

ANSI/ASSP Z10-2019: Management Leadership & Worker Participation

The American National Standards Institute (ANSI) and American Society of Safety Professionals (ASSP) publish the ANSI/ASSP Z10.0-2019 standard, *Occupational Health and Safety Management Systems (OHSMS)*. ANSI Z10 offers organizations a strategy for improving safety and health (S&H) performance. Management Leadership & Worker Participation is an element of the ANSI Z10 standard.



Integrate the OHSMS into each business process and daily organizational functions for ultimate success and embracement throughout your organization

Image retrieved from Bing Images (Creative Commons)

Management leadership sets the foundation and directs the implementation of your OHSMS. Have your top managers create a signed Occupational Health and Safety (OHS) policy to reflect management commitment to S&H and your organization's culture and S&H values. Consult with workers for their ideas, but include statements showing commitment to worker S&H, worker participation in the OHSMS, and continual improvement of the OHSMS. Set up a timeframe to review and revise the OHS policy on a periodic basis.

Top managers need to visibly show their commitment and support for the OHSMS. Commitment and support may be shown in many ways – it is an ongoing effort so workers can continually see the commitment. Top managers also need to allocate resources toward S&H.

Establish roles and responsibilities for all levels of workers and make everyone aware of their assigned S&H duties and expectations. Think about how to hold workers accountable for actions negatively affecting S&H or the OHSMS and ensure equitable accountability occurs.

Your OHSMS must promote worker participation in the OHSMS. Choose participation activities based on the organization's S&H needs and past trends. Develop plans to implement activities and to overcome barriers to participation (e.g., funding, time constraints, lack of S&H support). Provide workers with the S&H information they need to safely perform their jobs, too.

For additional information on the SMCX's services, please visit the SMCX-hosted website at <https://www.smscx.org/>.

EXAMPLES OF VISIBLE LEADERSHIP	
Integrate S&H into leadership talks	Send out emails to emphasize S&H
Walk through work areas and talk about S&H	Acknowledge workers for S&H contributions
Follow S&H rules	Hold workers accountable for S&H
Integrate S&H into business processes	Maintain a written OHS policy