Organizational Safety Management System and Safety Culture

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It is a systematic approach used for managing safety at an organization. This system includes necessary accountabilities, policies, procedures and organizational structure. In simple words, it could be said that it is an explicit approach that defines actions from which safety management is assumed by the organization to achieve acceptable safety. This system focuses on providing an organized and planned management tactic for controlling the safety-based risks in the operations (Bahr 2018). For example, safety management systems need to take the organization's explicit process and structure linked to safety procedures.

Components/Elements Of SMS As Per ICAO's Framework

Taking a look at the ICAO framework, it can be seen that SMS comprises four components and 12 elements. Implementation of the desired framework depends upon the scope of the organization as well as the complexity of the services offered. Components are four in number and are further divided into twelve elements. Components involving certain elements are listed below:

Safety Policy And Objective

- This component of the SMS framework includes the following elements:
- Commitment and responsibility of the management
- Accountability of the safety system
- Hiring key safety personnel
- Coordination regarding the planning system of emergency response
- Documentation regarding SMS.

Safety Management System

- This component deals with the identification of hazards
- It also includes an assessment of risk and its mitigation

Safety Assurance (SA)

- Monitoring of safety management and its measurement
- Management regarding change
- Continuous efforts are being made to improve the safety management system.

Safety Promotion

- Training and educating others (especially employees in organizations) regarding safety.
- Better communication regarding safety.

Importance Of Safety Management System

Taking a look at the present situation, it could be said that in today's world, organizations are very concerned about the safety management system that they have. It ensures the implementation of certain safety processes and procedures that would be used to reduce all the possible risks when a task is carried out at the workplace (Álvarez-Santos et al., 2018, p. 136). Incidents could occur that may injure the employees, so to keep them safe from any injury, it is important to pay attention to the safety management system. This system is of great importance as it helps in mitigating the risk of illness at manufacturing sites. It is not only important for keeping people safe from risks, but it also reduces the cost at operational sites. For organizations, it helps in reducing mistakes, and implementation of SMS in organizations is of central importance as it provides a proper roadmap for helping businesses maintain safety-related sections.

To have a trustworthy and friendly environment at the workplace, it is important to assure the employees that, for the organization, their safety comes first. When they realise that safety management works in the best favour of the employees, they will put all their efforts into helping an organization achieve its target goals (Hollnagel, 2018). Another perspective for understanding the importance of a safety management system is that it has a central place in the organization as it saves the organization from legal action in the case of work-related injury; employees are free to file a case against their companies, so to keep an organization away from such legal proceedings, a safety management system plays a vital role.

The Setting Of SMS Standards

In the case of the safety management system, one thing that is of central importance is the setting of standards. In any system, what matters is defining certain areas, points or standards according to which functions would be performed. Generally, safety measures and standards are set by the top safety management to keep employees and the organization away from any unwanted situations and

losses. Standards are set by the national and international safety committees for whom the safety of employees is the top priority. The government makes policies regarding the safety of employees working in various organizations, but each organization makes its own safety standards that it follows when it practically implements safety measures. Once standards are set, all the safety management is updated so that they can include components that appeal to them in their safety measurements.

Evolution Of SMS With Time

Taking the popularity of SMS into consideration, it could be witnessed that businesses and enterprises are emphasizing the importance of safety measures that must be promoted by organizations to protect their employees. Though safety has been an important area of focus for a long time, increased investment that companies are making in different sections of safety departments has been noticed over time. In the past, there were no specific terms, conditions, or policies for safety management systems, but now organizations are expected to have open policies in terms of safety. The evolution of the safety management system could be observed in the fact that, with the advancement of time, the safety department has been categorized into three sections, i.e. safety of people, equipment and organizations. Many innovations have been witnessed in the safety management system as this field is expanding its roots, and by coordinating with all other essential operations of the organization, SMS is becoming more important than ever before.

Types Of Safety Cultures

To improve the effectiveness of the safety management system, there is a list of cultures. All these cultures contribute to improving SMS. These safety cultures include forced culture, protective culture, integral culture, and involved culture. Taking a look at the Force culture, it has been seen that it uses bribes and threats to motivate the employees. According to Peter, “It is a carrot and sticks culture”. Safety measures are imposed on the employees in this culture. In this safety culture, safety management organizers act like police who need to identify which employee is violating the safety rules. Protective culture involves safety programs for employees. It produces a number of policies and procedures. If any employee violates the SMS rules, management first reacts and focuses on improving written policies. Employees are encouraged to act on the safety measures as required by the safety management. This type of safety culture creates an unending flow of regulations. Involved culture includes a high level of training that would educate employees about how they could keep themselves safe in undesired situations (Niu et al. 2019, p. 214). This safety culture focuses on developing the interest of learners who would be trained. In this safety culture, top management does not show any interest. Management shows more interest in monitoring performance rather than monitoring the behaviour of its employees, which would benefit it in the long term. Talking about the integral culture of safety, it has been observed that it includes training sessions, but this culture also focuses on levelling up the SMS. First of all, an organization needs to see where it stands, and then improvement is looked up to reach the next level by removing all the obstacles in the way. So, as a

whole, it could be said that there are different safety cultures which help organizations promote SMS that would save them from many harmful effects.

Concluding all the above discussion, it could be promulgated that a safety management system combines with other practices, human resources and methods and helps organizations achieve top rank in such a competitive environment. At present, for every organization, SMS has become more important than ever as it keeps the manpower of an organization safe from any incident that directly affects the proper functioning of a business.

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