

## General Overview

A performance review and improvement toolkit that invites ideas and feedback from people at all levels of an organisation, to build collaboration in making work safer and healthier for everyone.



### WHO IS IT FOR

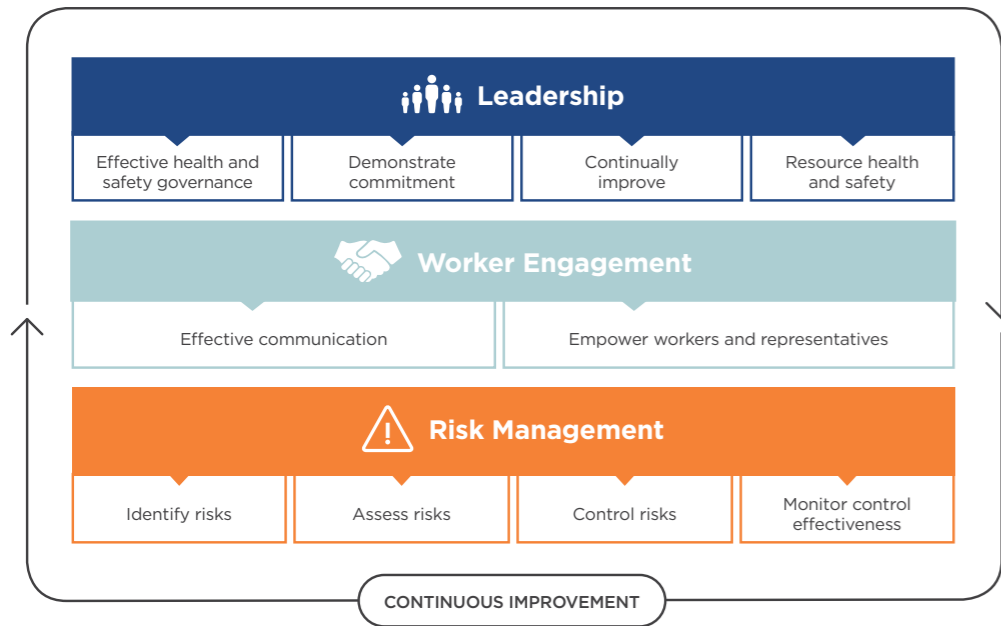
Designed for all sectors



### PERFORMANCE REQUIREMENTS

There are 10 performance indicators of good health and safety practice across three key themes - **leadership**, **worker engagement** and **risk management**. These measures have been developed and tested with New Zealand businesses.

#### Performance Requirements



#### Assessment Focus

- People
- Resources
- Behaviours
- Systems
- Practices
- Attitudes
- Culture
- Perceptions

### HOW IT WORKS

Assessment process, choose one or both:

#### Self-assessment

**Assessment approach**

- Download our multi-choice survey forms and result calculator
- Use as a paper survey, via an online survey tool of your choice, or both
- Organisation-wide involvement recommended
- Anonymous survey set-up recommended, to encourage feedback

**Findings**

- In-house view of how the business is doing in health and safety
- Highlights strengths and areas to act on, including leader-worker opinion gaps
- Maturity rating in leadership, worker engagement, and risk management

#### Independent onsite assessment

**Assessment approach**

- Led by independent assessors
- Reviews behaviours, attitudes and work culture
- Interviews and observations
- Deep-dive tracing 3-4 key risks through all parts of the business
- Compares planned vs actual work practices

**Findings, guidance and advice**

- Independent view of current health and safety performance
- Identifies strengths and improvement areas in leadership, worker engagement and risk management
- Performance summary of 'deep dive' critical risks
- Tailored, expert advice and guidance

### MEASURING PERFORMANCE

A three level maturity scale is used for each performance requirement to help determine current health and safety strengths and areas for improvement and support ongoing performance improvement.

#### Developing

The business knows it needs to improve but has not identified what to improve or how. Likely to rely on PPE, administrative controls and informal processes and may respond reactively to address issues.

#### Performing

Health and safety performance is reviewed and monitored to support continual improvement. Workers are engaged and empowered. Risks are identified and actions are taken to address root causes.

#### Leading

Health and safety is integral to core business activities. There is a sense of ownership from workers at all levels and workers are supported to lead initiatives. The business takes a leadership role in industry to help lift performance.