

Safety Culture Quick Quiz

Take our quick quiz to see how your company is performing in Health and Safety and see how you rate amongst the best.

Have a look at each of the sections below, and circle the number that most closely resembles your organisation. It doesn't have to be a perfect fit, but try to select the option that you feel is closest to where your organisation is currently.

It may well be an interesting exercise to take the quiz with other executives in your organisation, maybe even with your Executive Team. Facilitate a discussion based on the responses. It is guaranteed to be a fascinating discussion and may provide results that will surprise you and others in the business.

Remember, there is no single right way or wrong way when it comes to achieving best practice in Health and Safety. However, we do know that the better we understand what the real issues are, the easier it is to develop the right strategies to deliver the best results.

If you would like more information, click [here](#) to read our article on using *Safety as a Lever for Cultural Change* or visit our website www.peterwagner.com.au

Strategic Positioning (Health and Safety Strategy is defined to include Workers' Compensation and Injury Management – a total approach)

1. OH&S Board Committee established, meets regularly, reviews risk profile, performance indicators, and oversees strategic direction
2. OH&S managed by CEO and Executive Team, sets goals, reviews risk profile, performance indicators, and determines strategic direction
3. OH&S managed by Executive Team Member, determines strategic direction, reviews risk profile, performance indicators, influences other functional areas to support strategy
4. OH&S managed by Head of Safety, determines direction, reviews risk profile, performance indicators, and influences business to adopt strategies and safety programs.

Safety Leadership

1. All Leadership roles attend safety training appropriate to their function at least once per year
2. Key Leadership roles attend safety training appropriate to their function at least once every three years
3. Middle and Lower Leadership roles attend safety training appropriate to their roles on a regular basis
4. Leadership training rarely occurs or does not occur at all

Safety Coaching

1. The organisation uses a mixture of internal and external safety coaches at all levels of the organisations to provide the guidance and support required to achieve effective outcomes. Coaches may include internal safety champions who have a demonstrated track record of success.
2. The organisation provides internal and external coaches on a limited basis based on specific needs
3. The organisation relies on the Safety Department to provide coaching support
4. Coaching is not provided or is provided only to deal with individual performance issues

Systems Alignment

1. OH&S is integrated and aligned to all business systems. OH&S is actively considered in the design phase of every project at commencement
2. OH&S is substantially integrated and aligned to key business systems mostly likely to have an OH&S impact
3. OH&S is sometimes integrated and aligned to business systems and the quality of integration can be variable
4. OH&S systems exist but are not regularly used by the business

Consultation and Commitment

1. The organisation consults widely about OH&S issues and encourages all employees to contribute. The CEO and Executive Team are actively engaged and lead safety from the top always.
2. The organisation consults with employees regularly on key changes and issues. The CEO and Executive Team are committed to safety improvement but do not always include it on their agenda
3. The organisation only consults when it is required to do so. There is a safety policy on the wall signed by the CEO.
4. The organisation rarely consults on OH&S issues. The safety message struggles to be heard within the business.

Monitoring and Reporting

1. The Board, CEO and Executive Team regularly monitor and review OH&S performance. Clear measures are in place and are regularly revised as performance improves. There is continual performance improvement
2. An Executive Team Member is responsible for monitoring and reviewing OH&S performance and reports key issues to the Board, CEO, and Executive Team
3. The Head of Safety is responsible for monitoring and reviewing OH&S performance and reports key issues to the Board, CEO, and Executive Team
4. The business does not monitor or review OH&S performance, and only reports matters where there is a breach of compliance or an improvement notice/prosecution is pending.

See next page for your results



Your Score

To arrive at your score, total your ratings for each of the sections listed above. That is, score 1 point for each no.1 answer, two points for each no. 2 answer, and so on. Once you've worked out your score, have a look at the comments and reflect on what you think may need to be done differently to get to the next level.

Score Range	Rating	Comments
Less than 8	A League	Congratulations. Your organisation is taking a very sophisticated and mature approach to managing OH&S. The situation may not be totally perfect, but there is a clear and active system in place that is producing great results. The major challenge will be to guard against complacency and ensure the safety message stays fresh. Seek out others who have gone beyond where you are, and learn the lessons. Well Done
8 – 14	Star Player	You are well on the way to creating an organisation of excellence but there is still quite a lot of work to do. Most likely you will have achieved a performance plateau and will need to re think your strategy to “break through” to the next level. Keep going.
14 – 20	Rising Star	There are the beginnings of a good system but you will need to seriously reappraise the current approach and look for more effective ways if you are to deliver on your goal to join the A League. Look around for best practice examples and adopt strategies to fit your own environment. Seek out expert assistance. On the move.
More than 20	Rookie	There are a number of challenges in front of you, however, the good news is that it can be done. It is time take stock and review what is happening in your organisation. Meet with the key people and listen to what they have to say about safety and then develop the right strategy that will deliver the results you want. You have everything to gain, be positive.

If you would like further assistance or need advice, please feel free to contact Peter Wagner & Associates on query@peterwagner.com.au Alternatively, contact Peter directly on 0400 033 991.