



SAFETY CULTURE PROGRAMME

**He aha te mea nui o te ao?
He tangata! He tangata! He tangata!**

*What is the most important thing in the world?
It is people! It is people! It is people!*



#SafetyFirstAlways



WHY did we need a Safety Culture Programme?

- NETcon and Alpine combined back into one business
- It was essential to reset Safety as our number one priority
- We wanted to clearly show the importance placed on looking after our people
- It provided clear direction and a safe way of engaging with each other about safety and wellbeing
- We wanted to set the standard for all to follow

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Culture of safety

Participation
Engagement
Recognition
Success



WHAT we did?

- Took the learnings from Wiremu & Marcela Edmonds powerful presentation and brought this to life to truly take ownership for making change
- Live our number one value - prioritising Safety in all we do
- Set up our own Work Defences



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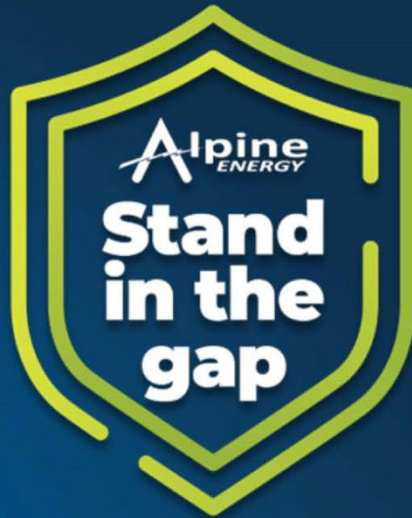


Importance of Work Family

Together we really can make a difference



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Turning the Edmond's family defences into Work defences

We all stand up and fill the gap when we see something. We are all open and allow others to stand in the gap for us when we have a lapse.



Family Defence	Work Defence	Task	Responsible
Date Nights	Coffee Dates Whānau Fun Day	Senior leaders and board members have coffee dates Annual family fun day focused on sharing our work and the importance of safety	Everyone
Family Council	SIG Team Meetings Tailgates Team interactions Event Reporting & Investigation	Safety moments- • What will I do to stand in the gap today? • Do you need me to stand in the gap for you? Reporting Near Misses Open and honest investigations focused on learning outcomes	Everyone
Dinner Table Central Meeting Place	MBU Meetings Toolbox Meetings Team Socials	Share the good news stories! • What did someone do in the past week to stand in the gap for you? • How did you stand in the gap for someone? • Does anyone need someone to stand in the gap for them?	Everyone
Personal Parent Discussions	Leadership Commitment to Safety	One on one engagements to learn and share knowledge. Fully support safety as the number one priority in all we do to keep Kaimahi and the public safe.	Directors ELT Managers Leaders Supervisors
Family Home Evening	H&S Committee The Grid	HSR's given priority to attend meetings and engage with workgroups Shared learnings from investigations/events Safety alerts and notices	

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Stand in the Gap Team Meetings

What we learnt through implementation



- There needed to be more structure to the meetings
- Team Leaders needed more support
- There needed to be a Focus of the meetings?
- Teams needed to be mixed up more.

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Stand in the Gap Groups!

- We started with 16 teams and expanded to 26 teams and growing
- Tried as much as possible to get mix of business units
- Plan is to keep these teams, as much as possible, the same for the next 12 months.



Four questions that guide our meetings:

1. What can I do to Stand in the Gap?

What is it we could do to stand in the gap? What sort of things are important that we would want someone standing up for us for?

2. In the past week has someone stood in the gap for me?

What good stuff have we seen? What would we like to share with the wider business?

3. In the coming week what can I do to Stand in the Gap for someone?

What sort of opportunities are coming up that might present an opportunity to Stand in the gap for someone? Are there any difficult or complex tasks that we know of? Are we aware of someone under pressure and what could we do to help?

4. When might I need someone to Stand in the Gap for me?

Is there anything anyone wants to share with the group? Anything that I might need a hand with or ideas how to deal with?

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Team Protocols



15 Minute SIG Safety Stand ups once a Fortnight

- Come prepared to participate.
- Arrive 3-5 minutes early.
- Be present and actively listen.
- Keep to intent of Stand in the Gap.
- Focus on Solutions.
- Share the good stuff we are doing!

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Stand in the Gap Poster Wall

- We asked everyone to share with us something that was important to them
- A picture that shows what it is that motivates them
- What they want to ensure that they go home safe for each and every day
- A picture that they would be proud to share with family/loved ones at Whānau Day

- Share what we do each day
- Make our whānau part of our work whānau
- Allow friends and family understand why safety and wellbeing is so important in our work
- A fun and engaging way to get to know each other better

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Whānau Fun Day



Questions