

Improving our safety culture for our colleagues

Manager Briefing September 2, 2020



What is a Safety Culture

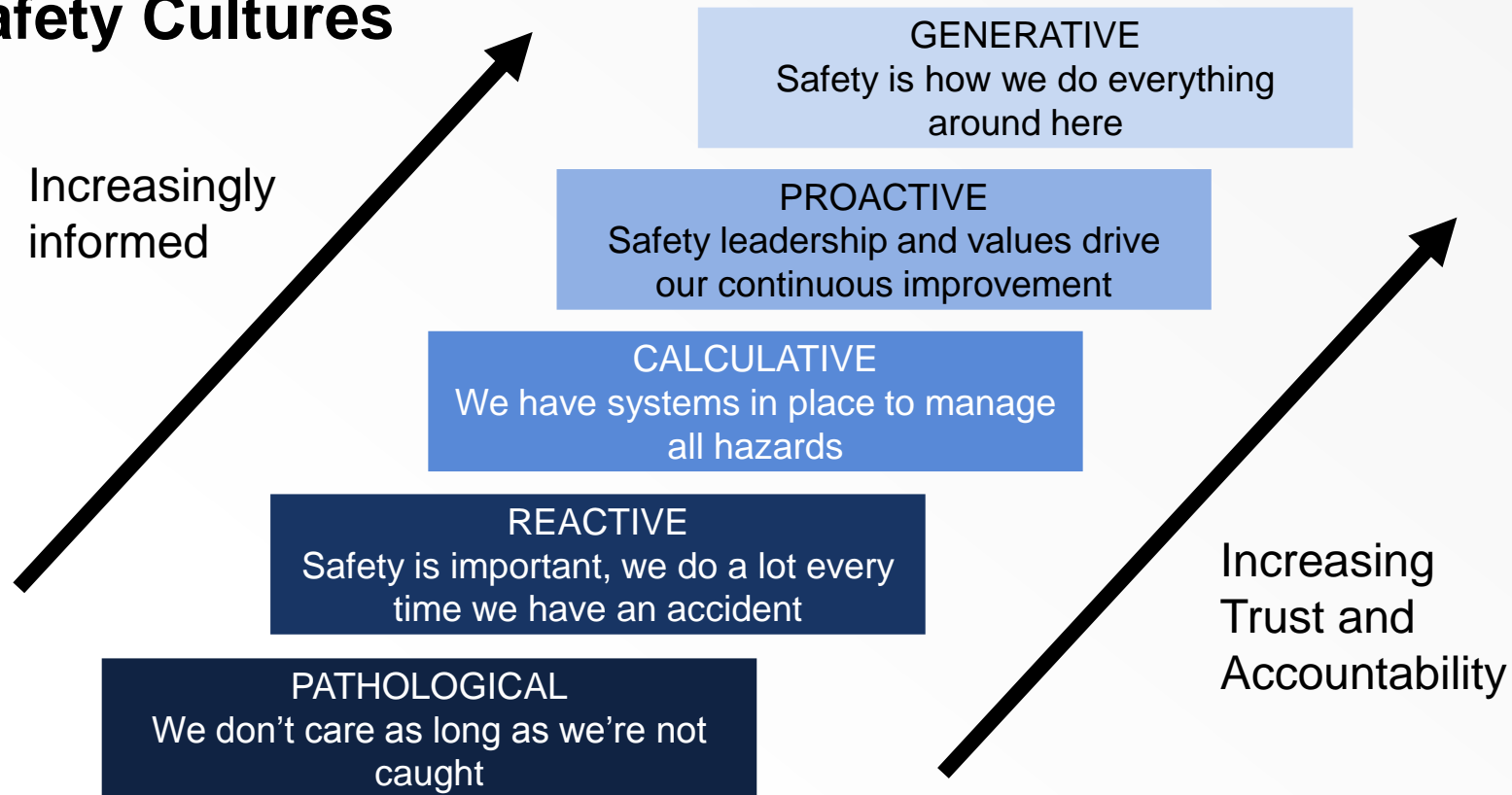
A positive safety culture exist where the majority of people place a high level of importance on safety values and attitudes

A positive safety culture will result in less injuries and greater wellbeing amongst our colleagues



