

Improving Brewery Safety

—

**You Already Have What
You Need**

CCBA Members Conference

San Diego, California - April 5, 2022



Tap Into a New Perspective

... but not really new ideas

What is Safety?

Why Aren't We Safer?

What is Safety Culture?

Safety Culture Drivers Are Common to Any Organizational Pursuit

Call to Action: Improving Your Safety Culture



SAFETY – Freedom from Harm



Freedom from Situations that Cause

- Accidents and Near-Misses
- Injuries, Illness, Death
- Equipment or Product Damage
- Damage to Environment

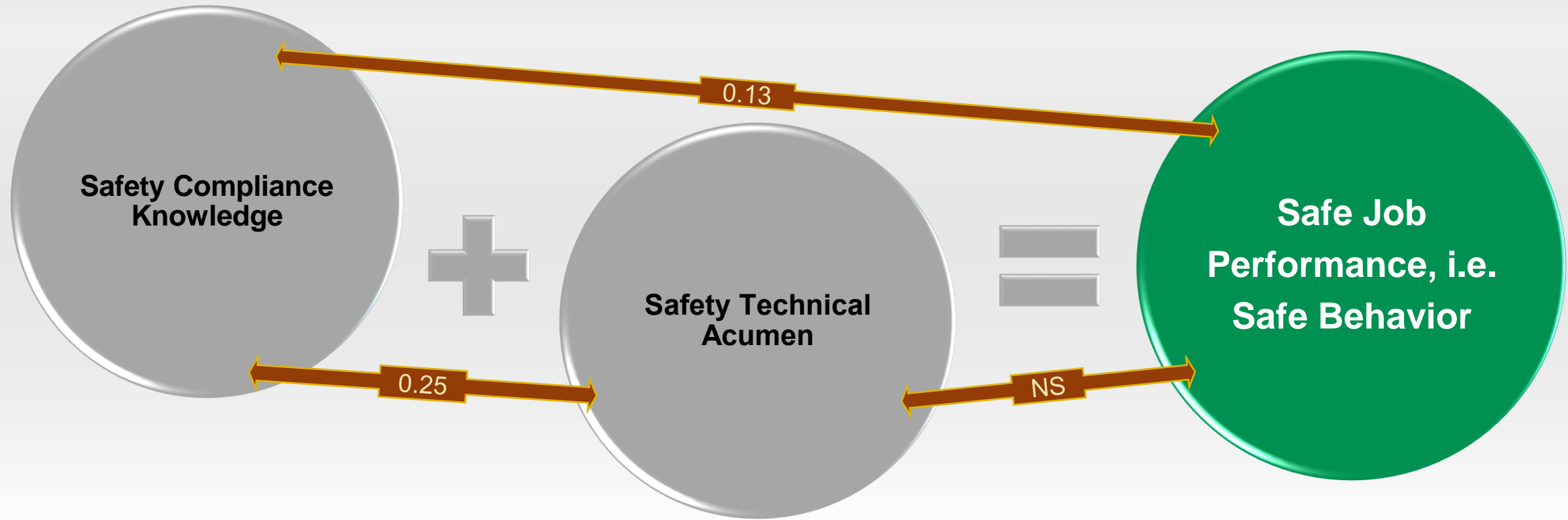
Existing Paradigm: *Safety is the Province of Specialists*

We (try to) Achieve This By

- Emphasizing Compliance with Rules
- Assigning Safety-Knowledgeable Person(s)



Existing Workplace Safety Paradigm



Linear Coeff. of Correlation (r^2)

Source: E. Embry, 2021



Improved Paradigm: *Safety Requires Everyone*

We Achieve This By

- Focusing on Safety Culture
- Understanding Key Culture Drivers
- Involving Everyone



What is Safety Culture?

Collection of beliefs, values, perceptions and business systems that a workforce shares regarding risks to health and safety at work



Culture-Based Safety Paradigm

Coordinating Drivers

- Setting objectives (Management)
- Developing people (Competence)
- Devising systems of measurement and responsibility (Accountability)
- Organizing resources (Inclusivity)
- Motivating the team (Communication)

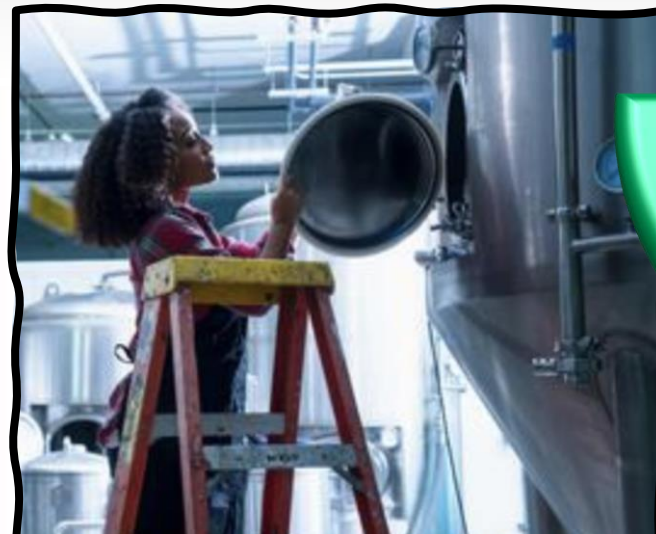


Linear Coeff. of Correlation (r²)

Source: E. Embry, 2021

Effective Safety Culture

Where do Safe Behaviors Originate?



Key Take-Aways

IMPROVEMENTS / BENEFITS

- 5 Drivers Yield Better Outcomes
- You Already Have Some Version of Each Driver
- Safety Culture Can Carry Over to All Endeavors

REQUIRED OF ORGANIZATION

- Management Wants It
- Create/Use Measurement Systems
- Trust the Process
- Involve People

AND: Safe Behavior ◀ Beliefs ◀ Experience & Socialization



SHIFT HAPPENS - YOU GOT THIS!!



MATT STINCHFIELD

Safety Ambassador

BREWERS ASSOCIATION

safetyambassador@brewersassociation.org

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Elizabeth Embry, et al, "Health and Safety Practices in the Craft Beer Industry"

David Michaels, "7 Ways to Improve Operations Without Sacrificing Worker Safety"

