



UNISON  
SAFETY

A united  
approach  
to safety

CASE STUDY

# Improving Safety Performance < Through Human Factors Training

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Creating a safety first culture for  
employees and contractors

# Improving Safety Performance through Human Factors Training



## The Situation

- A tier one company committed to safety identified that a significant part of their workforce, both including full time employees and contractors, were not exhibiting behaviours consistent with the safety culture the organisation was striving to create.

## The Challenge

- There needed to be a proactive and uniformly accepted approach to ensure commitment, responsibility and accountability to safety for all employees and contractors working for the organisation.

## The Action

- Unison was engaged to devise, develop and deliver a mandatory 'gate-keeper' induction program for all full-time employees and contractor staff.
- Focusing upon Human Factors, this induction would empower individuals to understand how their decisions and behaviour would influence their own and others' safety. It provided motivation and strategies to work towards creating a safe working environment for all.

## The Result

- Improved recognition and acceptance of safety-first practice across the whole organisation.
- 50% reduction in accidents and incidents over a three year period in excess of any of its peers.
- To this date UNISON has conducted inductions for 9,500 employees from this organisation which is testament to the program's long lasting success.