Safety Culture Maturity

Types of Safety Cultures



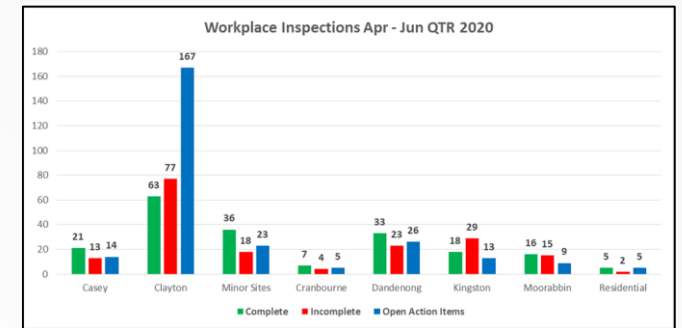
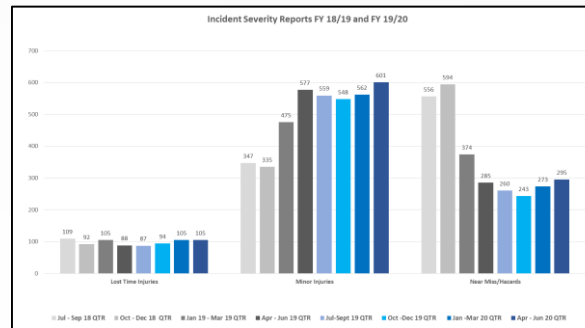
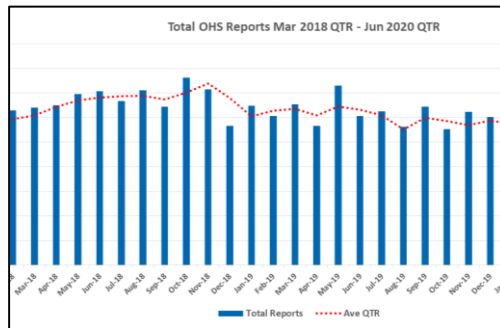
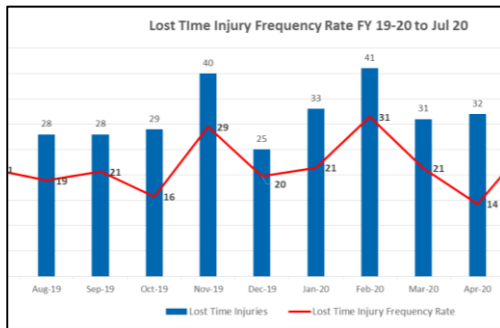
Our Performance – Keeping our Employees Safe

Lost Time Injury Frequency Rate of **22**

Consistent average of **320** OHS incidents per month

Hazards/near miss reporting – **1150** in first two quarters to **568** in last two

57% Compliance



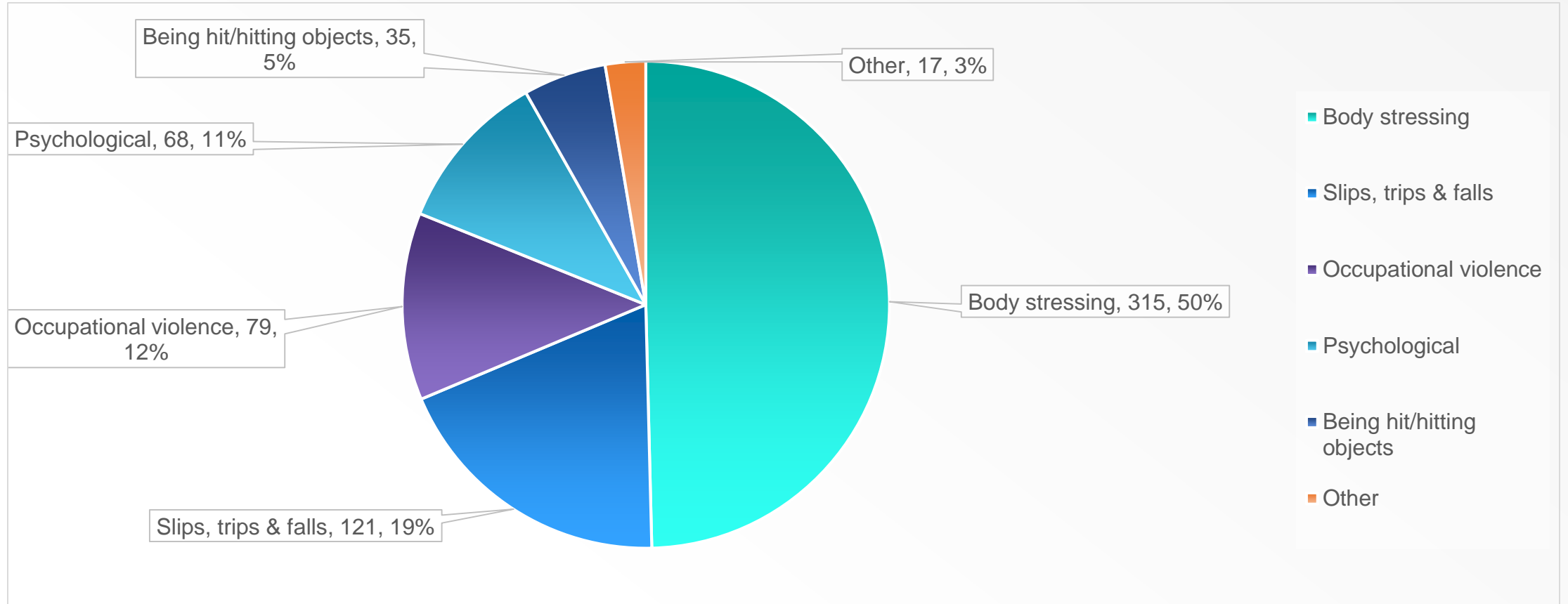
Our Performance – how do we compare with others?

