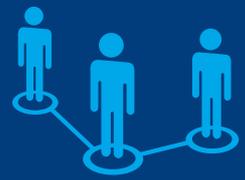


# Workforce Engagement Toolkit

## A culture of Workforce Engagement in Safety - self-reflection checklist



How engaged in safety are people at your worksite?  
Consider the following questions:

What has been done to improve workforce engagement in the last month?

How do people know if improvement actions are actually boosting engagement?

Are there clear actions that relate to the workforce engagement focus areas?

How were these actions developed and decided – was the workforce involved?

Are there any current workforce engagement focus areas?

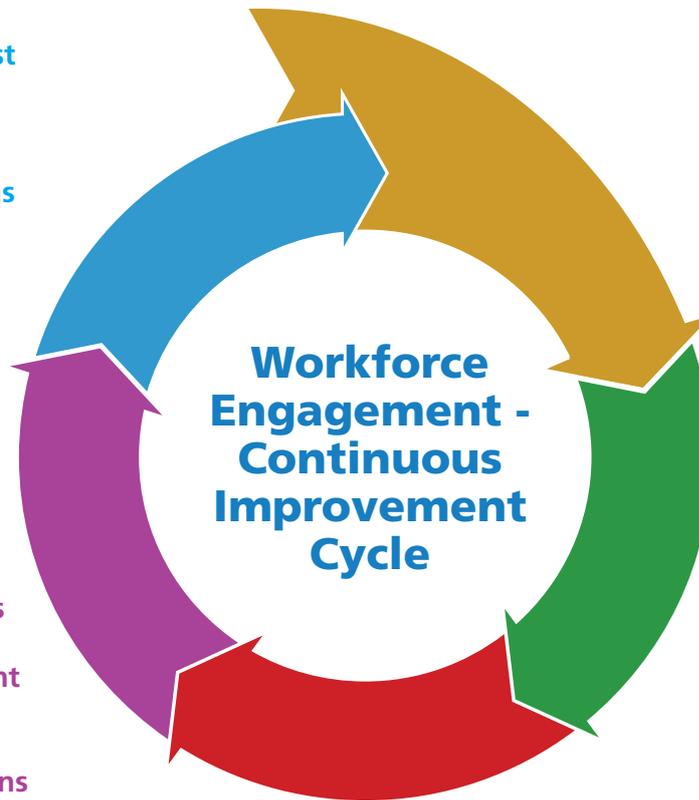
Is there a shared commitment to these across the workforce?

Do people share an understanding of what workforce engagement really means?

Is there a shared commitment to improving workforce engagement?

How engaged in safety are people at the moment?

Are the workforce engagement strengths and areas for improvement known?

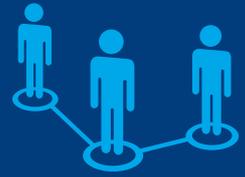


Consider the checklist on the following page to explore your strengths and areas for improvement



# Workforce Engagement Toolkit

## A culture of Workforce Engagement in Safety - self-reflection checklist



**What are the Workforce Engagement strengths and areas for improvement at your worksite?  
Reflect on the following statements:**

	Strength	So-so	Area for improvement
<b>Visibility</b>			
Site leaders are highly visible at the worksite	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Site leaders always do what they say in relation to H&S	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior managers visibly champion H&S at the worksite	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Communication</b>			
H&S expectations and responsibilities are clear	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Direct supervisors listen to worker views on H&S and show visible appreciation when people work safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is open and honest discussion on H&S and people receive feedback on any H&S issues and concerns raised	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Involvement</b>			
Direct supervisors involve team members when planning H&S improvements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Site leaders and senior managers encourage open reporting of H&S issues at this worksite	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All workers are involved equally in managing H&S at this worksite, regardless of which company they work for	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Support</b>			
Direct supervisors provide workers with support and make specific efforts to engage them in H&S	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Site leaders and senior managers ensure that workers and safety reps have everything they need to actively participate in H&S	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior managers and site leaders follow-up any H&S issues and visibly recognise H&S achievements on site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Participation</b>			
People are motivated to improve H&S and raise issues or concerns without fear of negative consequences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workers trust direct supervisors and really work together with managers to improve H&S	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People feel fully involved in H&S and take responsibility for making improvements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Challenge</b>			
People feel comfortable reporting H&S issues and challenging unsafe working practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workers stop others from acting unsafely and respond well when they are challenged themselves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Everyone can influence on how H&S is managed and improved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Now download the 'Guide to completing the survey at your worksite' to learn how to find out what the rest of the workforce thinks.**