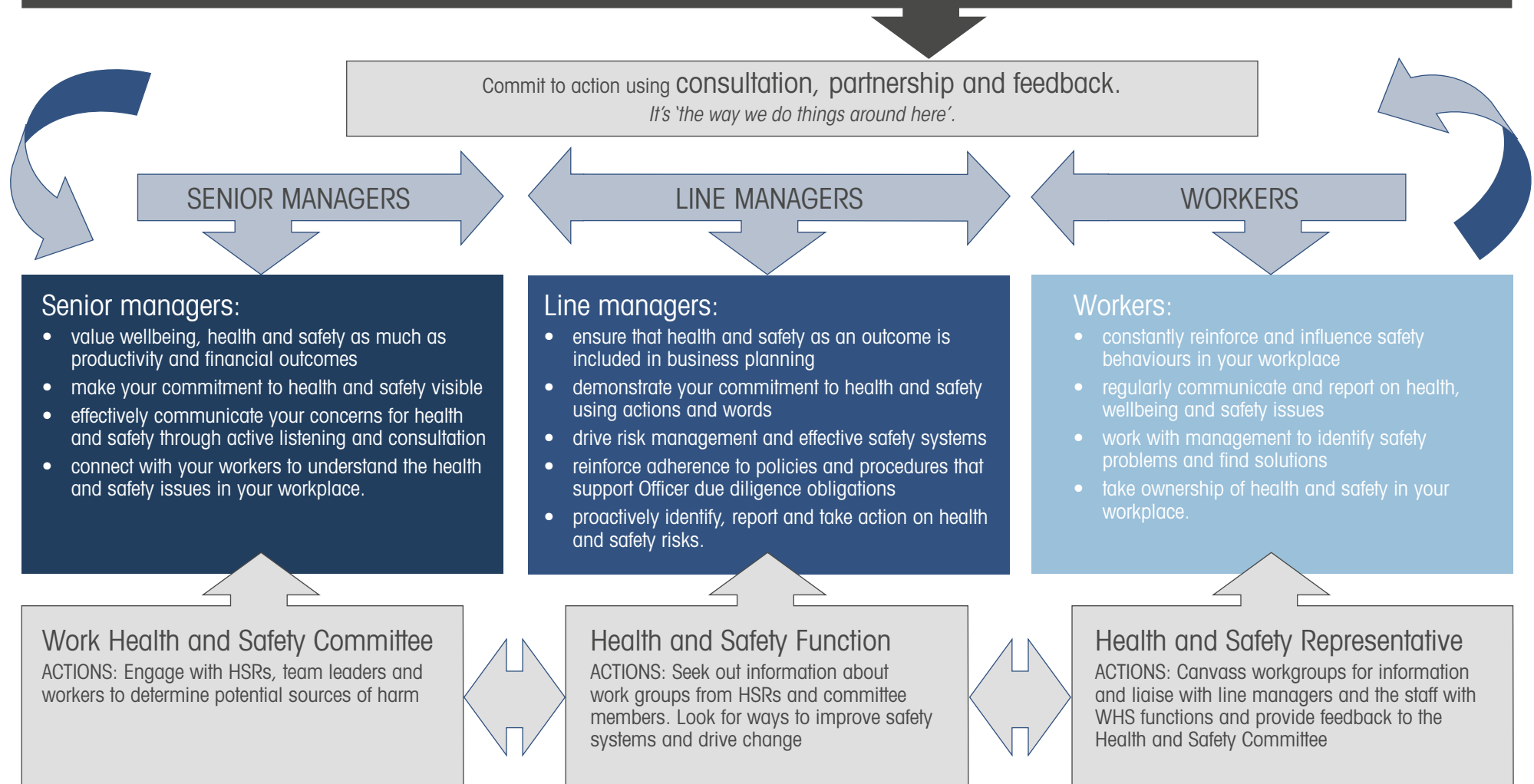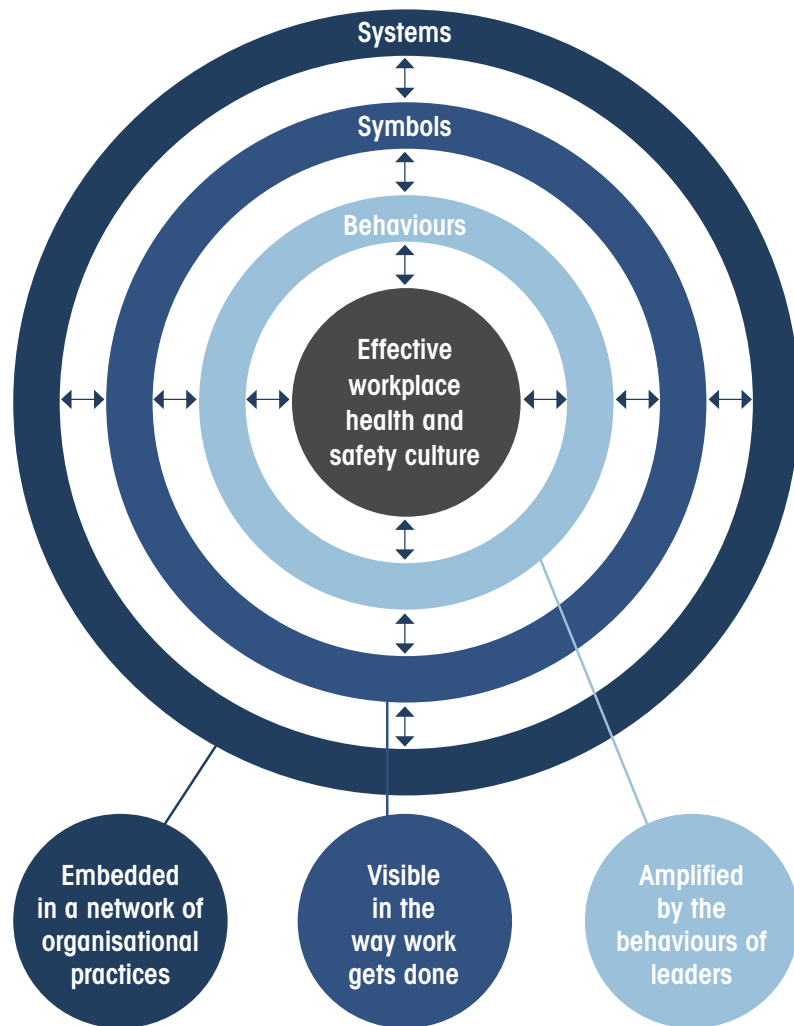**Australian Government**

