

Positive Safety Checklist

Use this checklist to guide you through the steps of creating Positive Safety within your organisation

1 INVEST IN BUILDING A STRONG FOUNDATION FOR SAFETY BY:

- Understanding the critical risks faced by workers and demonstrating this during informal site visits
- Ensuring the right systems, equipment and resourcing are provided to enable people to do their jobs safely
- Supporting the personal and professional development of all personnel from leaders through to those working in the field.

2 DEMONSTRATE GENUINE CARE FOR THE SAFETY AND WELLBEING OF OUR PEOPLE BY:

- Demonstrating commitment to our safety values through the hiring and promotion of leaders and workers who are aligned and committed
- Role modelling Positive Safety attitudes and behaviours and demonstrating that safety is part of everyone's job, including ours
- Selecting contractors based on safety performance and values alignment rather than cost alone.

3 STRIVE TO KEEP SAFETY SIMPLE BY:

- Challenging leaders to resolve safety challenges without relying on administrative actions
- Committing to reduce the number and increase the simplicity of procedures and processes
- Ensuring all safety messages received by workers are aligned with the safety vision
- Maintaining consistency in our actions by rewarding workers who demonstrate Positive Safety behaviours.

4 OPERATE FROM A PLACE OF CURIOSITY AND DEVELOP A LEARNING CULTURE BY:

- Ensuring the incident investigation process is designed to support leaders to seek understanding rather than looking to place blame
- Challenging leaders and workers to question the status quo and suggest improvements to the way things are done
- Asking good questions to learn why something has succeeded or failed.

5 BE INFORMED BY ACCURATE, TIMELY AND USEFUL DATA BY:

- Making decisions based on good quality data wherever possible
- Ensuring that all data reported is accurate, relevant, reliable and valid
- Using data to guide our decisions and drive action
- Getting rid of metrics that aren't aligned with our safety culture vision.



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MAKE A POSITIVE IMPACT ON EMPLOYEES AND THE COMMUNITY BY:

- Focusing on the whole person and their safety and wellbeing which may include diversity and inclusion, health and wellbeing, and positive workplace behaviours
- Prioritising our culture by seeking feedback and input from employees via culture surveys or focus groups, acting on key recommendations and asking how we can improve the employee experience
- Giving back to the community with our time, funding or resources
- Encouraging employees to give back to the community and get involved in causes that are important to them.

7

LEAD WITH THE VISION BY:

- Regularly sharing a strong vision with the business that inspires people
- Rewarding, recognising, promoting and hiring based on alignment with vision and values
- Continually going back to the vision to help make decisions and create the strategy.

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HUNT THE GOOD STUFF BY:

- Consciously and proactively looking for what IS working across the business
- Using a formal recognition program to recognise good performance
- Acknowledging the expertise of our workers by seeking their input to resolve challenges
- Celebrating wins for the organisation by focusing on the presence of safety and safe behaviours (not the absence).