

Ensuring Accountability at All Levels

Construction management, in a nutshell, is the process of ensuring that all jobsite activities are eliminated, or at least minimized. The essential element in this process is the safety climate.

The **safety climate** on a construction jobsite refers to managements' and employees' shared perceptions about the extent to which safety is rewarded, expected, valued and reinforced. It

Idea #2 - Develop, distribute, and implement written safety policies

Written safety policies should clearly describe expectations, roles, and responsibilities for establishing and maintaining a positive jobsite safety climate. The policies should be developed through a joint effort of affected staff and be signed by the owner. The policies should be distributed to and reviewed with all employees, incorporated into the company's safety manual, and be reinforced verbally on a daily basis.

Idea #3 - Conduct blame-free incident investigations

Cursory investigations of incidents that seek to blame, rather than learn, hamper the development of a positive

