

IAPA

It's About Making A Difference.

**The Health and Safety Payoff:
Surviving – and Thriving – Through All Cycles**

**El pago de la salud y la seguridad:
Sobreviviendo – y Prosperando – a través
de todos los ciclos**

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Who is IAPA?

Our Vision

A world where risks are controlled because everyone believes suffering and loss are morally, socially, and economically unacceptable.

Nuestra vision es

Un mundo donde los riesgos son controlados, debido a que todos creemos que el sufrimiento y la pérdida, son moralmente, socialmente y económicamente inaceptables.

Healthy Workplace



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The Human Costs

Canada

- ▶ 1 million injuries and 1,000 deaths annually due to work

World

- ▶ 2.2 million deaths annually; 6,000 people each day
- ▶ One person injured or killed every 8 seconds at work

- ▶ 12,000 deaths annually from occupational disease and 9,000 from work-related accidents
- ▶ 1 person dying every 3½ minutes

The Healthy Workplace



Everyone Has a Stake



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What a Healthy Workplace Means

European Agency for Health and Safety at Work

- ▶ Holistic approach to occupational health and safety
- ▶ Fits within broader goals of corporate social responsibility

Spanish Strategy on Safety and Health at Work

- ▶ Pays special attention to psychosocial risks
- ▶ Develop and consolidate a prevention culture within Spanish society

European Union

- ▶ Cut work accidents by 25% by 2012
- ▶ Integrated approach to health and safety

The Business Case

- a. In Canada, absences due to employee illness and disability cost companies \$16 billion annually
- b. One US study found that workplace injuries cost businesses \$150 billion in direct and indirect costs

A strong health and safety culture isn't about just saving money. It's about *making* money.

Benefits of a Healthy Workplace

- ▶ Enhanced reputation
- ▶ Increased public trust

- ▶ Greater productivity and reliability
- ▶ Enhanced or more consistent quality
- ▶ Improved employee engagement and morale
- ▶ A more innovative and resilient workforce
- ▶ Easier staff recruitment and retention
- ▶ Organization-wide coordination

Example: Canadian Blue Bird Coach

How did they Change?

- ▶ Established clear health and safety roles and responsibilities
- ▶ Tackled over 100 actions to get to legislative compliance
- ▶ Assigned staff to take ownership of every square foot of the organization
- ▶ Switched from monthly to daily safety audits



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Example: Canadian Blue Bird Coach (cont'd)

The Outcomes

- ▶ Recordable injuries ↓ 75 %
- ▶ Absenteeism ↓ 64 %
- ▶ Defects ↓ by 77 %
- ▶ Hours per unit ↓ 15 %

Resulting in Improved

- ▶ Productivity
- ▶ Quality
- ▶ Engagement and morale



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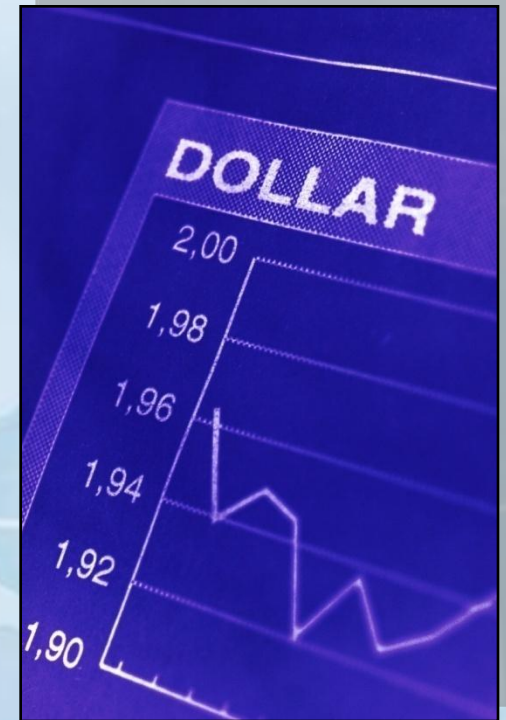
A Strategy for the Downturn

