



Key Levers to Enable a Positive Safety Experience

POSITIVE SAFETY SERIES





ACKNOWLEDGEMENT OF COUNTRY

Sentis acknowledges the traditional custodians throughout Australia and recognises their connections to land, waters and community.

We acknowledge the Traditional Owners of the land on which we meet today and pay our respects to elders past and present. We extend that respect to Aboriginal and Torres Strait Islander peoples here today. We do this because we value Aboriginal and Torres Strait Islander history, culture and knowledge.

Our Mission

To change the lives of individuals and organisations for the better, every day.



A Paradigm Shift in Psychology

- Historically, psychology was born from a disease model
- Focused on mental illness, disease and dysfunction
- The aim was to restore individuals to a baseline of normal functioning
- It predominantly focused on the negatives of the human psyche – what goes wrong rather than what goes right



A Paradigm Shift in Psychology



- A shift toward positive psychology began in the late 20th century
- It sought to expand the focus to understanding what makes life worth living
- It studied the conditions that contribute to human flourishing, resilience, happiness and optimal functioning
- It went beyond treating illness to using strengths and factors that enable individuals and communities to thrive

The Evolution of Safety

Traditional Safety

- Largely reactive
- Centred on compliance
- Focused on eliminating negatives, such as incidents, injuries and violations
- Aimed to control and minimize risks through command-and-control approach
- Human error was seen as a key cause of failures
- Primary goal was an absence of harm measured by lag indicators



The Evolution of Safety

Positive Safety

- Moves beyond preventing harm to creating environments where safety is an integral part of the organisational culture
- Emphasises understanding safety as a holistic experience – physical, social & psychological
- Focuses on the presence of safety rather than just the absence of incidents
- Invests in building a culture that drives autonomous motivation in which people are motivated to contribute to safety out of genuine care rather than mere compliance



What is Positive Safety?

Positive safety is a **proactive**, holistic approach that focuses on creating and sustaining a **culture** where **safety is experienced as a positive physical, social, and psychological state**, driving **autonomous motivation** and **discretionary effort** beyond mere compliance.



