

## CORRIE POTGIETER

SHANGONI MANAGEMENT SERVICES (PTY) LTD

### “Improve your Health, Safety and Environmental Culture”

#### About the Author

Corrie is one of the four founding partners of Shangoni. We have a common vision that our combined experience, knowledge and expertise can add great value to the quality of service provided to our clients.

Shangoni was officially founded in November 2000. Previously, Corrie was employed by the South African Bureau of Standards where he was responsible to manage their internal quality accreditation system (ISO/IEC Guide 66) as well as to conduct third party Health, Safety and environmental (HSE) certification assessment on a complete spectrum of organizations. He has obtained a BSc (Hon) in Environmental Analysis and Management and is qualified Electrical Safety Technician. Corrie is a registered SAATCA environmental auditor and still conducts audits for external certification bodies. Currently, he has completed more than 3500 audit hours on ISO 9001, ISO 14001, OHSAS 18001 and integrated audits.

From April 2005- December 2007, Corrie spearheaded a task team of HSE consultants in Nigeria where the main focus of the task team was to solve HSE related problems. During this process, he was involved in the implementation of the Hearts and Minds behavioral process at various operations. This focused on:

- Understanding the HSE Culture
- Seeing yourself as other see you, a 360° assessment tools,
- Bringing Risk Assessments to life
- Working safety, an intervention tool.

Since returning to South Africa, Corrie has been working with the mining and industry on improving HSE compliance. Behavior HSE and management system has been critical tools used in achieving this.

#### Abstract

“HSE First” may sound good, but in reality, HSE should not be considered separately. It must rather become a basic value of your company.

Change “HSE First” to “HSE operations is our only standard” emphasizes the idea that it’s fine to produce as hard and as fast as possible, as long as it can be done safely. To be most effective, HSE must be balanced with, and incorporated into, the other core business processes.

To improve an organizations HSE Culture require focus on 3 levels namely:

- The organizations HSE Culture
- Management and supervisors HSE Commitment
- Employee compliance

By conducting a HSE climate survey, organizations can obtain a clearer picture on where they are on a HSE maturity levels, and what are the key focus areas required to improve the organizations HSE culture.