

Positive Safety Checklist

The Sentis positive safety principles are ultimately 'the way things are done around here'. They are used to guide discussions, planning and organisation change to help set the foundation for a culture based on positive safety.



Lead with the vision

Have a clear safety mission and vision that promote the why and what's in it for me.

Ensure leaders live and breathe the vision.

Link behaviours, performance and recognition to your vision.

Use your vision to make the right decisions every day.

Promote safety as a lever for positive culture change more broadly.



Make data-based decisions

Understand that safety is bigger than the individual and seek to understand external factors that impact your people.

Differentiate between opinions and data.

Use data to make good decisions, not just meet KPIs.

Understand what the data is telling you and know its limits.

Challenge whether the data tells you what you need to know; look for new data if it does not.

Use data at an agreed frequency to inform decision making.

Have data that matches your strategic objectives.

Measure what you want to see.



Build a strong foundation

Reframe conventional safety to one that is now inclusive of physical, social and psychological safety.

Take a holistic view of safety through having systems, equipment and resourcing required to work safely, ensuring you set people up for success.

Ensure that leaders and team members have the skills, capability and capacity to engage with the systems that have been provided.

Take a user's view of the systems in place; actively care and be curious about their usability.



Actively care

Consider individual diversity and team member needs.

Role model safety and demonstrate that safety is a part of everyone's job.

Empower the leadership team to take accountability for safety and their team.

Look out for each other's safety and wellbeing.

Support each other to live by the safety vision.

Bring out the best in your people and support their potential.

Notes



Be curious

Actively seek feedback.

Play the ball, not the person.
Ensure investigation processes focus on seeking to understand, not place blame.

Be prepared to understand your role in outcomes, good or bad.

Prioritise person over position – look to consult and collaborate with the people who are doing the work.

Create a culture where people feel supported to innovate, question the status quo and try new things.

Reward and encourage leaders to ask questions and seek to understand.



Keep it simple

Keep messages simple and aligned with the safety goal.

Create freedom within a framework. Solve safety challenges rather than relying on administrative actions and more 'rules'.

Be curious – get teams' feedback on usability of systems and processes in place. Make changes.

Focus on the critical risks that can cause life-changing injuries.



Hunt the good stuff

Focus on the potential of your people.

Concentrate on the presence of safety, not only the absence of harm.

Support your people to adapt, learn and be resourceful.

Acknowledge the expertise of your workers and seek input from them to find the right solutions.

Build trust with your people.

See your people as an army of problem solvers, not an army of problems.



Make an impact

Focus on the whole person – health & wellbeing initiatives, focus on diversity/inclusion and positive workplace behaviours.

Demonstrate a strong sense of corporate social responsibility.

Be a great place to work with a welcoming and high-trust culture.

Look for opportunities to make a positive impact beyond work.

Run culture and climate surveys to understand employees' perspectives.

Clearly communicate commitments, tie them to the vision and celebrate success.

Support employees to give back to the community.

Invest in culture, understand that it requires continuous focus.