✓ Proactive



✓ Safety as an enabler



✓ Focused on the safety experience

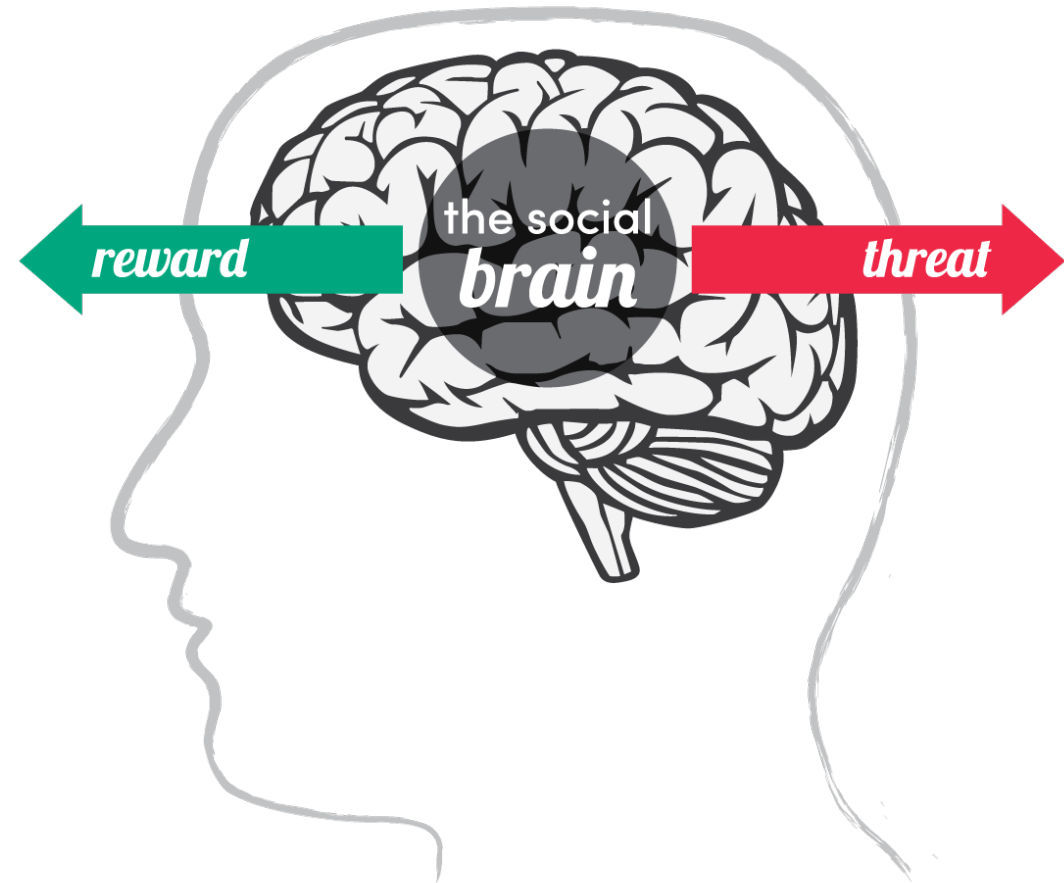


✓ Drives motivation and discretionary effort

Understanding the Brain and Unconscious Bias

Negativity bias leads us to focus more on negative events, behaviours or outcomes than positive ones.

The fundamental attribution error occurs when people attribute others' actions to their character or personality rather than to external factors.



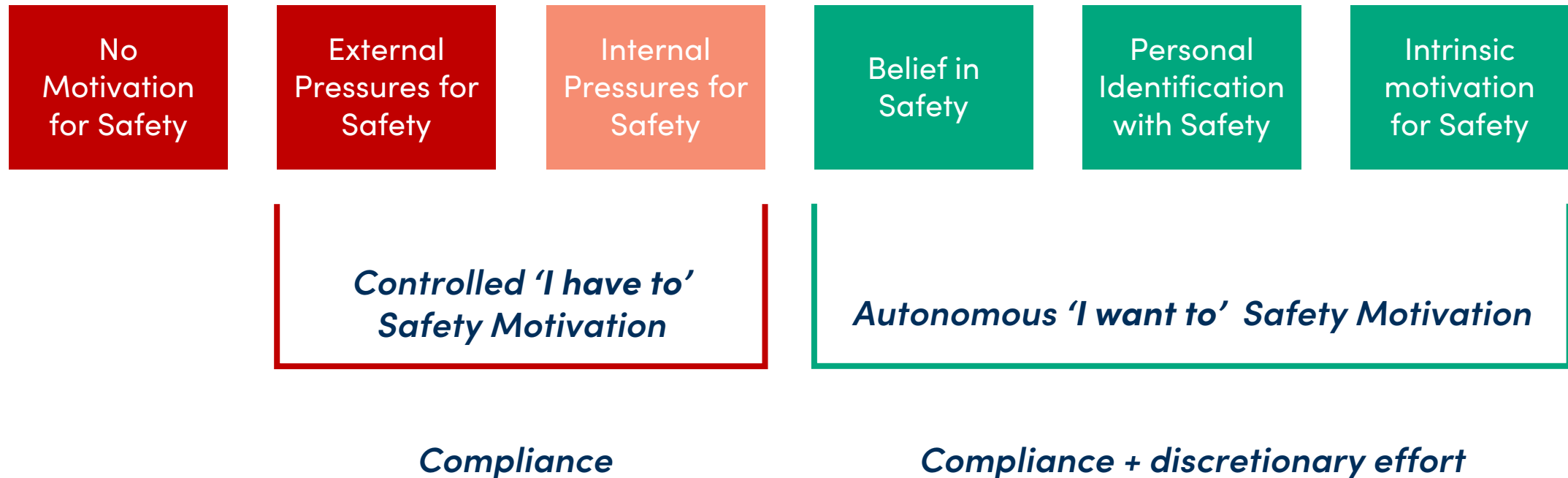
The Biggest Opportunities

Top five opportunity areas identified across sites operating at *Counterproductive* and *Public Compliance* levels of safety culture maturity.

