SAFETY CULTURE ASSESSMENT

Demonstrating staff engagement, this assessment provides an excellent insight into the safety culture and where there may be gaps or a mismatch in terms of employee and management perceptions.

It forms part of the ITS psychosocial risk management program.

The Safety Culture Assessment is carried out by an external Facilitator to ensure confidentiality and honest responses from the workforce. It consists of a questionnaire, interviews, management feedback meeting and report. Both employees and management participate in the assessment process. Temporary workers and contractors can also be involved where relevant.

This confidential assessment process gives your organisation a current view of the safety climate which is a snapshot in time. It will provide an overall impression of the safety culture, and includes drivers such as: Safety Values, Safety Communication, Management Credibility, Hazard Correction, Aligning Conditions, Behavioural Reinforcement and Accountability.

It is designed as a **starting point for improving safety culture**: it is simple to run, easy to act on, and provides a clear foundation for any further work you choose to do.

Why it matters now

Recent changes to workplace health and safety laws across Australia now require employers to actively identify and manage the work-related factors that can affect employee wellbeing and mental health with the same seriousness as physical safety. Many leaders genuinely want to do the right thing but are not sure where to begin. The Safety Culture Assessment identifies gap areas in terms of safety culture, it helps management to prioritise, and provides evidence that you are taking proactive steps from a legislative perspective.

What the Safety Culture Assessment looks at

The assessment works best when carried out by an external facilitator. It consists of:

- A questionnaire (which includes 19 questions);
- Interviews with both employees and managers/supervisors;
- Management feedback meeting at the end of the day;
- A report with the results, impressions of the safety culture and recommendations.

We walk you through the findings and what they mean for you.

What you receive

A well developed program that has been delivered globally with exceptional results and feedback from organisations and management.

In the week prior to assessment day, a 30 minute online meeting will be scheduled with the facilitator and management to discuss the practical logistics to ensure the process runs smoothly on the day.

On the day of assessment, the facilitator will conduct the Questionnaire and interviews according to the pre-arranged schedule to capture as many participants as possible. Depending on the size of the organisation, this may need to be spread across multiple days.

At the end of the assessment day, a feedback meeting will be provided to management to review all data and findings. Recommendations will be provided where gaps areas have been identified.

One week post the assessment day, a finalised copy of the report will be issued, including all findings and recommendations.

Where we can help next

Where the Safety Culture Assessment highlights an area worth addressing, we can provide tailored, hands-on consulting support, including:

- A more detailed review of a specific priority area, such as improving procedures, training or consultation;
- Developing or implementing relevant policies and procedures;
- Manager and leadership training to build everyday capability;
- One-on-one coaching and guidance for leaders and managers;
- Setting up effective ways to consult and engage your team; and
- Re-running the Safety Culture Assessment down the track to measure progress.

Who it suits

The Safety Culture Assessment works for organisations of any size, whether you are taking a first proactive step, checking in on an issue you are already aware of, or building an evidence base ahead of further work. It is a wonderful staff engagement activity, where employees can start to tangibly see that management care and are implementing a program where employees can provide real and honest feedback.

The aim is simple: to help you build a workplace where people can do their best work and feel well doing it, and to give you confidence that you are meeting your obligations along the way.

Are you ready to assess your organisation's safety culture?

Get in touch with ITS to find out more.

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