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:**
- 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

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