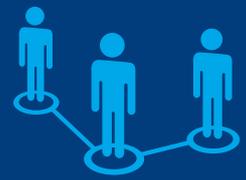# Workforce Engagement Toolkit
Summary of positive behaviours and common obstacles to Workforce Engagement in Safety

Workforce Engagement means that all workers participate in and challenge how safety is managed where they work.

Workforce Engagement increases when positive engagement behaviours are just 'the way things are done at the worksite' and obstacles to engagement are removed.

Positive engagement BEHAVIOURS	**—**	OBSTACLES to workforce engagement	**=**	CULTURE of engagement

A CULTURE of Engagement exists when everyone on the worksite can:

Participate	Everyone actively and positively contributes to the safety effort.
Challenge	Everyone ensures their views and ideas about safety are heard.

Positive Engagement BEHAVIOURS are needed to create a Culture of Engagement. These behaviours focus on:

Visibility	When everyone on the worksite openly promotes workforce engagement in safety.
Communication	When everyone on the worksite actively provides and exchanges safety-related information or news.
Involvement	When everyone on the worksite engages and encourages others by consulting, listening, and including them as often as possible.
Support	When everyone on the worksite helps others engage in safety by providing time, resources and support whenever these are required.

Any OBSTACLES to workforce engagement also need to be removed. Obstacles can be either:

Negative engagement behaviours	These behaviours create worksites where people do not feel part of safety and stop people speaking up about it. They promote attitudes that safety is the responsibility of other people / functions and make worksites undesirable places to work.
Inadequate processes	Inadequate processes make people want to avoid them because they seem long-winded, out-of-date, too bureaucratic, or serving a purpose other than what they should. They are seen to hinder rather than help safe working.
Plant & equipment in poor condition	Plant and equipment in poor condition communicates a message that only production matters. It makes potentially dangerous worksites even more hazardous to work in and increases the burden upon the people working with this plant and equipment.

Safety at any worksite can be improved if positive engagement behaviours are focussed on and obstacles to workforce engagement are removed. **Which of these would help to improve workforce engagement at your worksite?**

MORE

Visibility	Communication	Involvement	Support
☐	☐	☐	☐

LESS

Negative engagement behaviours	Inadequate processes	Plant & equipment in poor condition
☐	☐	☐

STEP CHANGE IN SAFETY

Making the UK the safest place to work in the worldwide oil and gas industry