



Australian Government  
Department of Employment and Workplace Relations  
Office of the Federal Safety Commissioner



# OHS Improvement through Cultural Change

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Federal Safety Commissioner



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## Unacceptable Safety Culture

- Culture of short-cuts
- Culture of focussing on money and time, not safety
- Culture of 'tick and flick' approach



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## OCCUPATIONAL HEALTH AND SAFETY MANUAL

██████████ Pty Ltd

A.C.N. ██████████

### Authorisation:

This Occupational Health and Safety Manual is authorised and released by the directors of Norbuilt Pty Ltd

*[Signature]*

██████████  
Director  
30 November 1995

*[Signature]*

██████████  
Director  
30 November 1995

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## Federal Safety Commissioner Vision

- World-class safety throughout the Australian building and construction industry



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## Need for change

- Promote best practice
- Promote a better approach to safe design
- Foster a new work safety approach
- Make a positive influence on industry culture



Without the engagement of industry, we will struggle to make a sustainable difference





## Maintaining Cultural Change

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- Leadership
- Recognition & Reward
- Training
- Performance measurement/management
- Communication
- Systems
- Safe Design



## Leadership

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Become industry players





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## Senior Management Commitment

- Management Involvement programs
- Safety Award programs
- Company Training programs
- Communication Initiatives
- OHS Communication Initiative



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## A Safety Culture is...

- Reporting Culture
- Just Culture
- Learning Culture



## People

Attitudes of industry players will define its culture





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## Reward and Recognition

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Celebrate and share good things



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## Measurement and Reporting

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Establish mechanisms to monitor performance



## Systems

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Safety management systems vital to sustaining  
cultural change





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## Safe Design

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Safe Design will reduce, if not eliminate,  
OHS risks at the design stage



## Benefits of Safe Design

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- Improved useability
- Improved productivity
- Reduced costs
- Compliance with legislation; and
- Innovation





## OFSC Initiatives for change

- FSC Safety Principles and Guidance
- Working with government agencies
- International Research
- Case Studies
- National Consistency



## FSC Safety Principles and Guidance

- Demonstrate a tangible commitment to developing a safety culture
- Maintain effective OHS measures across project life cycle
- Strive to develop cooperative business relationships
- Ensure safe design and constructability is considered
- Effective consultation and communication
- Systematic approach taken to OHS & Risk Management
- Demonstrate OHS leadership at all stages of construction process
- Monitor, report and benchmark OHS at all levels





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Any Questions or Discussion Points...

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### Contact Details

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