

GOLDEN RULES PROGRAMME

CONTACT
expertise@icsi-eu.org



WHO'S IT FOR?

- ▶ All members of staff



GOALS

- ▶ To work with the entity's stakeholders, develop the fundamental rules that must be respected in order to manage your major risks



FIND OUT MORE

- ▶ Implementing Golden Rules. Serious injury and fatality prevention, *Industrial safety reports, Icsi 2019*



CONTEXT & CHALLENGES

If you ask employees and managers about compliance with safety rules, you will soon see that some rules are not suited to the reality in the workplace, and that others are not sufficiently known about, understood, accepted or followed.

However, it is possible to **unite all employees around a small set of basic, simple rules** that are clearly worded and apply to everyone, and make non-compliance obvious.

The first challenge lies in the choice of appropriate golden rules that:

- ▶ reflect all of the entity's major risks, taking into account all of its activities,
- ▶ are based on a thorough study of the accident rate,
- ▶ involve staff in their development.

Their implementation and application is a second major challenge. It requires ongoing managerial support, and checks of their applicability and application, taking into account difficulties encountered in the field.



OBJECTIVES

The aim is to ensure that all staff fully buy-in to these basic safety rules, with a view to ensuring strict and rigorous compliance. This is done through:

- ▶ better understanding the major risks linked to the entity's activities,
- ▶ having a shared vision of what is expected and what the entity sees as essential,
- ▶ buying-in to the rules and relating them to concrete examples of day-to-day activities,
- ▶ agreeing on how to reward good practice and respond fairly to bad practice.

GOLDEN RULES PROGRAMME



This programme is based on the principles discussed by Icsi members within the framework of the Serious accident prevention working group.

Icsi can provide know-how and support at all stages of the project, especially key moments. Setting up a 'Golden Rules' programme requires managerial commitment, and the involvement of actors when defining the rules, rolling out the programme, and monitoring buy-in.

CHOOSING THE GOLDEN RULES

A participatory approach is adopted that is tailored to the context. The aim is to define a small number of simple, basic rules that are clearly worded, apply to everyone and address all of the entity's major risks.

GIVE MEANING

Co-construct communication modalities in order to share the meaning of the Golden Rules with respect to managing the entity's major risks and unite teams around a shared vision of safety.

TRAIN MANAGERS

This training module is aimed at the entire managerial hierarchy. The aim is to encourage teams to buy-in to the Golden Rules and apply them in their day-to-day work.

ADJUST AND EVALUATE

- Co-construction and implementation of a system:
- ▶ to identify and address obstacles to the application of the Golden Rules,
 - ▶ to adjust and evaluate the implementation of the Golden Rules,
 - ▶ to reward good practice and respond fairly to bad practice.

MAINTAIN PROGRESS

Integrate the Golden Rules into the day-to-day work of all personnel, the organisation's practices, processes and induction procedures for new members of staff.

Icsi's contribution

- ▶ Leading individual and group discussions
- ▶ Provide insights and industry benchmarks
- ▶ Provide expertise and change management support

