Innovation in occupational safety and health management

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OUTCOMES

1. What is innovation?

2. Why is innovation important in OSH management?

3. How can OSH innovation be achieved in practice?
BACKGROUND

- Understand the language of business to be able to influence change

- OSH Practitioner Transformation Model
  - Strategic
  - Cross-functional
  - Distinctive

- Due to be published in June 2017
HOW DO YOU WANT TO BE REMEMBERED?

RIP

Here lies Bob

A distinctly average safety and health practitioner
1. WHAT IS INNOVATION?

→ Innovation – the practice of making changes, particularly by introducing new methods, ideas, or services

→ Invention – the creation of products of processes for the first time

→ When you think of innovation which organisations come to mind?
2. WHY IS INNOVATION IMPORTANT?

→ Driving continual improvement

→ Creating differentiation

→ Leveraging opportunities from globalisation

→ Keeping up with technology

→ Adapting to the changing world of work
A GOOD TIME TO LOOK AT INNOVATION

ISO 45001 to be published in 2017

Key changes include:

- Context of the organisation – understanding internal and external drivers
- Leadership – demonstrating commitment
- Planning – actions to address risks and opportunities

Annex SL
High level structure clauses

1 - Scope
2 - Normative references
3 - Terms and definitions
4 - Context of the organisation
5 - Leadership
6 - Planning
7 - Support
8 - Operation
9 - Performance evaluation
10 - Improvement

Source: ISO.org
INNOVATION IS DIFFICULT

- What customers want now may not be what they want in the future
- Revenue (and profit) is king
- Organisational structures
- Bureaucratic OSH management systems
- Culture inertia
- Intellectual property concerns
3. HOW CAN OSH INNOVATION BE ACHIEVED?
VISIONS

TARGET ZERO

NO INCIDENTS
NO INJURIES

courage to care™

Everybody | Everyday

zero

HARM

HeadHeartHand

WSP | PARSONS BRINCKERHOFF
STOP SHOUTING SAFETY!!!

But whispering health
## PROCESSES

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*Oppportunity Just Ahead*
TECHNOLOGY
ENGINEERING INNOVATION

→ Providing time for innovation

→ Reflective practice

→ Open innovation
  ▪ Effectively solicit ideas
  ▪ Review ideas in a timely manner
  ▪ Make decisions whether or not to pursue submissions efficiently
  ▪ Communicate regularly with the innovator on the status of the submission
CONCLUSIONS

→ Continual improvement in OSH standards, culture and performance relies upon innovation

→ Innovation is not just applicable to highly technical, fast moving industries

→ Various industry and organisational dynamics can often impair innovation

→ Consider how to create an environment that can foster innovation, remembering the importance of reflective practice

→ An OSH innovation typology can be one way of identifying innovative ideas, supported by tools for capture and implementation
CLOSING THOUGHTS

If at first you don’t succeed…

**Genius is 1% inspiration and 99% perspiration**

- Thomas Edison
IT IS NEVER TOO LATE TO INNOVATE!
QUESTIONS?