Spain

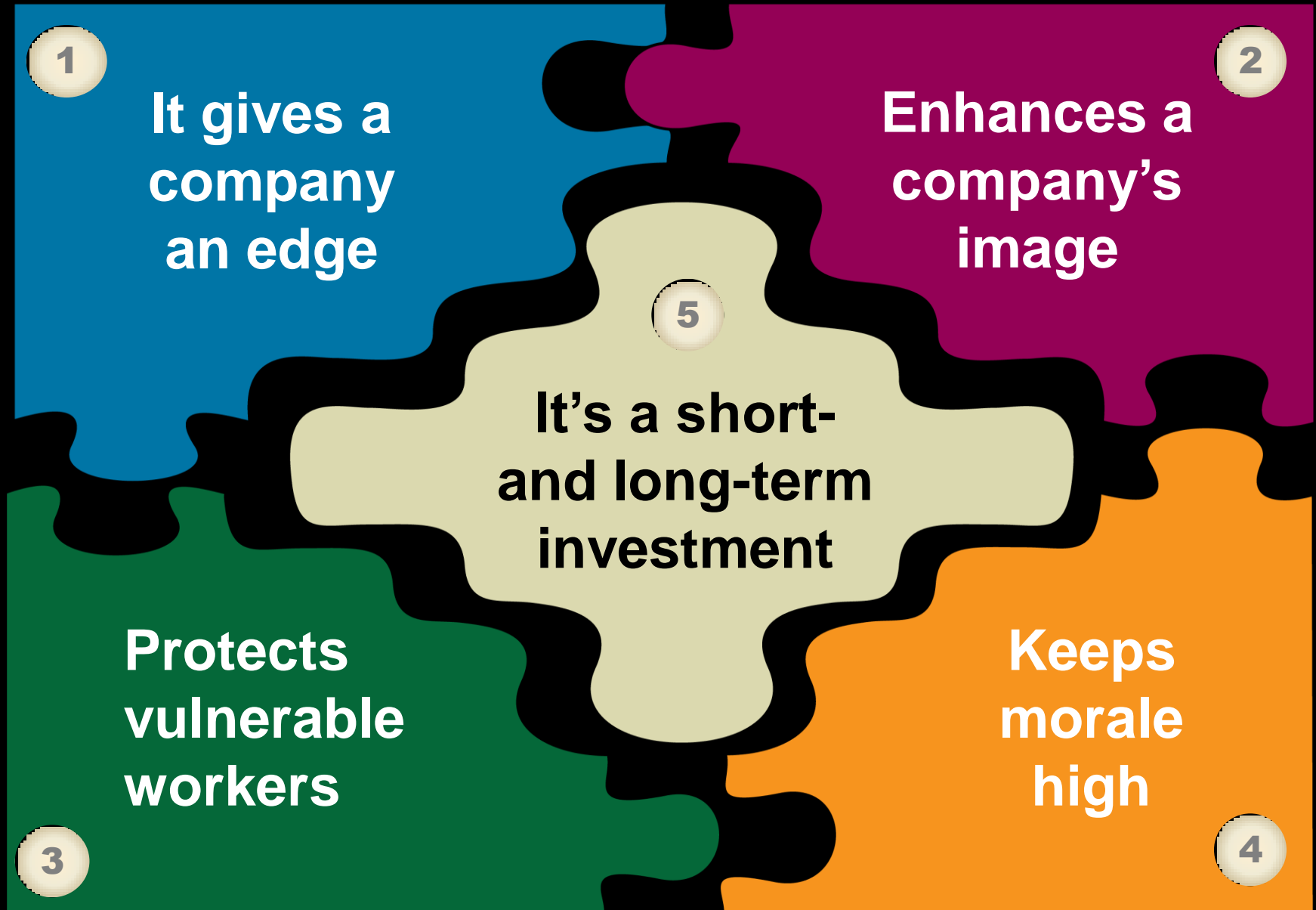
- ▶ Forecasts for economy to contract 1.6% in 2009
- ▶ Spain's unemployment rate is the highest, fastest growing in Europe

Canada

- ▶ Recent survey of 250 firms found
 - 74% were enacting hiring freeze
 - 80% planned to cut spending on travel and entertainment