<i>Safety Culture Dimension</i>	<i>Opportunity Frequency (% of Sites)</i>
Quality of safety procedures*	56%
Management safety commitment*	51%
Internal context*	48%
Willingness to report incidents and errors	40%
Employee safety performance*	37%

*Denotes dimensions that have a strong correlation with safety culture maturity (Pearson Correlation ≥ 0.70)

Safety Motivation



Attitudes – Behaviours – Results

Limitations of focusing exclusively on Behaviours and Results:

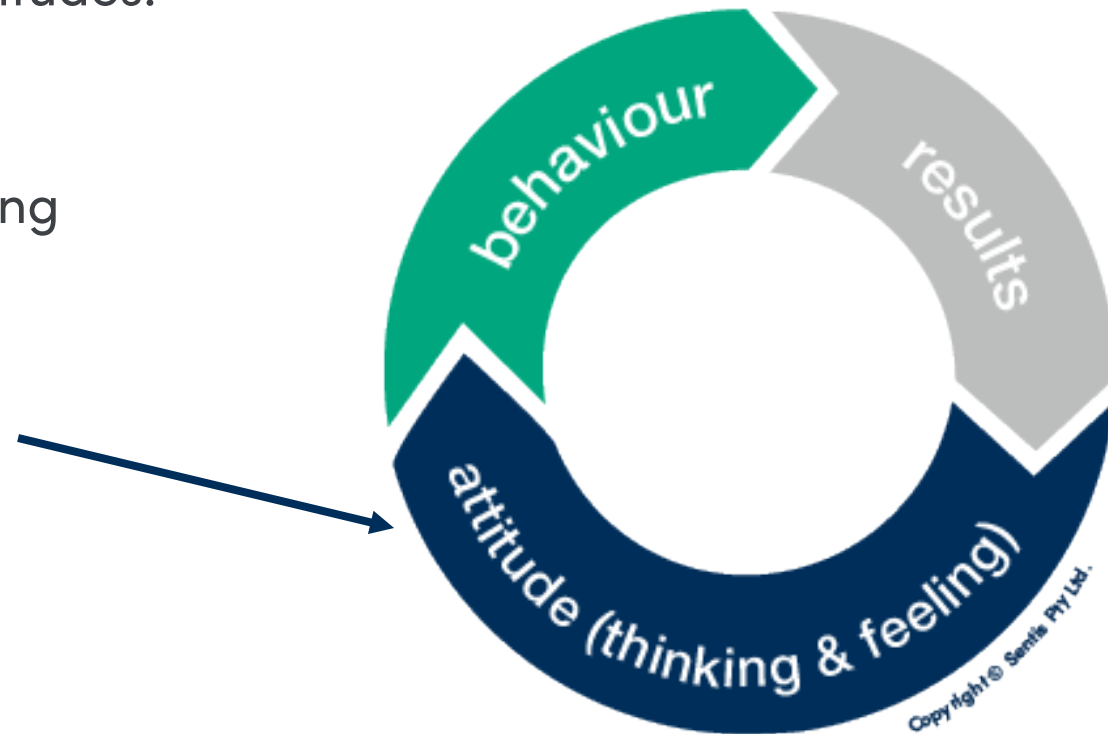
- Superficial compliance
- Lack of engagement
- Resistance and blame culture



Influencing Attitudes

Importance of focusing on safety attitudes:

- Autonomous motivation
- Ownership and responsibility-taking
- Resilient safety culture



Lessons From Sites Doing Well

Top five strength areas identified across sites operating at *Private Compliance* and *Mateship* levels of safety culture maturity.

