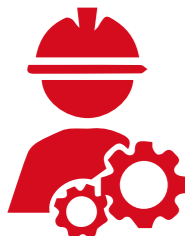


RISK NORMALIZATION

Are you able to see all the hazards in front of you? What risks can you find in your work place that have now become part of the standard process?

WHAT IS RISK NORMALIZATION?

RISK NORMALIZATION OR NORMALIZATION OF DEVIANCE IS A STATE OF MIND OR SITUATION IN WHICH:



- There is a gradual process through which risky/dangerous practices or conditions become acceptable over time;
- We make a conscious decision to accept risks that were not originally acceptable;
- Risk-taking behavior becomes the standard;
- We get used to risky situations because we see them every day; and
- Workplace safeguards are routinely bypassed without authorization.

WHAT CAUSES RISK NORMALIZATION?



- Lack of bad outcomes, accepting unsafe situations because they have not caused an incident before;
- Taking shortcuts or speeding up work to try and be efficient or meet deadlines;
- Workplace dilemmas where doing the right thing may mean going against management or colleagues;
- Pressure to reduce costs, or lack of resources (e.g. human and capital) required to perform work safely;
- Poor company safety culture; and
- Complacency, indiscipline or conscious decision by employees to ignore safe working procedures.

WHAT ARE THE SIGNS OF RISK NORMALIZATION?



- Inadequate resources in the workplace e.g. employee shortages or inadequate tools and PPE;
- Regular occurrence of incidents related to poor behavior or lack of resources;
- Machinery, tools, equipment or vehicles not maintained or regularly serviced as required;
- A work place culture where employees cannot speak out about unsafe work;
- Workers lacking understanding of basic safe work procedures and
- Poor responsibility and accountability for safety within management.

HOW CAN WE PREVENT RISK NORMALIZATION?



- Ensuring that all required resources for implementing the HSE system are provided;
- Always looking out for hazards, assessing potential risk and implementing controls;
- Following safe working procedures every time and rejecting unsafe work;
- Identifying unsafe behaviours in the work place and making interventions;
- Building a culture of communication, honesty and continuous improvement; and
- Promoting the ATS HSE Culture from senior management to every employee in the company.

Don't Get Used to Risk. Reject Unsafe Work and Always Follow Safe Working Procedures.