

The Road to Zero Harm takes People, Culture and Process

ComOps conducted a survey at the 2012 Melbourne Safety in Action show involving OHS and Risk managers, CEOs and other senior business managers, to determine how zero harm is being targeted within Australian organisations.

A commitment to zero harm is an attitude that must first be adopted and supported by an organisation's people. It should form a company's culture and be reflected in the attitudes of every employee, every day.

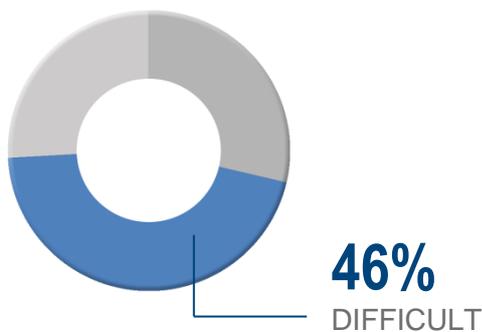
The results from the survey look at how People, Culture and Process are the three critical components in achieving zero harm.

People

Only 11% of respondents find it easy to access the right talent today



37% of respondents indicated they look to attract talent from overseas but nearly half find it difficult to actually access this off-shore talent



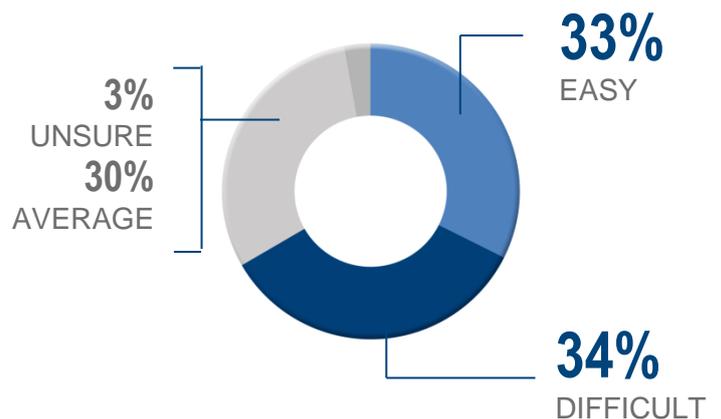
This highlights that traditional forms of recruitment may not be the most effective way of sourcing talent. Organisations may need to explore other recruitment alternatives.

The survey highlighted that Management sponsorship of OHS issues is still hard to achieve with only 34% finding it easy to get management buy-in despite the increased personal liability that new legislation brings.

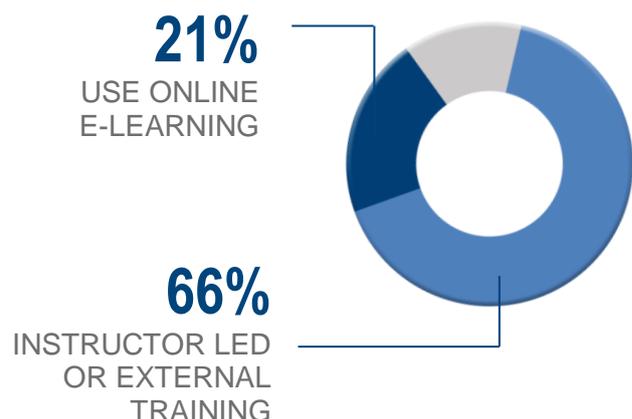


Culture

A third of respondents indicated they struggle to develop and maintain a safety culture

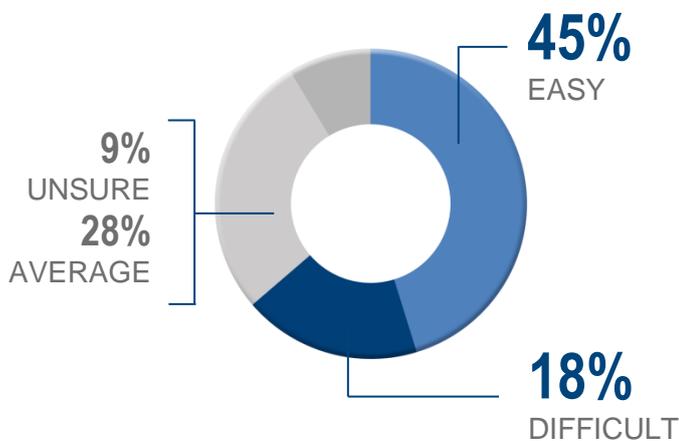


A quarter of the respondents have some level of difficulty with training staff and over 60% are still relying on instructor led or external training. This is a significant risk for these organisations, as without relevant and consistent training and communications then any cultural development is likely to fail.

