



UNISON  
SAFETY

A united  
approach  
to safety

CASE STUDY

## Improving Recruitment Outcomes <

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Identifying and managing employee  
risk using the Safety Risk Profile

# Improving Recruitment Outcomes



## The Situation

- A significant blue-chip mining client was recruiting for a *safety critical role* for which there was a limited pool of candidates.
- Two candidates with appropriate qualifications, skills and experience were shortlisted. However, both candidates had exhibited some questionable safety attitudes and behaviours in the early stages of the recruitment process.

## The Challenge

- A thorough understanding of both candidates safety attitudes and likely behaviours had to be achieved to understand the level of risk they posed and plan actions to minimise this risk.

## The Action

- Both candidates completed UNISON's Safety Risk Profile which provided for each candidate:
  - Specific low and high risk safety attitudes and behaviours.
  - Suggested interview questions to verify and gain a better understanding of the high risk areas.
  - A set of defined management suggestions to mitigate and manage their risk going forward.

## The Result

- Reference checking and further interview uncovered a major and deliberate safety breach made by one of the candidates that had been previously not disclosed during the recruitment process. Due to the intentional nature of this breach, the candidate was considered high risk going forward.
- Conversely, the other candidate's identified risk concerns from their SRP were considered manageable in the short term, and changeable in the long term.
- The organisation made an informed decision to hire the second candidate, and was also empowered to address his risk areas. Today the preferred candidate has developed into a recognised 'safety-first champion' with an excellent track record.