



UNISON
SAFETY

A united
approach
to safety

CASE STUDY

Establishing a safety culture baseline <

Benchmarking cultural progression using
the safety culture assessment tool

Establishing a Safety Culture Baseline

The Situation

- A rapidly growing construction company recognised that a key to sustaining internal growth was to ensure that increases in productivity were coupled with the development of a positive Safety First Culture.
- The organisation had not yet significantly invested in a holistic Safety Program and was unsure where to start.

The Challenge

- To ensure any initiatives designed to create the Safety First Culture were matched to the organisation's needs, it was necessary to gain a thorough understand of the current safety culture.
- A reliable and valid assessment tool and methodology were needed to do this.

The Action

- UNISON Safety was engaged to administer the Safety Culture Assessment (SCA). The online survey was administered to all employees to collect quantitative data and targeted Focus Groups were run with a representative sample of employees to collect qualitative data.

The Result

- In undertaking the Safety Culture Assessment the company was able to gain:
 1. A clear understanding of the current safety culture.
 2. An analysis of strengths, weaknesses, threats and opportunities for improvement.
 3. Detailed strategies to successfully create the desired culture.
- The organisation used the findings to create organisational changes, and also engaged Unison Safety as a partner in a program of works designed to change safety attitudes and behaviours.
- The program of works is currently being rolled out and receiving positive feedback. A follow up survey is scheduled for one year's time to measure the program's success to date and to ensure its continued success.