

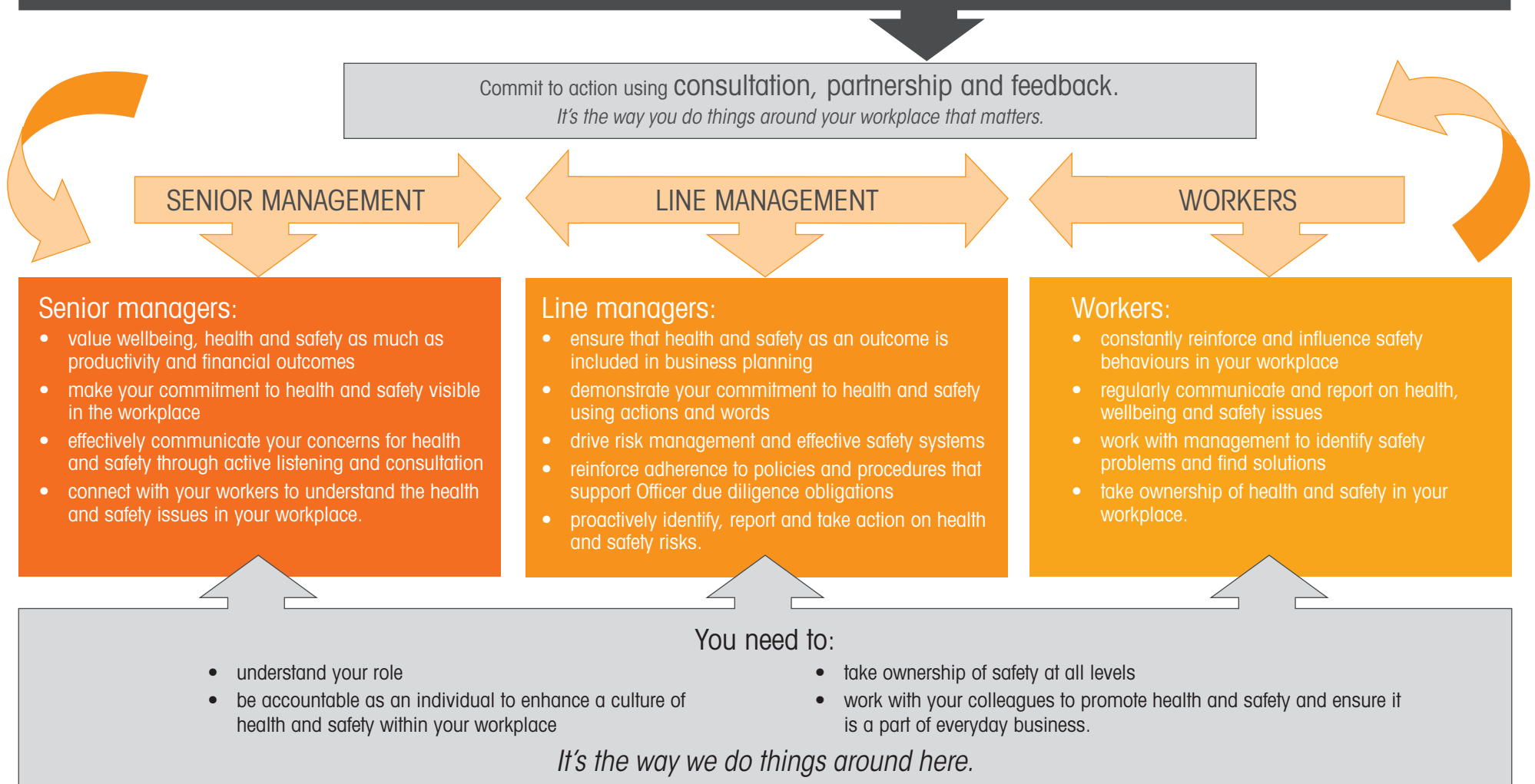


Australian Government

Comcare

WORKPLACE HEALTH AND SAFETY CULTURE

You can create an effective workplace health and safety culture through leadership, communication and training using systems, symbols and behaviours.





SYSTEMS, SYMBOLS AND BEHAVIOURS



Systems	Symbols	Behaviours
Health and Safety Arrangements	Reward and recognition programs	Demonstrated safe work practices
Health and safety policy and procedure documents	Continuous improvement	Active engagement in health and safety issues
Safe work method statements	Reporting requirements defined and monitored	Bottom-up leadership
Job safety analysis	Accountability integrated into performance assessment	Networking with industry
HR reporting on absenteeism and WHS performance data	Effective leadership	Proactive incident reporting
Internal reporting processes	Visibility and awareness campaigns	Taking responsibility for own safety
Data collection and trend analysis	Risk management approach	Review and refresh WHS approaches

Adapted from Taylor, C 2005, Walking the Talk, Random House, Great Britain.