

ZIP Induction

The Challenge

How do you ensure everyone is on the same page when it comes to safety culture? You may have invested heavily in getting your permanent workforce aligned with different ways of thinking about safety, a new language and a renewed motivation to improve the safety culture. But what happens when a new employee or short-term contractor steps into your workplace?

New starters or contractors **who are unaware** of important safety messaging, behaviours and language within your business can result in:

- **inconsistent** safety attitudes and behaviours
- **disconnect between workers** who are aligned with the concepts and those who are not
- **poor working relationships** between contractor and permanent workforces
- **negative perceptions of contractors** if they display unhelpful attitudes and behaviours.

The Solution

Our *ZIP Induction* program represents an opportunity to align your new starters, contractors or short-term workforce to key concepts introduced to your permanent workforce during the ZIP training rollout. This brief introduction to ZIP ensures that there is a common understanding of the intent of ZIP, an appreciation of the organisation's safety culture journey and awareness of key concepts and terminology. At the completion of the program, participants will be familiar with content relating to safety culture, the brain and risk, and they will have had the opportunity to consider the safety attitudes they bring to the workplace.

Flexible delivery options are available to suit your operational requirements, including face-to-face program delivery by Sentis Consultants, train-the-trainer and online learning options.

The *ZIP Induction* program is an ideal way to give new starters an initial overview of key ZIP concepts while they wait to be scheduled on to a full program. For contractors and temporary workforces, the *ZIP Induction* program ensures that they're familiar with safety culture expectations and common ZIP language they'll be exposed to in your workplace.

Key concepts:

- **Attitude-Behaviour-Results:** exploring the safety attitudes that drive our behaviours, which then determines what safety results we get.
- **Personal Big5™:** safety is not about protecting you from something, but for something.
- **Safety Culture Model:** understanding a 'blueprint' for safety – our environment, our practices, our people and leadership.
- **How we see the world around us:** understanding how the brain filters information and how this may impact our safety.
- **Brain limitations:** exploring key limitations of the brain and how this impacts our ability to see and manage risk.
- **How we think:** understanding how we form our safety attitudes and habits, and identifying strategies for taking greater control of our safety choices and behaviours.

The Outcome

When incorporated as part of a larger-scale ZIP rollout, the *ZIP Induction* program leads to:

- Consistent safety culture attitudes and behaviours
- An inclusive workforce that understands ZIP concepts and application
- Improved contractor safety engagement
- Improved onboarding process for new starters and contractors
- Strong emphasis on the importance of safety within your business.



Are you ready to align your new starters, contractors or short-term workforce?

Get in touch with one of our expert consultants today

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