

# Large Beverage Business: Engaging People in the Safety Journey

## Highlights

- A progressive roll-out of Safety Culture Change leadership training across the large beverage business nationally has occurred over the past 12 months with approximately 550 trained to date
- This is phase 1 of the Culture Change initiative and is helping leaders commit to the safety values of the business as well as preparing them to support phase 2, the employee engagement roll-out.
- Significant adoption by workshop attendees of the SafetyWorks Behavioural Science approach across all aspects of the business.

### Change in behaviours reported to date:

- We always have conversations at meetings about safety now – often they are positive things that are talked about, but at every meeting there is a genuine discussion about safety.
- We see people doing safety walks all the time, and there seem to be positive experiences for people when safety walks occur.
- Safety is more often talked about.
- There has been a significant increase in the safety activities occurring over the last year and they seem to be continuing.
- We have really reduced the number of times we are hurting people.

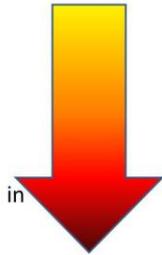
### National Safety Performance Results

#### Already the results are coming

Beverage Business 2013 to 2012

- TRIFR reduced by 37%
- LTIFR reduced by 36%
- Over 100 fewer people injured in

2013 v 2012



## Testimonials

### *Manufacturing Manager*

*“This is the best safety performance we have ever had and a lot of this is due to changes in behaviour. Our injury rate has halved since the program began. All this was brought about by the leadership team shifting focus from observing things to observing behaviour. The culture has shifted – we are just safer and it has impacted everything we do not just safety. The SafetyWorks team have supported us to do this through their commitment and experience in supporting organisations to change.”*



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## *General Manager, Equipment*

*“Twelve months ago our business supported by the SafetyWorks Group, embarked on a safety culture improvement process, nationally. To date approximately 550 senior leaders have attended 1 & 2 day safety leadership workshops led by SafetyWorks facilitators. In my group the workshops have been hugely successful.*

*The workshops are a good mix of theory and practice as well as being relevant and well-pitched by experienced and knowledgeable facilitators. A shared language arising from the workshops has gained traction in the workplace and safety is now included as the first item on meeting agendas; it is an automatic inclusion in workplace conversations including those about operational performance.*

*Safety has moved from being just another activity to being an integral part of all workplace activities. The safety culture improvement process has complemented and enhanced safety systems developments such as audits and corrective actions. For example, front line managers have a more positive approach when communicating the safety message and are more comfortable confronting issues with their staff.*

*The safety culture improvement process to date has resulted in a significant improvement in safety performance. Safety statistics have improved significantly since the beginning of the program; in my group LTI's have reduced by approximately 33 % and TRIFR has reduced by 25%, as leaders adopted more positive ways to interrelate and influence”*

## *General Manager, Manufacturing*

*“The Safety Leader Workshop wasn't just about safety, it was great leadership training. The workshop was tailored to the specific needs of our business and has prompted leaders to have a more active and positive influence on safety. Leaders have made safety more personal and there has been an increase in leader confidence when having safety*



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