Investing in a Healthy Workplace

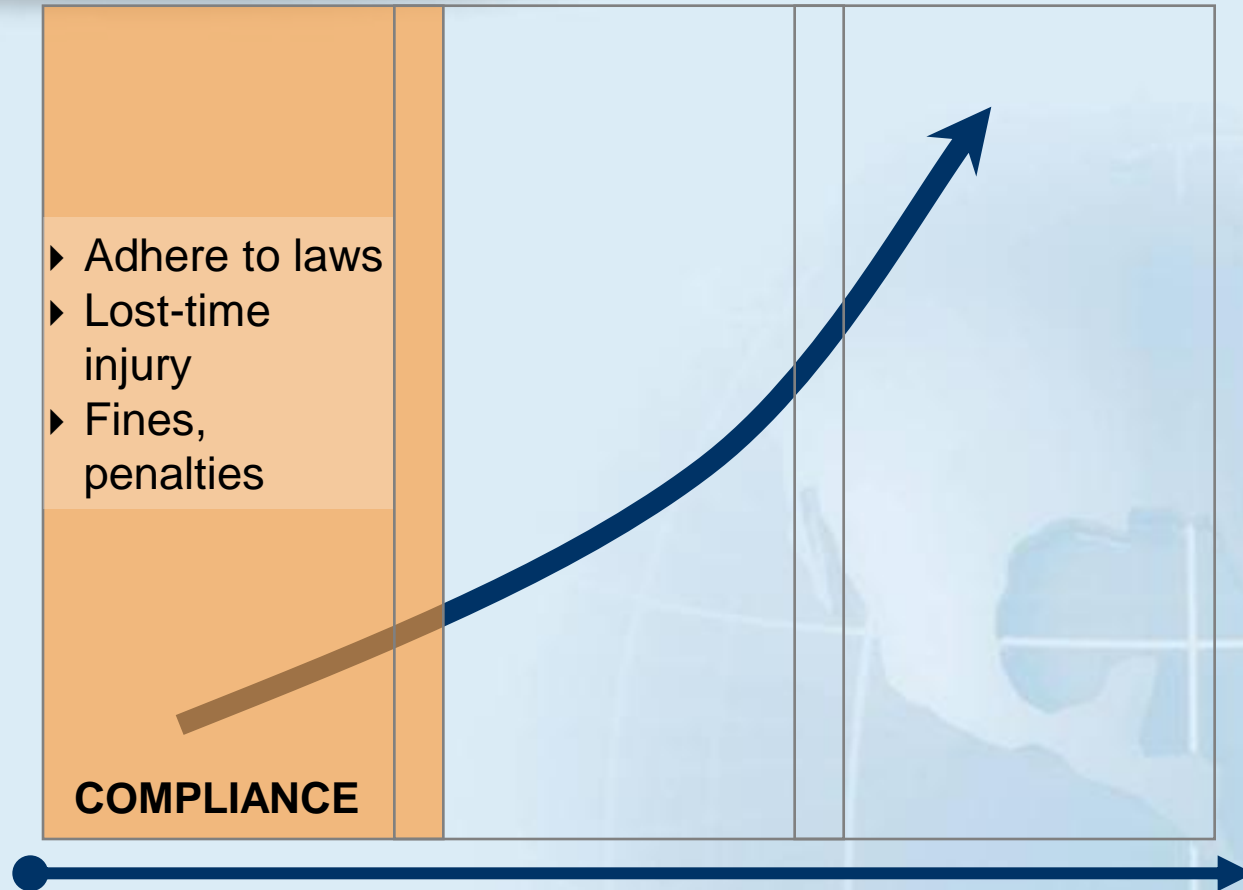


Embracing Health and Safety

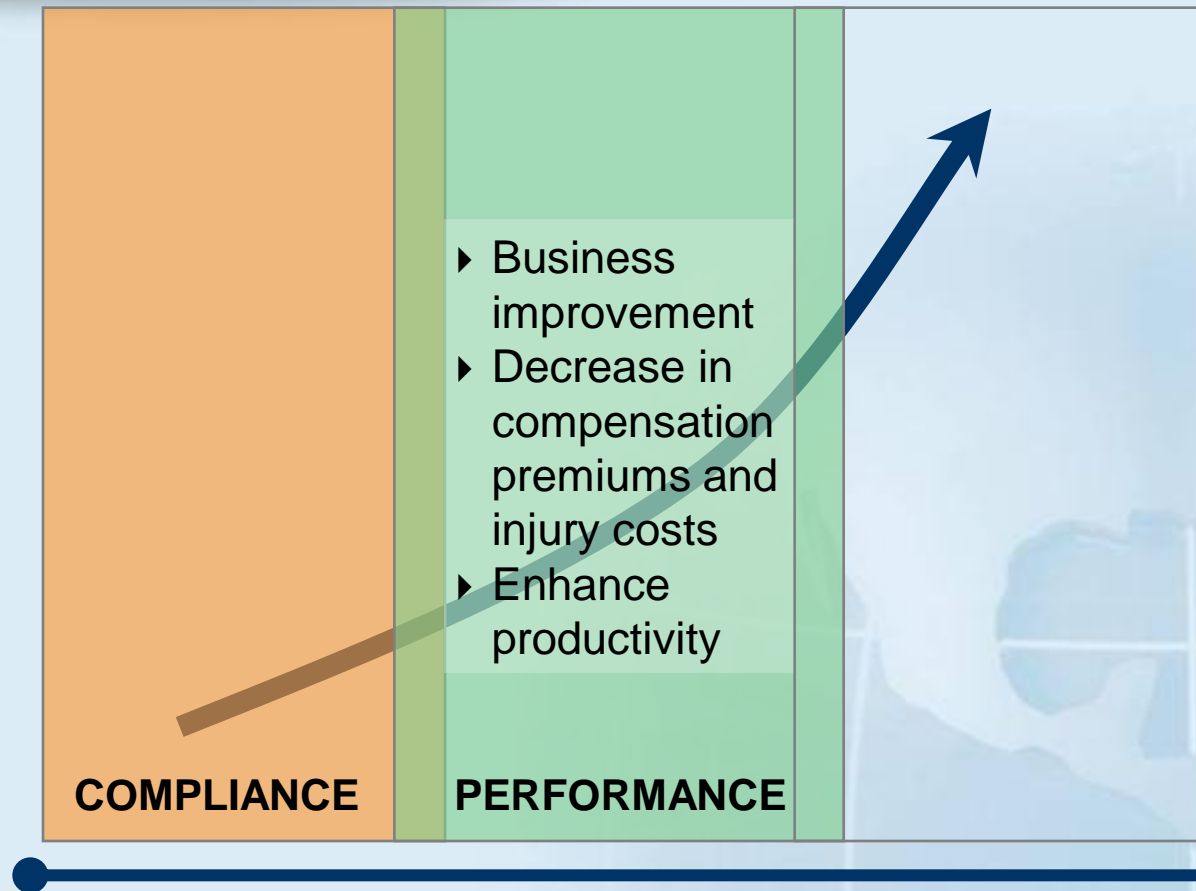


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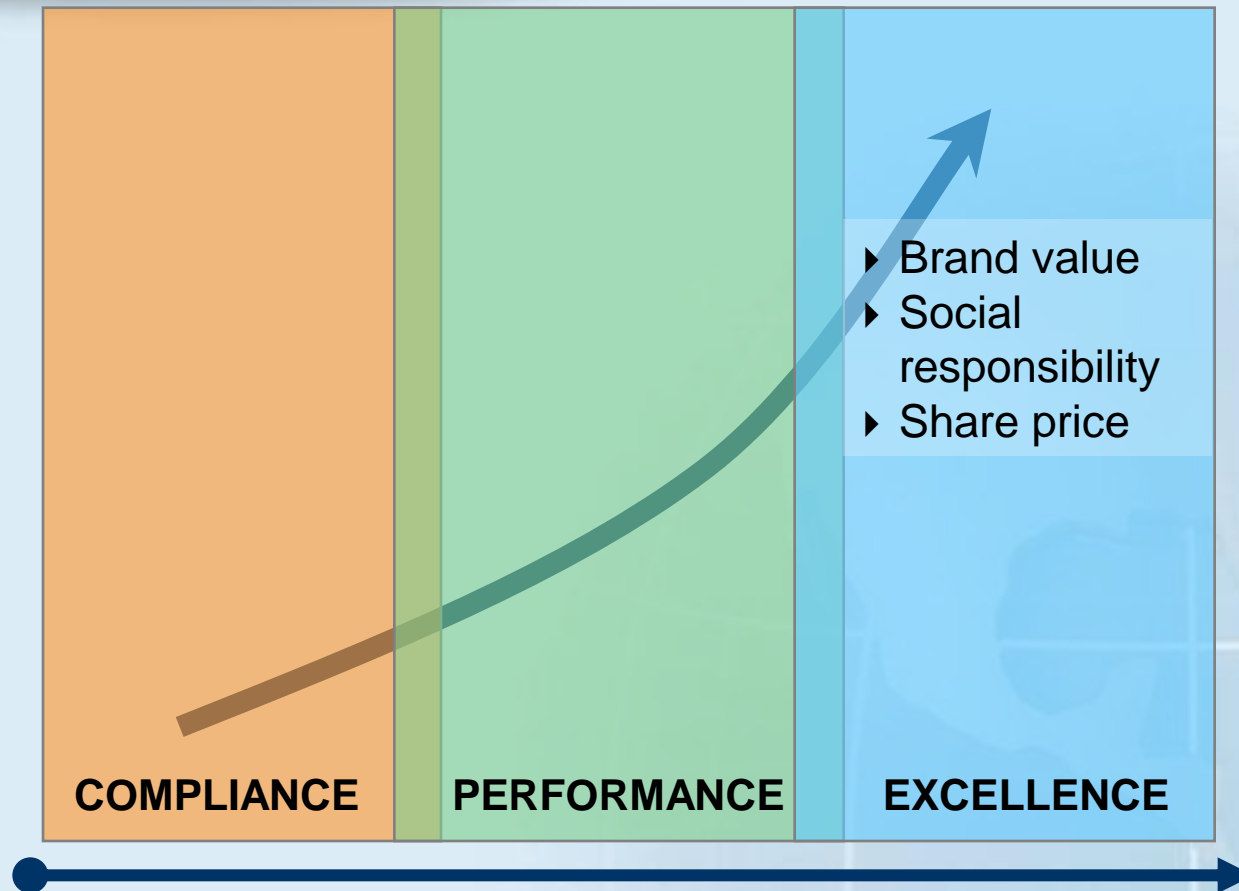
Health and Safety Evolution Continuum



Health and Safety Evolution Continuum (cont'd)



