

Define and Develop your Safety Culture



Define and Develop your Safety Culture

BEHAVIOURAL SAFETY AT EVERY LEVEL OF THE ORGANISATION



Improving Safety Culture Through Alignment

There is an abundance of research highlighting the many factors that comprise a positive safety culture. Most researchers agree that strong safety leadership, management commitment, effective supervision, and high levels of workforce involvement are important in safety culture development.¹

All levels of an organisation are critical in the formation of a strong and sustainable safety culture. However, many organisations struggle to understand what is required at each level and how each level interacts with others to create a cohesive culture. Developing a safety culture framework closes this gap by providing clarity about what constitutes a positive safety culture and the behaviours required at every level of the organisation.

Over two workshop days, PSB Solutions can assist your organisation to develop and customise a safety culture framework and develop an accompanying safety culture improvement process.

Key Objectives

The key objectives of developing a safety culture framework are to:

- Describe what behaviours are required at every level of the organisation for a strong safety culture.
- Embed and utilise the company values within their defined safety culture.
- Align the leadership team on what safety means within the organisation.
- Provide behaviours to be measured as a baseline and assessment.
- Create management buy-in to improvement initiatives.
- Start the safety culture improvement journey.
- Implement a strategy of sustained change and continuous improvement.

Benefits

The benefits of developing a safety culture framework to guide your safety culture improvement process are to:

- Create clarity regarding what constitutes a positive safety culture, and the importance of all levels working collaboratively.
- Create a common safety language.
- Facilitate sustainable changes via integration into Health, Safety and Environment and Human Resource systems.
- Find gaps in your HSE management system.
- Assist with contractor management by clearly defining behavioural expectations.

Audience

These workshops are applicable to all key decision makers and should include the executive team.

The Process

The process includes a one day workshop, followed by an additional workshop one week later. PSB Solutions will provide you with a report on your developed strategy and framework to implement throughout your organisation and further support as required.

About PSB Solutions

PSB Solutions are a specialist team of psychologists facilitating positive change in the areas of People, Safety and Business improvement.

Our solutions to organisational concerns include Occupational Health and Safety Solutions, Behaviour Based Safety, Leadership Coaching, Employee Selection, Training and Development and Human Resource Systems Improvement. Please contact PSB Solutions for further information on (08) 9489 3900, or at info@psbsolutions.com.au.

Promoting behavioural change through the organisation.

1. Zohar, D., & Luria, G. (2003). The use of supervisory practices as leverage to improve safety behavior: Across-level intervention model. *Journal of Safety Research*, 34(5), 567-577.