

HEALTH SAFETY CULTURE



THE ART AND SCIENCE OF CULTURAL HEALTH & SAFETY

YOUR ROADMAP TO HEALTH & SAFETY EXCELLENCE

Introduction



The Health & Safety Culture Program is designed to work with your employees so that everyone shares common values that makes health and safety a priority. The program has 4 founding elements that defines our program.

The first element reviews your worker's **problems and concerns from the worker's point of view** so we can design a program to solve the issues.

The second element that we make clear to the workers from the first day; is that we might report to the site management team, but we work with them and for them.

The third element in HSC Program is the belief that **our employees are our greatest asset**. This concept has been around for a long time and this program reinforces this belief in everything we do.

The fourth and main element that underpins the whole HSC Program is that we always look for the **WHY** people are not complying with health and safety, **NEVER** the **WHO** is not complying. Culture is the social behaviour found in groups including workers in the workplace. Culture encompasses knowledge, beliefs, customs, and habits in people. We address these aspects of culture by working closely with employees to change their perceptions of the workplace, therefore improving workplace safety culture.

Steps one to three of the HSC Program are carried out at NO expense to your company:

1.

Discovery Workshops are conducted with employees only, without any supervisors or management in attendance. Before we can design a tailored program for your site, we need to know what your employees' think, any concerns they have, and most importantly, their perceptions of the workplace, management and the existing health and safety system in place.

2.

Feedback Sessions are presented to the supervisors and the management teams. These sessions will outline what we think the problems are at your workplace.

3.

Our HSC Program, tailored to your company team, will outline the program designed specifically for your workplace and is presented to the management team for approval.



High Level Outline of the Health & Safety Cultural Program

1. Performance gap, workers perception of health and safety analysis in the form of a survey, person to person interview and workshops.

EXTREME LOW
Level 6 - How we **LEAD**: Culture in Action Participation, Ownership, Passion

VERY LOW
Level 5 - How we **ENGAGE**: Effective Data-driven Safety Teams

LOW
Level 4 -What we **BELIEVE**: Unseen Cultural Reality, Surveys, Interviews

MODERATE
Level 3 - What we **DO**: Safety Accountability Systems

HIGH
Level 2 What we **SEE**: Observations, JSA, Near-Miss, Inspections

VERY HIGH
Level 1 - **REACTING**: Compliance, Work Orders, Investigations, Meetings

2. Executive Management Commitment and Accountability Sessions

3. Annual Health & Safety Culture Leadership and Goal Setting Training for:

- a. Workers
- b. Supervisors
- c. Management Teams

Course duration 1 - 4 hours

4. Recognition and Incentive Scheme introduced

5. Employee Engagement:

- a. Safety Observers are selected from volunteer workers to be trained in the HSC observation techniques.
- b. 5% of workers to be trained initially with new HSC Program. Safety Observers will be selected every 10 to 12 weeks until most of the workforce is trained.

6. Safety Communications:

- a. Safety Observers will meet with HSC staff on a weekly basis to report and discuss their observations
- a. HSC team members to attend all crew meetings
- b. HSC team members to report back to the site SHE committee
- c. HSC team members to update executive committee one a weekly basis

7. Near-miss, Health and Safety Opportunity Reporting Program

8. Best Practice Health and Safety Practices Program





9. HSC Psychologist and program designers:

- a. Interprets safety observations monthly and adjusts the HSC Program as required.
- b. Make recommendations as to micro safety campaigns the site should consider introducing to address safety concerns which will be developed and managed by the HSC team.

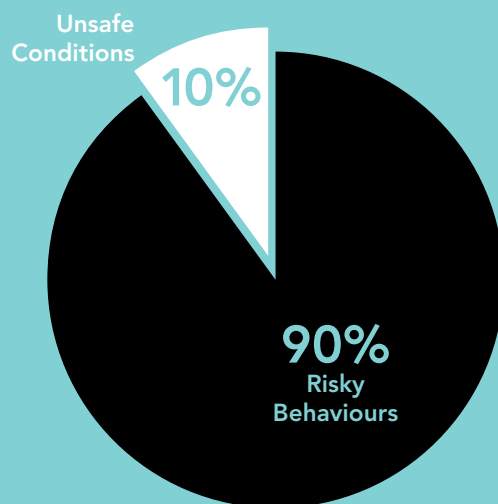
10. HSC team will report back:

Workplace Management Team on a monthly basis with a comprehensive HSC program status and update.

11. HSC to review the existing HSC program progress annually:

HSC Psychologist and program designers to propose the follow up program for the following year.

Why Incidents Occur: Conditions or Behaviours?



What percentage of incidents occur based on **Conditions vs. Behaviour?**

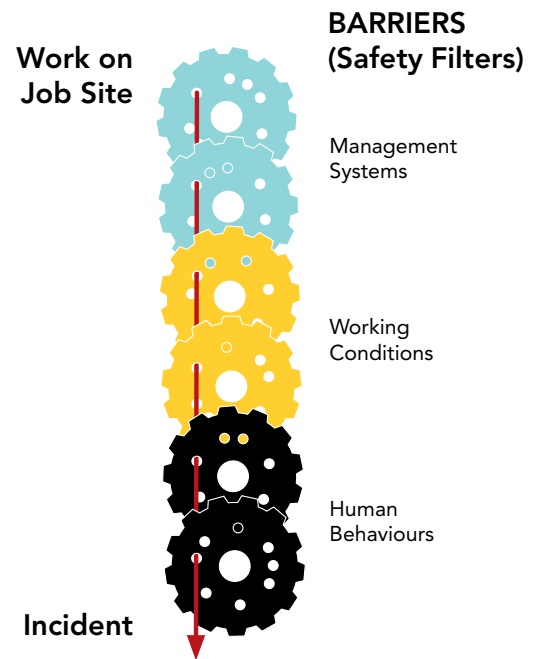


HSC looks at what employees are looking for in their job and what is important to them. We educate and retrain workers to comply with workplace safety rules.

Getting to know your employees and understanding how they think is the only way to achieve outstanding and lasting safety results.

After surveying 250,000 workers, results showed that money and benefits are not top of the list when it comes to job satisfaction.

1. Camaraderie and peer motivation
2. They desire to perform well and would prefer not to be rushed when completing a job
3. Encouragement and recognition
4. Have an impact at work and make a difference
5. Grow professionally
6. To meet customer and workplace needs
7. Money and benefits
8. Be lead by positive supervisors and leaders
9. They want a reason to believe in the company they work for





CONTACT US FOR A FREE WORKPLACE HEALTH & SAFETY APPRAISAL

Aus Mining Services Pty Ltd

+61 491 202 420

admin@ausminingservices.com

www.ausminingservices.com



**HEALTH
SAFETY
CULTURE**