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.**

Commit to action using **consultation, partnership and feedback.**
It's 'the way we do things around here'.

SENIOR MANAGERS

LINE MANAGERS

WORKERS

Senior managers:
- value wellbeing, health and safety as much as productivity and financial outcomes
- make your commitment to health and safety visible
- effectively communicate your concerns for health and safety through active listening and consultation
- connect with your workers to understand the health and safety issues in your workplace.

Line managers:
- ensure that health and safety as an outcome is included in business planning
- demonstrate your commitment to health and safety using actions and words
- drive risk management and effective safety systems
- reinforce adherence to policies and procedures that support Officer due diligence obligations
- proactively identify, report and take action on health and safety risks.

Workers:
- constantly reinforce and influence safety behaviours in your workplace
- regularly communicate and report on health, wellbeing and safety issues
- work with management to identify safety problems and find solutions
- take ownership of health and safety in your workplace.

Work Health and Safety Committee
ACTIONS: Engage with HSRs, team leaders and workers to determine potential sources of harm

Health and Safety Function
ACTIONS: Seek out information about work groups from HSRs and committee members. Look for ways to improve safety systems and drive change

Health and Safety Representative
ACTIONS: Canvass workgroups for information and liaise with line managers and the staff with WHS functions and provide feedback to the Health and Safety Committee

SYSTEMS, SYMBOLS AND BEHAVIOURS

Systems

Symbols

Behaviours

Effective workplace health and safety culture

Embedded in a network of organisational practices

Visible in the way work gets done

Amplified by the behaviours of leaders

Systems	Symbols	Behaviours
Health and safety arrangements	Reward and recognition programs	Demonstrated safe work practices
Health and safety policy and procedure documents	Continuous improvement in risk management	Active engagement in health and safety issues
Safe work method statements	Reporting requirements defined and monitored	Bottom-up leadership—everyone is a leader in safety
Job safety analysis	Accountability integrated into performance assessment	Networking with similar industry
HR data and WHS intelligence, reporting and processes	'Active' and effective leadership	Taking responsibility for own actions and reporting health and safety issues
Data collection and trend analysis	Visibility and awareness campaigns	Review and monitor effectiveness of risk control measures

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