<i>Safety Culture Dimension</i>	<i>Strength Frequency (% of Sites)</i>
Safety mission and vision*	60%
Management safety commitment*	60%
Within-team safety communication	50%
Safety responsibility*	50%
Team support for safety	40%

*Denotes dimensions that have a strong correlation with safety culture maturity (Pearson Correlation ≥ 0.70)

8 Principles of Positive Safety



Lead with a
Vision



Make Data
Based Decisions



Build a Strong
Foundation



Actively Care



Be Curious



Keep it Simple



Hunt the good
stuff



Make an
Impact

Foundations for Safety Transformation



Lead with a Vision

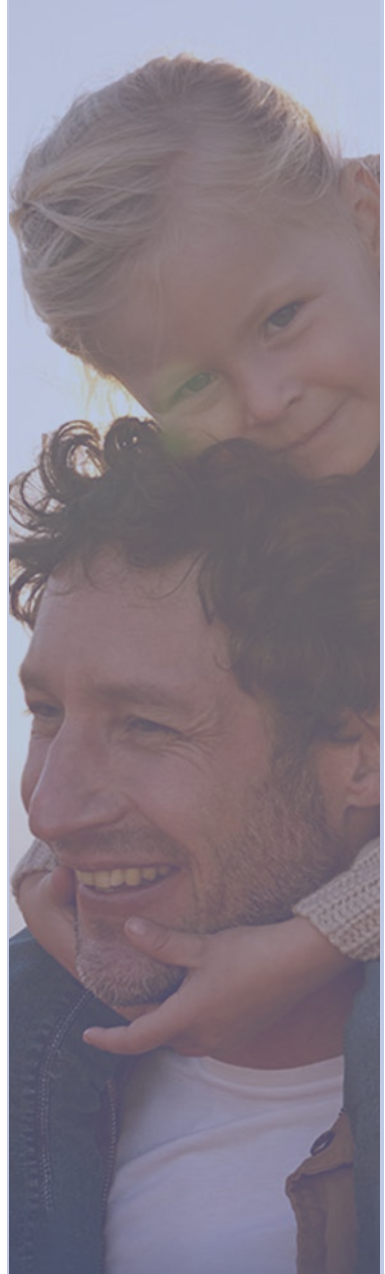
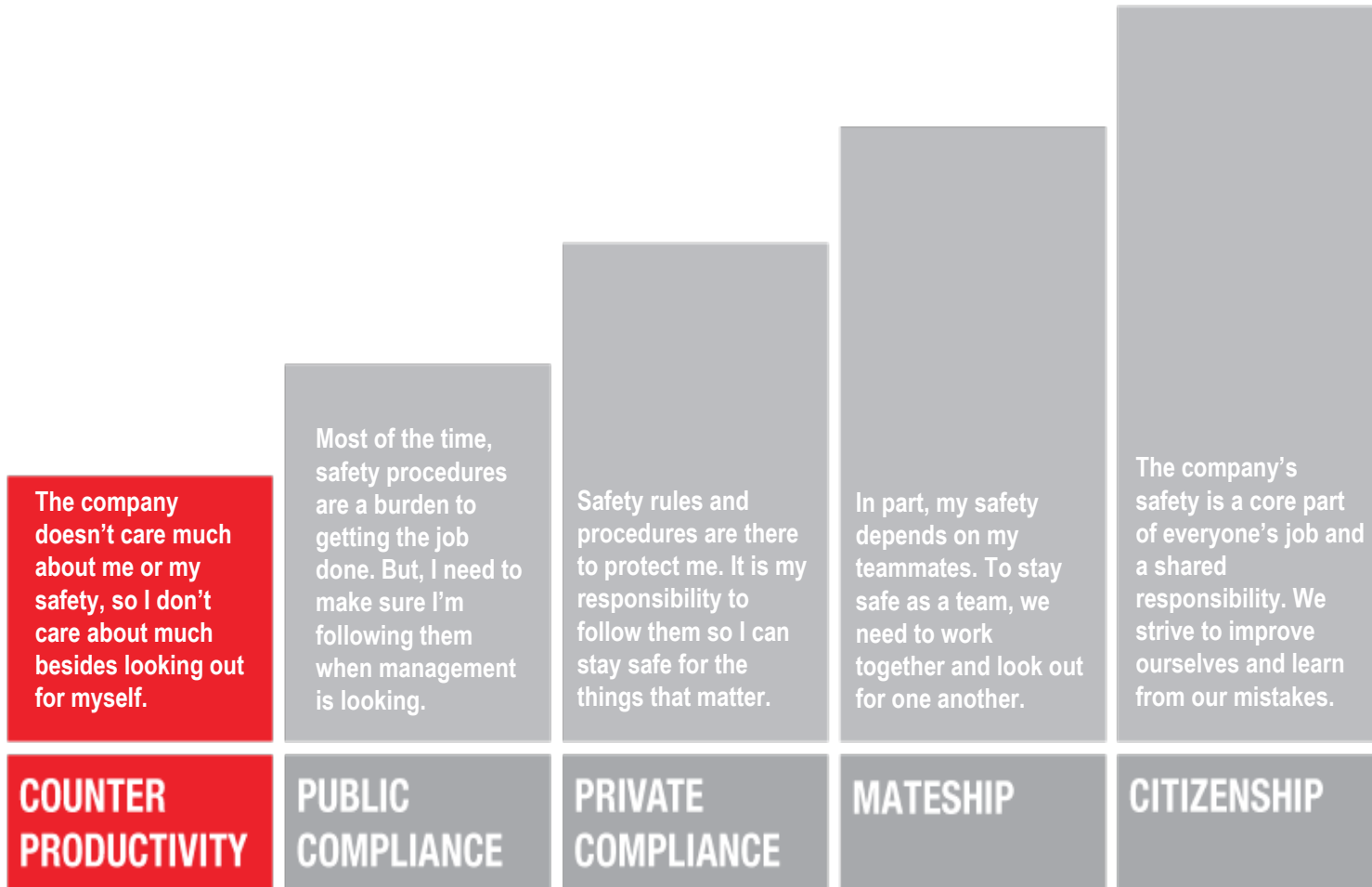


