

Speak Up, Stay Safe and Healthy at Work

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Speaking Up is a
Risky Behaviour

Employee Voice

Attempts to change,
rather than escape from,
an objectionable state of
affair

Citizenship Behaviour

Discretionary extra-role
behaviours that promotes
the effective functioning
of the organisation

Safety Voice

Explicit and discretionary
communication

aimed at improving a
perceived unsafe situation

addressed at others of equal
or senior status

Safety Voice: I...

make safety-related recommendations about work activities

speak up and encourage others to get involved in safety issues

express opinions on safety matters even if others disagree

raise safety concerns during planning sessions

tell my colleague who is doing something unsafe to stop

inform the company/boss when I notice a potential hazard

report to my boss if my colleagues break any safety rules

Speaking Up is a
Risky **AND Extra-Role**
Behaviour

Why Talk About Safety Voice?

Underreporting is high: 50 to 80%

Leading indicator of organizational decline/deterioration

Important recourse for our migrant workers

Clear evidence for effectiveness

\$7,000 to Save 1200 Years of Life


- Stickers encouraging safety voice among passengers of mini-buses in Kenya
- Monthly lottery incentivised drivers to keep the stickers displayed
- Estimated impact of safety voice by comparing insurance claims between mini-buses with sticker and those without
- Compared 2,276 mini-buses over 2-years





Caveats To Research Findings

Review of 48 Safety Voice articles involving 52,948 participants (Noort et al., 2019)

- Research is quite new
 - Western-centric
 - Healthcare-centric
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What do We Need for Safety Voice?

Leadership

Psychological Safety

Job Demands and Resources

Trust and Power

Three Recommendations to Cultivate Safety Voice in Your Company

Make it easy

Reduce perceived risk

Increase perceived effectiveness

Questions? Comments?

Get in touch!

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