Health and Safety Evolution Continuum (cont'd)



Company Health = Employee Health



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“In organizations, real power and energy is generated through relationships.

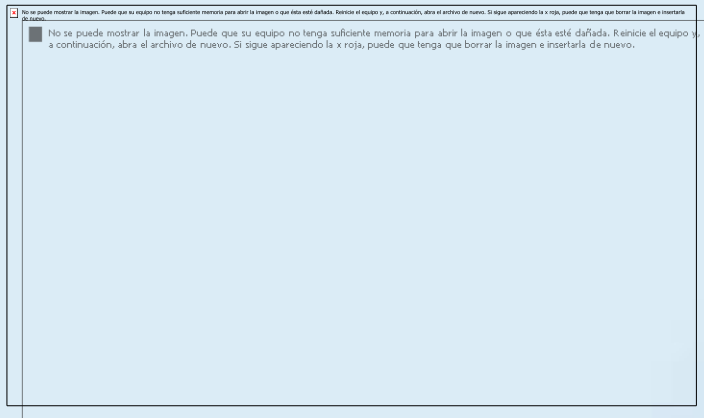
The patterns of relationships and the capacities to form them are more important than tasks, functions, roles, and position.”

~ Margaret Wheatly Leadership and the New Science

“En las organizaciones, el real poder y energía son generados a través de las relaciones.

Las pautas y la capacidad de formar las relaciones son más importantes que las tareas, funciones, roles y posición.”

MUCHAS GRACIAS!!



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