Make Data Based
Decisions



Build a Strong
Foundation

Client Maturity Results



2019

Factor	Dimension	Not enough evidence	Counter-productive	Public Compliance	Private Compliance	Mateship	Citizenship
Environment	Equipment, Tools, and Machinery			●			
	External Context		●				
	Hazard Awareness and Control		●				
	Internal Context		●				
Practices	Contractor Management			●			
	Emergency Readiness			●			
	Employee Safety Performance			●			
	Health and Wellbeing			●			
	Maintenance			●			
	Organisational Learning and Improvement			●			
	Quality of Safety Procedures			●			
	Safety Mission and Vision			●			
	Safety Training and Development		●				
	Work Planning			●			
Person	Between-Team Safety Communication			●			
	Safety Responsibility			●			
	Team Support for Safety				●		
	Willingness to Report Incidents and Errors			●			
	Within-Team Safety Communication			●			
Leadership	Downwards Safety Communication			●			
	Management Safety Commitment			●			
	Safety Input			●			
	Supervisor Safety Commitment				●		

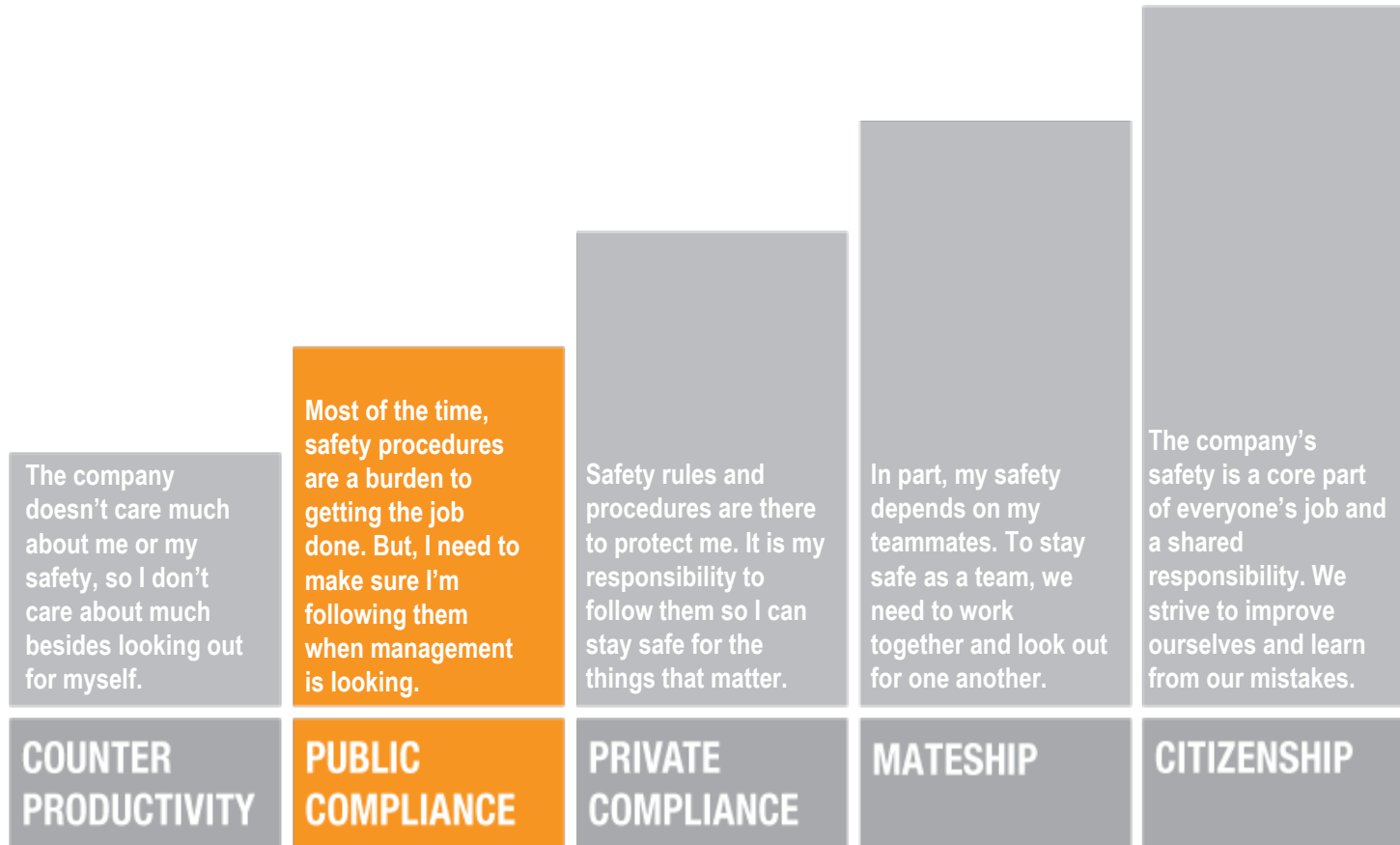
2019

Factor	Dimension	Not enough evidence	Counter-productive	Public Compliance	Private Compliance	Mateship	Citizenship
Environment	Equipment, Tools, and Machinery			●			
	External Context		●				
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	Internal Context		●				
Practices	Contractor Management			●			
	Emergency Readiness			●			
	Employee Safety Performance			●			
	Health and Wellbeing			●			
	Maintenance			●			
	Organisational Learning and Improvement			●			
	Quality of Safety Procedures			●			
	Safety Mission and Vision			●			
	Safety Training and Development		●				
	Work Planning			●			
Person	Between-Team Safety Communication			●			
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	Willingness to Report Incidents and Errors			●			
	Within-Team Safety Communication			●			
Leadership	Downwards Safety Communication			●			
	Management Safety Commitment			●			
	Safety Input			●			
	Supervisor Safety Commitment				●		