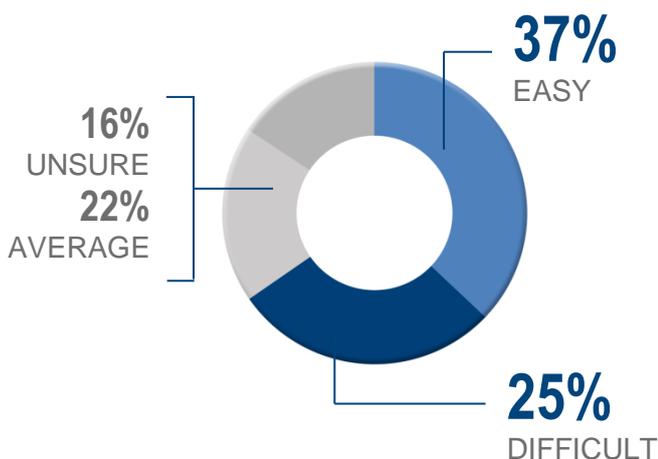


Process

A key focus of new WHS legislation is to broaden the onus of responsibility, to achieve greater visibility into workplace safety practices and ensuring more comprehensive reporting metrics within organisations. The results showed however, that only 45% of respondents find it easy to give their organisation the tools needed to report hazards and incidents properly.

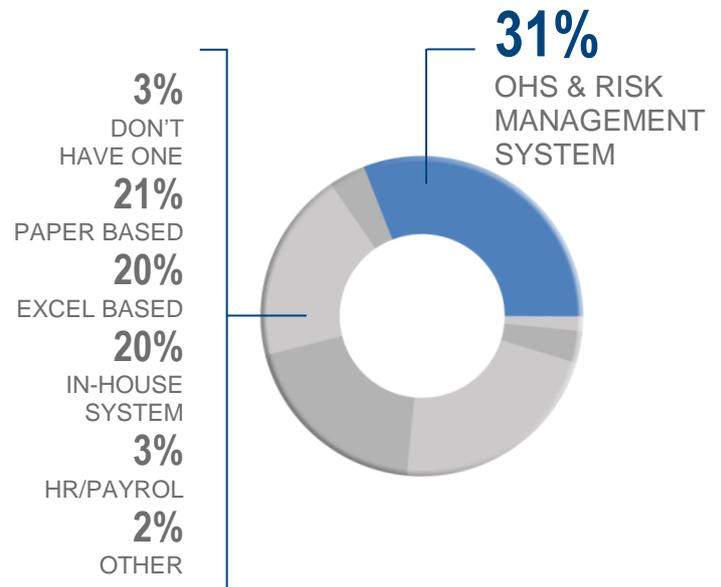


And only 37% of respondents found it easy to prepare relevant executive summaries and reports around key safety metrics.

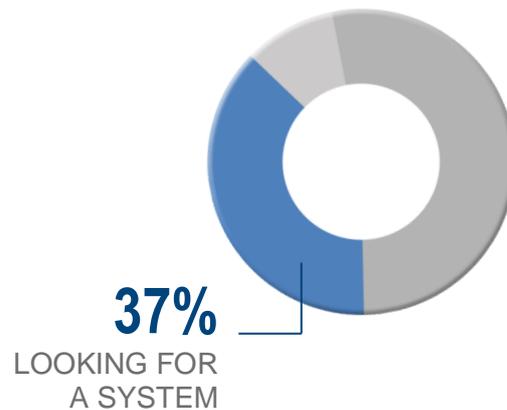


This highlights that company officers and directors might not even be aware of the full extent of their own organisation's situation even though they are ultimately responsible and liable.

Only 31% have a dedicated industry developed OHS & Risk Management system



It's good to see that over a third of respondents have recognised the need for a solution and are currently looking to implement one to ensure compliance and reduce liabilities and costs



The ComOps workforce management suite can support all three of these interdependent components; People, Culture and Process; from onshore or offshore executive recruitment tools; through personalised online safety training and induction modules; to comprehensive safety, risk, claims and workforce management solutions, to help incite a commitment to zero harm throughout an entire organisation.

* The survey was completed by 97 professionals, 24% of which represented organisations with more than 1,000 employees, 54% of which represented organisations in the Mining, Hospitality/Leisure, Transport/Logistics, Manufacturing, Education, Construction and Food & Beverage industries.