

Visible Management Leadership and Commitment to Safety & Health (S&H)

What's important to your boss is important to you!

A vital element in your safety management system (SMS) is visible S&H commitment from leadership and managers. Management commitment provides the motivating force and resources for S&H activities within your organization. Creating an environment of continuous improvement belongs to all levels of management; however, this holds true to the highest levels of leaders and managers since they:

- Communicate and demonstrate the vision of your SMS
- Hold personnel accountable for S&H responsibilities
- Recognize groups or individuals for S&H excellence.



The image illustrates U.S. Navy leadership touring facilities. Image retrieved from Google.

Leaders and senior managers must act as role models. They must show how to create a safe work environment. Their support and commitment also shows employees your organization cares about their well-being. Overall, your SMS grows stronger and more apparent when leaders and managers visibly support your SMS. A strong S&H culture generally leads to lower injury and illness rates, increased production, and better attitudes. If your leaders and managers do not hold S&H commitment as a primary objective, it may shift your SMS in an undesirable direction.

Let your leaders and managers know how they can visibly show commitment to S&H:

TOP LEADERS	MIDDLE MANAGERS	FIRST LINE SUPERVISORS
<ul style="list-style-type: none"> • Set the organizational safety vision • Draft, sign, and communicate a S&H commitment letter • Establish action plans to address identified trends • Set organizational-level S&H goals • Participate in safety meetings • Acknowledge S&H excellence during award ceremonies • Conduct safety walkthroughs in all work areas • Develop and communicate an open door policy 	<ul style="list-style-type: none"> • Promote and execute the organizational safety vision and goals • Set S&H objectives (to meet established S&H goals) • Encourage employee involvement • Hold personnel accountable for following S&H rules • Participate in safety inspections and safety meetings • Recognize safety excellence 	<ul style="list-style-type: none"> • Set the safety culture for the workforce • Lead employees in accomplishing S&H objectives • Ensure employees understand and follow S&H rules • Inform leaders and managers when employee recognition is due • Actively involve employees in the SMS (in at least three meaningful ways) • Implement a stop work program for hazardous conditions

For additional information on the SMCX's services, please visit the SMCX-hosted website at: <https://www.smscx.org/>.