2022

Factor	Dimension	Not enough evidence	Counter-productive	Public Compliance	Private Compliance	Mateship	Citizenship
Environment	Equipment, Tools, and Machinery				●		
	External Context			●			
	Hazard Awareness and Control				●		
	Internal Context			●			
Practices	Contractor Management				●		
	Emergency Readiness			●			
	Employee Safety Performance			●			
	Health and Wellbeing				●		
	Maintenance			●			
	Organisational Learning and Improvement				●		
	Quality of Safety Procedures			●			
	Safety Mission and Vision				●		
	Safety Training and Development				●		
	Work Planning			●			
Person	Between-Team Safety Communication				●		
	Safety Responsibility				●		
	Team Support for Safety				●		
	Willingness to Report Incidents and Errors			●			
	Within-Team Safety Communication				●		
Leadership	Downwards Safety Communication				●		
	Management Safety Commitment			●			
	Safety Input			●			
	Supervisor Safety Commitment				●		

Maturity Results 2022



Data Summary

What was analysed:

- 685 incidents and near miss events Jan 2020 to early Mar 2022 were reviewed for risk potential.
- 114 incidents (16.5%) were considered potential Serious Injury & Fatality (SIF) events and were then subject to detailed analysis.
- 1000+ hazards were explored for weak signals to eventual incidents.
- 50% of SIF incidents involved Motor Vehicle usage.



What we learnt:

- 1.0% reduction in work hours year on year
- **7.5% reduction** in recordable incidents (UW 'vehicle incident' and 'injury' event categories) year on year
- **7% increase in near misses reported** year on year (note 32% of SIF incidents were categorised as 'near miss')
- **34.2% reduction in SIF Incident Exposure** year on year
- There has been a reasonably steady average of **40 hazards reported per month** (with an uplift in 3rd quarters of both of last two years).

What Does it Look Like to Bring This to Life?

Lead with a Vision

Do we have a clear safety vision?

How does the vision inform our decision-making and cascade down to policy and procedures?

Are the attitudes and behaviours of our leaders, and the policies and procedures of our organisation, congruent with our vision?

Make Data-Based Decisions

Does the data we track match our strategic objectives?

What is the behavioural impact of the data we track and communicate to the organisation? Does it support a culture of learning and improvement?

How can we use data to understand attitudes and drive a positive safety culture?

Build a Strong Foundation

Do we have the safety systems, equipment and resourcing required to manage our critical risks and drive a positive safety culture?

Do our leaders have the skills, capability and capacity to engage and motivate a positive safety mindset?

DISCOVER MORE

The Learning Doesn't Stop Here

1

Join the Positive
Safety Community

2

Get involved in
the Challenge

3

Come along to
the meetup

Scan the QR
code to create
your account



sentis

Upcoming Webinars

Taking a Connected Approach: Psychosocial and Physical Safety

 Wednesday, 16th October 2024
2pm AEST | 3pm AEDT | 12pm AWST
| 5pm NZDT



Moving Beyond the Sugar Hit: An SME's Perspective on Sustaining Change

 Thursday, 7th November 2024
11am AEST | 12pm AEDT | 9am AWST
| 2pm NZDT



Scan the QR code to register



Leading Positive Safety

By Dr. Vanessa Cook and Anthony Gibbs

Watch your inbox!

All attendees will be receiving an exclusive discount code to purchase our new book.

Available from [Sentis.com.au](https://www.sentis.com.au) & Amazon

