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SAFETY CULTURE INTEGRITY SYSTEM (SCIS)

Background

Safety Culture Development uses a structured approach referred to as the **Safety Culture Integrity System** to guide its activities. The system identifies the behaviour that should be expected in an organization that believes they have a strong safety culture. It has its genesis in the OECD 2008 Safety Performance Indicators as well as safety culture and behavior research and our associate's experience in leading workplace safety culture change.

Underpinning Principles

The Safety Culture Integrity System (SCIS) is a workplace safety assessment and development process focused on behaviours at **all** organizational levels that contribute to safe and productive workplace outcomes. Its underpinning principles are:

- Behaviour is a critical aspect of safety. Research on incident investigations trends show that "behaviour", at all levels in the business, is the antecedent of 90% of preventable workplace incidents.

- The creation of a safe and productive workplace requires inter-dependent "systems", referred to as primary indicators, to be working effectively together. These "systems" reflect the employee (performance) lifecycle, starting with recruitment through to continuous improvement—see diagram below.

The Safety Culture Integrity System comprises those behaviours we would expect to see at the worksite if people were engaging with these systems to the standard required. Not only does the work site need a safety culture supportive of the vision, but so does the whole organisation. For example, is Procurement held accountable for safety in their purchasing decisions, is Human Resources held accountable if they recruit someone who does not demonstrate appropriate safety behaviour?

Our Safety Culture Integrity System:

- Is a comprehensive WHS assessment and development process that directly influences workplace culture and leads to improvements in safety and productivity outcomes;
- Is a process used to identify, define, evaluate and develop those behaviours that are linked to the vision for safety;
- Is research based and subscribes to the fact that that when people understand how their behaviour impacts safety outcomes, they are more likely to value and act on data to improve outcomes;
- Provides assurance to senior management that the vision and values are being implemented at every level of the organisation;
- Identifies where there exists possible misalignment between the safety vision and culture and the required behaviours;
- Supports a targeted approach to realign behaviours through coaching and mentoring.

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