

## Comparison of Risk and Safety Schools of Thought

Note: This comparison is not intended to limit each stream or style to itself. Some approaches to risk and safety build on other styles and combine aspects of more than one style.

	<b>Orthodox Legal</b>	<b>Safety Science</b>	<b>Behavioural- Based Safety</b>	<b>Zero Harm</b>	<b>Process-Based Safety</b>	<b>People-Based Safety</b>	<b>Psychosocial Safety</b>	<b>Social Psychological Safety</b>
View of Humans	Human as servant	Human as object	Human as machine	Human as perfect	Human as part of system	Human as person	Well being drives decision making	Social relations drive decision making
Focus	Rules, regulations & standards	Method, order & supposed logic	Rewards, monitoring, policing	Counting, failure & compliance	Organisation, systems & glitches	Individuals, holistic safety	Well being, mental health & health	Social psychology, relationships & neuropsychology
Origins and Foundations	Robens, Brooks, Bruntland	Taylorism, Heinrich, Bird, Difford	Skinner, DuPont, McSween, López-Mena,	Broken Window Theory (Wilson and Kelling)  DuPont	Reason, Hopkins, Sunstein, Dekker, Petersen, Hollnagel	Geller, Reason, Thomas	Judith Erickson, Dollard, Newman, Cara & MacRae	Bandura, Weick, Plous, Slovic, Maslow, Long
Language	Compliance, rules, punishment, control, consequence, systems, checklist, ALARP, <i>Reasonable Practicable</i>	Hazards, barrier, prevention, controls, consequence	Behaviour, prevention, extrinsic, reward, punishment	'all accidents are preventable', aspiration, target, failure	Systemic error-failure, precedence, incubation, systems, methods	Human error, due diligence,	Health, workplace, relationships, mental health, well being, work life balance	Risks, intrinsic motivation, heuristics, learning, mind, conversation
View of Culture	Culture –as-systems	Culture-as-mechanics of systems	Culture-as-behaviour	Culture-as-perfection-controls	Culture-as-organisational-and leadership in systems	Culture-as-groups and leadership	Culture-as-holistic relationships	Culture as social construct
Strategy for Change	Increased policing and systems	Increased barriers and controls	Increased surveillance and policing behaviours	Increased punishment and promotion of failure	Increased organisational intelligence	Increased focus on values	Increased focus on holistic relationships	Increased focus on social constructs and autonomy
Essential Concepts	Hierarchy of control	Organisational systems	Observing and conditioning behaviours	Aspiration and target creates reality	Reforming organisations	Tuning into people factors	Improving well being and balance	Understanding and managing relationships and influences
Focus question	How can safety be organised?	What is the mechanics of safety?	How can people be controlled?	How many injuries would you like today?	How does the organisation affect safety?	How can people minimize human error?	How can we keep the whole person well?	How do social arrangements affect decision making?
Solutions	More engineering, technology, legislation and regulation	Deconstruct mechanics, bowtie and barriers	Surveillance, training, positive and negative reinforcement	Counting failure, publish failure, preach aspirations	Improve organisations and leadership	Prioritise human factors	Enhance well being and other aspects of safety will follow	Learning and engagement through social relationships and attending