

Growing Our Safety Culture

Free Workshop: 10am – 3pm, 7 May 2018, Wellington

You are invited to this free workshop to find out how the *Growing our Safety Culture* programme can help your business.

- Understand what's really going on with health and safety in your teams
- Harness the expertise in your teams to identify ways of improving
- Reap the business benefits of having motivated teams engaged in health and safety.

Register now by emailing: info@safetree.nz

What is the *Growing our Safety Culture* programme?

This programme helps you understand the true state of health and safety in your business. It supports you and your people to identify and implement practical improvements. It involves:

- **A team assessment** to uncover what's really going on with health and safety
- **A report-back** on the results of the assessment that highlights what's going well and what can be improved
- **A feedback session** to identify ways to make improvements and develop action plans.

The programme is not an audit. It's about identifying practices that support or undermine health and safety, then supporting team members to come up with improvements.

How will it help my business?

- **Work as done, versus work as imagined:** Often, there's a big difference between how we think work is being done and how it's actually being done. This programme shines a light on that variability.
- **Get workers engaged:** This programme is an effective way to give workers a 'voice' in health and safety. It has been shown to be a highly effective way to get them involved and engaged in coming up with better ways of working.
- **Wider business benefits:** Feedback from those who've used the programme is that, in addition to improving safety, it can improve planning, staff morale and productivity. The programme's potential is reflected by the fact that it is now being used by forestry operations in Australia and the United States.

What will happen?

Ideally the programme should be done by all teams in the business – not just crews. It has three parts:

- **Growing our Safety Culture assessment:** Each team completes this assessment, which focuses on 12 areas essential to good health and safety. For each area, there are four statements that describe safe practices relevant to that area. Teams rate how often they and others do these practices based on a scale of: 'Never, Seldom, Sometimes, Often, Always'. There are slightly different versions of the assessment for crews; contractors/crew bosses; and forest owners. The assessments are run by an approved *Growing our Safety Culture* facilitator, who spends about an hour with each team.
- **Report back:** Each team's results are analysed by an independent expert, *Leading Safety*, who helped develop the programme. The results are reported back to the team using an easy to understand 'traffic light' tree. This 'tree' has green lights to show them what's working well, and red and orange for what needs improvement. The report is confidential to the team and is not sent to anyone else. Teams can (and usually do) choose to share them with others, including the crew boss, contractor or forest owner.
- **Feedback session:** The facilitator then does another hour-long session with each team where they discuss the results. The goal is to identify one or two areas where the team would like to make improvements, and to come up with a plan for doing this. Note, there might not be enough time to complete a detailed action plan. This might involve another session, either with or without the facilitator.

Why are the reports confidential?

For the assessments to uncover what's really going on, people need to be able to speak freely. So, the programme includes measures to ensure confidentiality. That's why each team's report is confidential to them. However, they can choose to share it with bosses and forest owners. Experience to date is that all crews have been willing to do this.

Participants are asked to agree to their reports being used by *Leading Safety* to develop an anonymised sector-wide report. This report will identify what safety culture areas are supporting or hindering safe, healthy forestry operations.

What's the investment?

Project administration	\$300
Printing of <i>Growing Our Safety Culture</i> assessments and resources	At cost – depends on numbers involved
Facilitation - with a maximum of three workshops a day.	\$800 - \$1,000 per day
<i>Growing Our Safety Culture</i> report per crew or team	\$500 per report

Who is behind the programme?

This programme is being promoted by the Forest Industry Safety Council (FISC), a pan-industry not-for-profit supported by industry, workers and government. The reports are prepared by *Leading Safety*, experts in safety culture. All the FISC-approved facilitators have completed a training programme to ensure quality and consistency, and are subject to ongoing assessment and peer review.

How was the initiative developed?

The original *Growing a Safety Culture* assessment was developed several years ago by the industry and *Leading Safety*. It was based on 12 factors identified by people working in forestry as influencing the safety culture in forestry operations. In 2017, FISC and *Leading Safety*, in consultation with the sector, updated the assessment. The revised programme was then piloted by nine forestry companies and 364 workers before being launched in early 2018.

Find out more or sign up

Email info@safetree.nz to sign up or get a list of approved facilitators.

What others are saying about the programme

“Safety begins and ends with culture.

However, all too often culture is left till last, following after engineering and systems in the safety journey.

At Timberlands we prefer an integrated approach.

We saw the FISC safety culture program as a great mechanism to initiate and develop our safety dialogue.

We started with a successful pilot and have since engaged the culture team to facilitate the exercise throughout all roles in our business, this includes the people on our front desk, the people operating chainsaws and yellow machines, as well as those around the boardroom table.

While we eagerly anticipate the formal results, we have already received positive feedback from several participants who have seen this as a catalyst to initiate their own safety culture development.”

Robert Green

Timberlands Limited