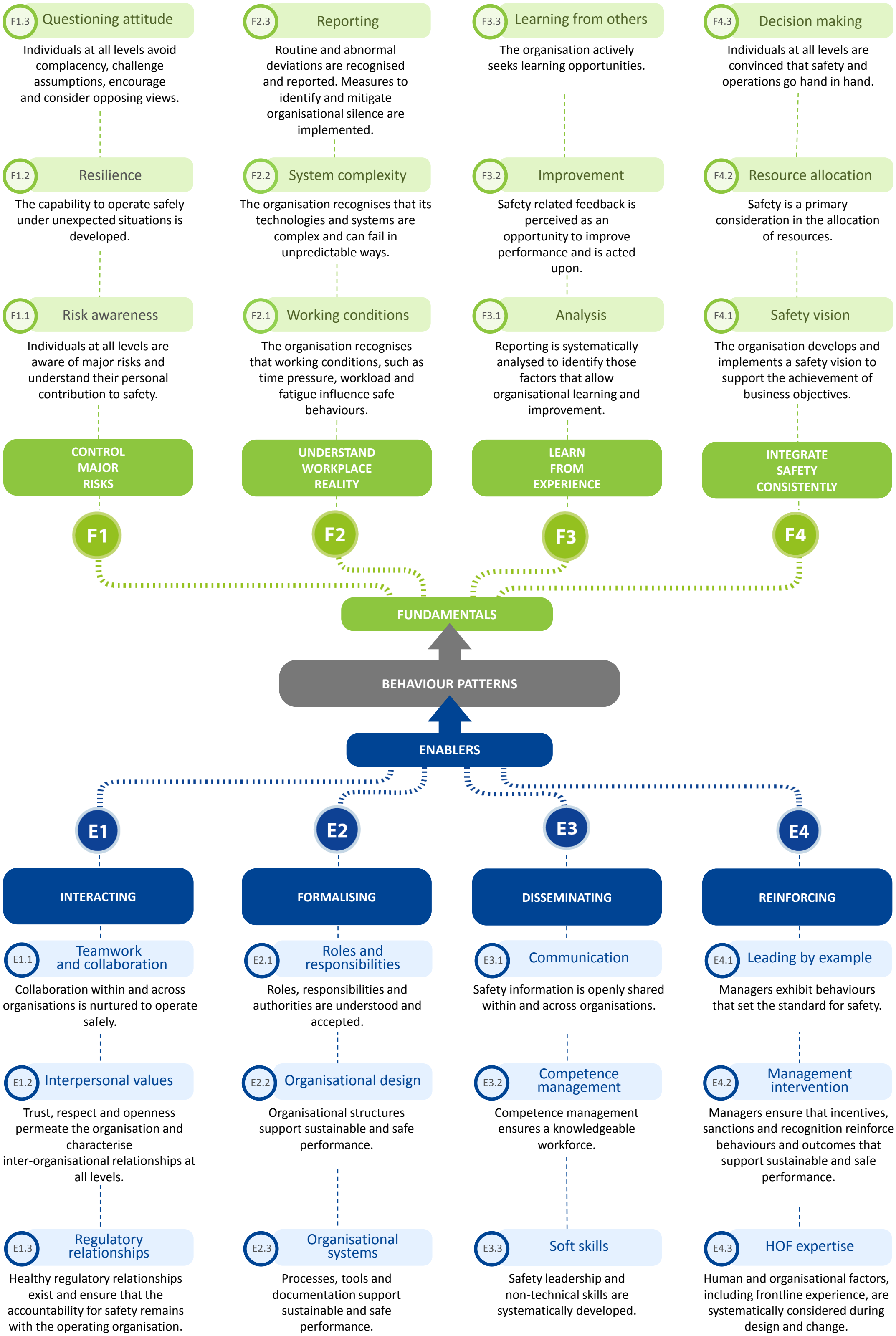
F1.3 Questioning attitude
Individuals at all levels avoid complacency, challenge assumptions, encourage and consider opposing views.
F1.2 Resilience
The capability to operate safely under unexpected situations is developed.
F1.1 Risk awareness
Individuals at all levels are aware of major risks and understand their personal contribution to safety.
CONTROL MAJOR RISKS
F1
F2.3 Reporting
Routine and abnormal deviations are recognised and reported. Measures to identify and mitigate organisational silence are implemented.
F2.2 System complexity
The organisation recognises that its technologies and systems are complex and can fail in unpredictable ways.
F2.1 Working conditions
The organisation recognises that working conditions, such as time pressure, workload and fatigue influence safe behaviours.
UNDERSTAND WORKPLACE REALITY
F2
F3.3 Learning from others
The organisation actively seeks learning opportunities.
F3.2 Improvement
Safety related feedback is perceived as an opportunity to improve performance and is acted upon.
F3.1 Analysis
Reporting is systematically analysed to identify those factors that allow organisational learning and improvement.
LEARN FROM EXPERIENCE
F3
F4.3 Decision making
Individuals at all levels are convinced that safety and operations go hand in hand.
F4.2 Resource allocation
Safety is a primary consideration in the allocation of resources.
F4.1 Safety vision
The organisation develops and implements a safety vision to support the achievement of business objectives.
INTEGRATE SAFETY CONSISTENTLY
F4
FUNDAMENTALS
BEHAVIOUR PATTERNS
ENABLERS
E1
INTERACTING
E1.1 Teamwork and collaboration
Collaboration within and across organisations is nurtured to operate safely.
E1.2 Interpersonal values
Trust, respect and openness permeate the organisation and characterise inter-organisational relationships at all levels.
E1.3 Regulatory relationships
Healthy regulatory relationships exist and ensure that the accountability for safety remains with the operating organisation.
E2
FORMALISING
E2.1 Roles and responsibilities
Roles, responsibilities and authorities are understood and accepted.
E2.2 Organisational design
Organisational structures support sustainable and safe performance.
E2.3 Organisational systems
Processes, tools and documentation support sustainable and safe performance.
E3
DISSEMINATING
E3.1 Communication
Safety information is openly shared within and across organisations.
E3.2 Competence management
Competence management ensures a knowledgeable workforce.
E3.3 Soft skills
Safety leadership and non-technical skills are systematically developed.
E4
REINFORCING
E4.1 Leading by example
Managers exhibit behaviours that set the standard for safety.
E4.2 Management intervention
Managers ensure that incentives, sanctions and recognition reinforce behaviours and outcomes that support sustainable and safe performance.
E4.3 HOF expertise
Human and organisational factors, including frontline experience, are systematically considered during design and change.