• Oxford Dictionary defines Violation as: *failure or refusal to comply with a rule or formal agreement*

• Health & Safety Executive (1995, p16) refers to Safety Violation as *deliberate deviations from rules, procedures and instructions designed for safety and efficiency of a system.*
DEFINITIONS/SCOPE

• About $6 million dollars is paid annually in fines and violations of OH&S laws the U.S.

• OSHA recently announced its intention to increase fines by next year in order to catch up with inflation rates.
Recently, Hugo Boss UK was fined £1.2million following a fatal mirror collapse.
Does all violations lead to unwanted outcomes??
Violarions are broadly categorized into 2.

- Intentional Violation
- Un-intentional Violation
Is this Intentional or Non-intentional??
INTENTIONAL VIOLATION

• Usually purposeful, the violator knows that he/she is violating certain rules or requirement but overwhelmed by various factors

• The intention of violating might be to cause harm or not (i.e malevolent or non-malevolent)
• Can be sub-divided into:

  – *routine violation*
  – *situational violation* and
  – *exceptional violation*
• It’s a perpetual behavioural in opposition to set rules and procedures,
• As a result, the violator commits it automatically or sub-consciously
• Examples???
WHY WORKERS COMMIT ROUTINE VIOLATION

• Belief that prevailing rules are no longer applicable nor practicable. E.g., enacting the use of body harness for work at heights but harness not provided.
WHY WORKERS COMMIT ROUTINE VIOLATION

• Belief that laws are too restrictive and dogmatic, thereby defying common sense.
WHY WORKERS COMMIT ROUTINE VIOLATION

- Self-confidence by skilled workers and/or biased optimism by humans generally.

Why do you think this Surveyor was not wearing visibility vest, Helmet??
WHY WORKERS COMMIT ROUTINE VIOLATION

• Human potential attempt to cut corners, save time and energy, etc.

• Lack of enforcement, where violator assumes ‘‘I will never be caught, nor reprimanded even when caught’’
SITUATIONAL VIOLATION

• It’s a violation motivated by desire to keep the work going under certain adverse conditions (Lawton, 1998)

• Often caused by management pressure to meet unusual production target.

• It can be as a result of workers immediate workplace (HSE, 1995)
WHY WORKERS COMMIT SITUATIONAL VIOLATION

- Design and condition of work area or equipment
WHY WORKERS COMMIT SITUATIONAL VIOLATION

• Occasional withdrawal of supervision, whose presence may have caused strict compliance and invariably time loss
• External factors like weather, time, etc
• Occurs to a large extent when an individual is trying to solve a problem in unusual situations.
• It may require an assessment of risk to consider a wide range of foreseeable emergency situations
UN-INTENTIONAL VIOLATION

• Usually a result of lack of knowledge or behavioural errors

• Often used as excuse even by deliberate violators

• Always used in place of errors
Violations VS Errors

• *which one is likely to reduce as the person’s age increases?*
<table>
<thead>
<tr>
<th>Individual Factors</th>
<th>WorkSystem/Unit factors</th>
<th>Organizational Factors</th>
<th>External environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience, knowledge, training, education, size, weight, reach, strength, age, gender, ethnicity, language, needs, attitude, mood</td>
<td>Task-demands, complexity &amp; difficulty, time &amp; sequence demands, availability of usable technology, departmental goals, noise, temperature, lightening, physical layout, geography, etc.</td>
<td>Organizational police/rules, structure, financial resources, organizational goals, management goals, training provided, staffing levels, social norms/pressures, social climate/culture</td>
<td>Extra-organizational rules, standards, regulations, enforcement, industry social influence, industry workforce characteristics</td>
</tr>
</tbody>
</table>
WAYS TO MINIMIZE SAFETY VIOLATIONS IN WORKPLACE

• Assess the risk beyond control measures, do consider the potentiality of workforce to deviate from recommended control measures
WAYS TO MINIMIZE SAFETY VIOLATIONS IN WORKPLACE

• Consult workforce when establishing control measures or procedures (SOP) to ensure that they are reasonably practicable

• Remember ALARP!
WAYS TO MINIMIZE SAFETY VIOLATIONS IN WORKPLACE

• Rationalize the work systems to avoid/reduce unnecessary rules (e.g. making accident/near-miss reporting simple)

• Increase the probability of detecting violators

• Improve job design and establish appropriate supervision
WAYS TO MINIMIZE SAFETY VIOLATIONS IN WORKPLACE

• Conducting cognate training for all levels of workforce

• Safety commitment by managers and supervisors, leading by example and awarding incentives
TO ERR IS HUMAN, BUT TO VIOLATE IS NOT.

Thank You


• Health and Safety Executive, HSE (1995), “Improving Compliance with Safety Procedure-Reducing Industrial Violation” HFRG, [online], viewed 3 Nov. 15
• Health and Safety Executive, HSE (2012) HSE (2012), *Human Factors that Lead to Non-Compliance with Standard Operating Procedures*, Derbyshire: (RR919), [online], viewed 30 Oct.15

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