or identifying improvement opportunities in any **management system**, consider:
- Policies
- Health/safety best practices
- Hazard recognition
- Training
- Accountability/enforcement
- Engineering/design
- Risk assessment/acceptance
- Excessive workload/conflicting demands
- Metrics
- Documentation

Evaluate your overall **leadership**:
- Determine the best qualified decision-makers
- Evaluate information flow
- Communicate decisions clearly
- Encourage reporting without fear of reprisal

- Identify and reward individuals who do the right thing

Culture includes the collective values, beliefs, attitudes and norms that shape individual perceptions and behaviors.

A **culture of safety** gives companies a clear advantage by proactively preventing health and safety incidents rather than reacting to them after they happen.

Remember that outcomes depend largely on individual choices and behavior. That's why top performers invariably invest as much effort in strengthening the safety and health culture as they do on other activities.

Benefits of Commitment

Creating a culture of worker safety and health results in:
- Decreased accident rates
- Lower turnover
- Less absenteeism
- Higher productivity