



**Analyzing the Impact that Lack of Supervision has on Safety Culture and
Accident Rates as a Proactive Approach to Curbing the South African
Railway Industry's High Incident Occurrence Rate**

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Introduction

- The South African railway industry currently has a high railway incident occurrence rate.
- Accident causation investigations are limited.
- Difficulties getting operators to consider contributory factors outside engineering factors.

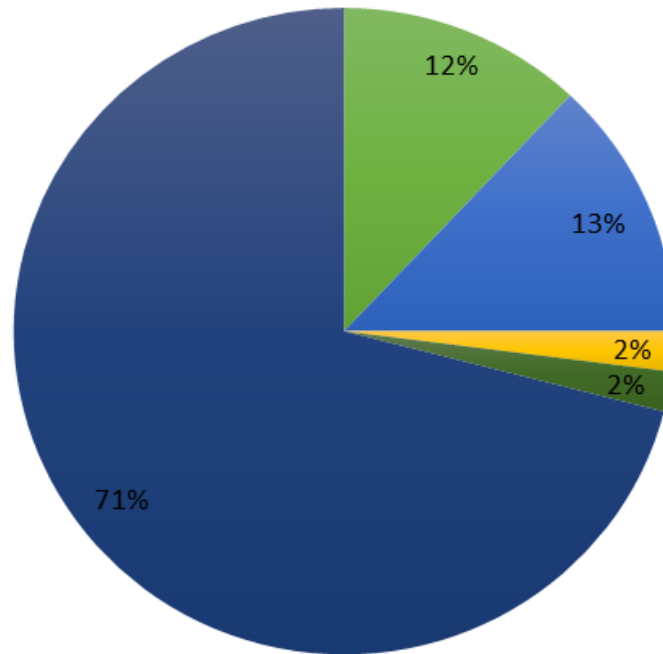


Paper Outline

- The human factor element found to contribute to 71% of the occurrences recorded.
- 32% were attributed to the category, lack of supervision as having had either a direct or indirect effect.
- Indication that while there were procedures in place with the intent of managing safety, these procedures were not successfully executed due to a lack of supervision.



The 2014-15 Analysis

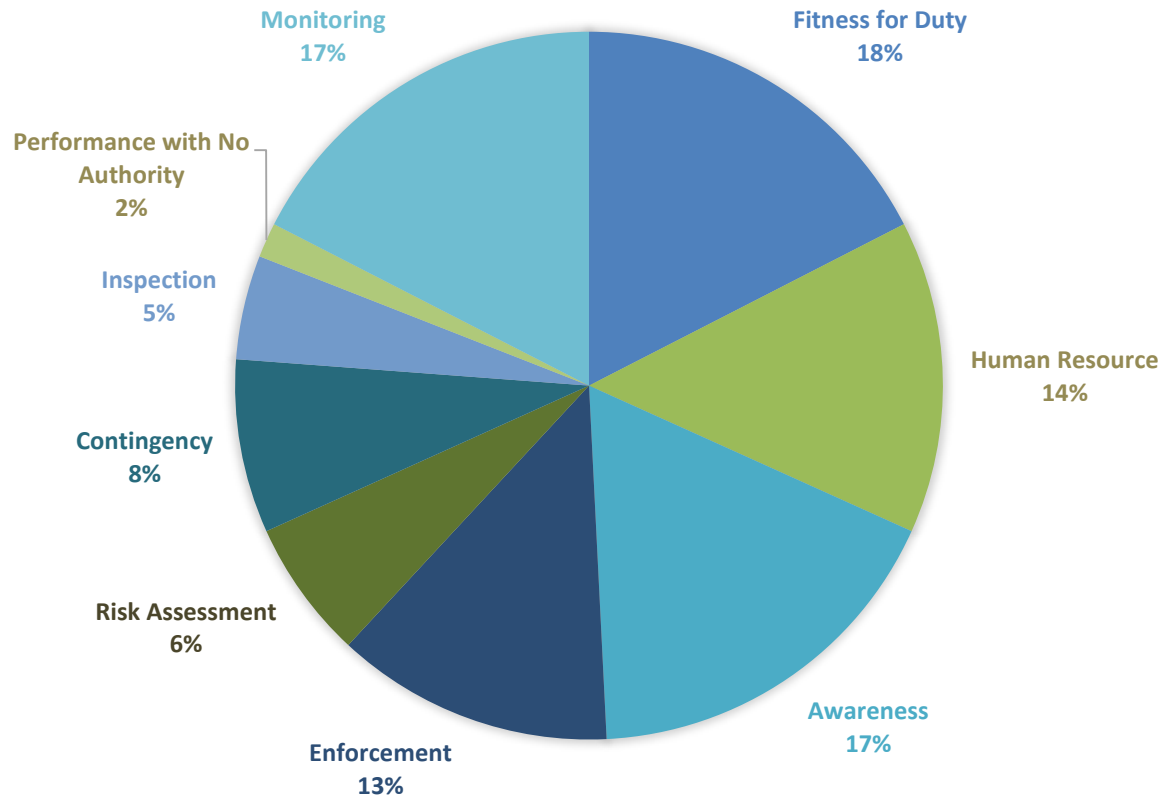


■ Perway ■ Rolling Stock ■ Signalling Defects
■ Root Cause Undetermined ■ Human Factors

Categories Analyzed



The 2014-15 Analysis cont.



Lack of Supervision sub-categories



The Supervisor's Influence

- Supervisory leadership able to influence employee perceptions which influence employee decisions.
- Employee decisions that could be influenced related to on-the-job decisions and at-risk behaviours.
- Enforcement of safety regulations and protocols.
- Reinforce administrative defenses.



Key Findings

- Possible effect on Safety culture
- Non-compliance to safety protocols
- Increased autonomy and decision making
- Reduction in awareness
- Failures to prevent pending accidents
- Indicators of weaknesses in crucial organisational safety areas

Conclusion

- A lack of supervision can be perceived as contributing to an ineffective safety culture.
- An ineffective safety culture may have a direct impact on the safety functionality of the organization, potentially increasing accident occurrence.
- Future research or analysis

Thank you for listening!

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