Industry	Average LTIFR
Construction	8.0
Education and Training	5.0
Electricity, Gas, Water and Waste	4.5
Allied Health	1.3
Transport, Postal and Warehousing	8.1
Healthcare and Social Assistance	8.0
- Hospitals	9.4
- Medical and Other Care Services	3.1
- Residential Care	18.5
- Social Assistance Services	6.2
Manufacturing	8.8
Mining	4.4

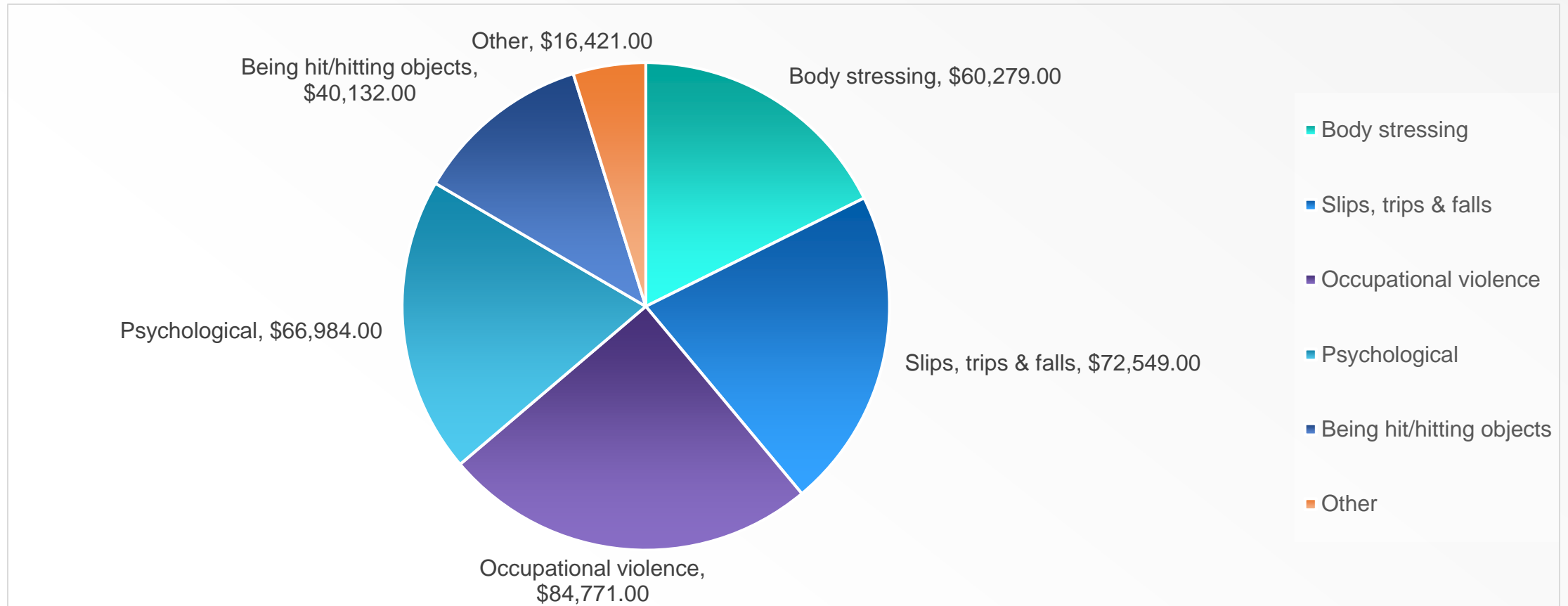
Our Lost Time
Injury
Frequency
Rate is
22



Mechanism of Injury – Workers compensation claims



Cost of injuries – Workers compensation claims



How do we know if we have a good Safety Culture?

Do we:

- conduct thorough workplace risk assessments;
- thoroughly investigate all incidents and near misses, and examine the root cause;
- consult with our employees about all changes in equipment and work processes that impact their health and safety;
- encourage employees to report health and safety concerns;
- respond promptly to all health and safety issues you become aware of;
- support and measure any changes required to keep employees safe;
- role model attitudes towards health, safety and wellbeing;
- make health and safety of primary importance when inducting new people into the workplace, e.g. include the health and safety policy in induction material;
- make health and safety part of all of our workplace communications;
- have a safety noticeboard to clearly communicate the latest safety information; and
- promote and attend safety training sessions
- regularly include safety initiatives and actions on our business and quality plans at all levels of the organisation

