CORESAFETY
Committed to Excellence in Mining Safety

About Safety and Health Management Systems

Overview

Management systems all share the "Plan, Do, Check, Act" (PDCA) model and emphasize continuous assessment of the effectiveness of processes and their results. PDCA is briefly summarized as involving:

Plan

- Gain "systems" knowledge
- Define the scope of the system by establishing objectives and processes necessary to deliver results in line with your organization's health and safety policy
- Develop basic structure
- Assign responsibilities and fix accountability

Do

- Implement the processes—the system structure
- Ensure personnel know what to do
- Communicate excessively

Check

- Monitor and measure progress against your policy, objectives, legal and other requirements and report the results
- Verify function as designed

Act

- Take corrective and other actions to continually improve safety and health performance

These systems are in place all around us because of their success in achieving and sustaining world-class performance.

Safety and health management systems are designed to provide guidance and structure through proven methods for managing safety and health. Systems can be customized for a mining company and its operations, or they can be variations on established safety and health management systems (SHMS) such as ANSI Z-10 or OHSAS 18001.

The **CORE**Safety management system is consistent with Z-10 and 18001 and was developed specifically for U.S. mining operations by experienced mining safety professionals. Companies with an existing safety and health management system can use the **CORE**Safety gap assessment tool to determine if improvement opportunities exist.

How Systems Differ from Programs

Programs tend to be narrowly focused and disconnected from other factors such as planning, leadership roles, communications, etc., that are key to performance. Programs generally have a start, a middle and an end that are designed to ensure the prescribed requirement has been completed.

Systems, on the other hand, are integrated and have a defined structure with inputs, processes and outputs—all emphasizing feedback to ensure the processes are working properly. The Plan, Do, Check, Act cycle is designed to drive continuous improvement in safety and health performance and in the processes that result in good performance.

You can learn more about management systems at safety conferences, short courses at universities and in professional literature, in addition to the information provided here.

Why Management Systems Succeed

Here are five key reasons why SHMSs succeed:

1. Customization:

- **a.** The SHMS is designed and implemented to reduce or eliminate risks specific to the organization.
- **b.** The system also is customized to the organization and is not an off-the-shelf generic system. One size does not fit all.

2. Leadership:

- **a.** Senior management makes good decisions to reduce or eliminate risk and doesn't assume the system will make the decisions for them.
- **b.** Management support is regular and consistent and ensures the system is integrated and afforded importance by all affected departments and parties within the organization.

3. Ownership:

- **a.** The system is owned and understood by those that live with it and is not just developed in response to external demands.
- **b.** The system is owned and managed by senior management. Lower line managers, safety and health professionals and other staff members help senior management do the work of making the system work.
- **c.** Front line managers and workers know their roles in the system and were involved in its development and implementation.
- **d.** The system works operationally on a daily basis**.**

4. Assurance:

- **a**. The system is constantly reviewed for its effectiveness and is not merely viewed as a paper battle in which procedures are followed to comply with the system, regardless of effectiveness.

5. Patience & Communication:

- **a.** Parts of the organization and individual employees are likely to progress, or even take ownership, of the system at different rates. Don't give up, and don't stop communicating.

The **CORE**Safety modules provide more specific guidance on how effective SHMSs are developed, implemented and improved.