

Your organisation

**BEFORE YOU START:
READ THIS FIRST!**

Domain	question number	Level	Question	Support for positive Just Culture inside the organisation is:	Any explanations or Comments
				<div style="display: flex; justify-content: space-around; text-align: center;"> nil low medium high </div>	
External domain	E.1	Legislation	The State is encouraging the judiciary authorities to put in place a prosecution policy which specifically fosters Just Culture.	State encourages Judiciary <input checked="" type="radio"/> There are no agreements <input type="radio"/> There are agreements, but at very high level <input type="radio"/> There are agreements, and they are revised as required <input type="radio"/> There are agreements, revised as necessary and sessions to educate the judiciary on JC	[Replace comments here with your own]
	E.2		The State has a Safety Plan that fosters Just Culture at organisations in the State.	State Safety Plan fosters JC <input checked="" type="radio"/> There is no Just Culture in the plan or there is no State Safety Plan <input type="radio"/> JC is part of the plan but is rarely applied <input type="radio"/> JC is in the plan and applied, but was developed with little or no input from stakeholders <input type="radio"/> JC is in the plan, to which stakeholders can provide or have provided their inputs.	
	E.3	Judiciary	The relationship between the organisation and the judiciary is helpful for the Just Culture in the organisation.	Relationship with judiciary <input checked="" type="radio"/> The relationship is not acknowledged or not present / antagonistic <input type="radio"/> There is some liaison about safety events between the judiciary/prosecutor and the organisation <input type="radio"/> There is contact outside of safety events, to discuss matters more generally <input type="radio"/> There is full respect about each other's position which helps the Just Culture in the organisation	
Corporate domain	C.1	Policy	The organisation has a Just Culture policy	Just Culture Policy <input checked="" type="radio"/> There is no Just Culture policy <input type="radio"/> The policy incorporates necessary requirements from international standards <input type="radio"/> The policy is supported by the highest executive level <input type="radio"/> The policy is visibly supported by the workforce	
	C.2		The organisation is focused on learning from safety events.	Systemic view on learning from safety events <input checked="" type="radio"/> Events are reported and analysed, or no systemic analysis <input type="radio"/> Results of analysed events are fed back to the reporter and the wider organisation <input type="radio"/> Organisation addresses issues systematically, but 'human error' is still used to classify an incident <input type="radio"/> Systemic safety improvement with good feedback loops. Individual actions are always seen as part of the system	
	C.3	Process	Procedures to protect unauthorized access to safety data and to protect the reporter and persons named in the reports.	Protection of persons <input checked="" type="radio"/> No procedures exist <input type="radio"/> Procedures are written <input type="radio"/> Procedures are written and clearly understood <input type="radio"/> Procedures are developed and agreed with staff representatives	
	C.4		There is a framework with procedures and methodologies that allows for the interpretation of individual actions (e.g. to distinguish between acceptable and unacceptable).	Process and methodology for interpretation of human behaviour <input checked="" type="radio"/> No process is followed. <input type="radio"/> There is a described process or framework available <input type="radio"/> There is a structured and systematic process with a described method to interpret human behaviour <input type="radio"/> There is a structured and systematic framework that provides fair and objective outcomes	
	C.5	Promotion	Just Culture is promoted throughout the whole company.	Just Culture promotion within the organisation <input checked="" type="radio"/> None <input type="radio"/> Some staff are aware <input type="radio"/> Only staff that are obliged to be trained are trained <input type="radio"/> Staff are trained or attend appropriate seminars and receive refresher training	
	C.6		The organisation supports personnel (internally and if necessary with contracted legal support) when challenged by external factors (criminal or civil proceedings, media)	Support to personnel <input checked="" type="radio"/> No support <input type="radio"/> The support meets legal requirement <input type="radio"/> Organisation provides internal support and meets legal requirements <input type="radio"/> The organisation provides support on all possible levels.	
	C.7		There is a communication strategy at corporate level supporting Just Culture.	Corporate Communication <input checked="" type="radio"/> There is no communication strategy on Just Culture <input type="radio"/> The strategy is to react to JC events <input type="radio"/> Proactive strategy, e.g. crisis plan, using social media and coordination with staff <input type="radio"/> There is a long term communication strategy e.g. internal training, educating the media	
Workforce domain	W.1	Perception	Is there involvement of the workforce in development of the corporate JC policy and procedures	Support to personnel <input checked="" type="radio"/> No involvement <input type="radio"/> Staff are aware of corporate JC Policy and Procedures <input type="radio"/> Staff are involved in the development and periodic review of the JC policy <input type="radio"/> Staff actively promote JC policy and procedures.	
	W.2		Workforce appreciates that the organisation is oriented towards safety improvement.	A learning organisation <input checked="" type="radio"/> Reporting safety events does not make much difference <input type="radio"/> Safety reports are mostly acknowledged but concrete follow up is <input type="radio"/> Some safety reports are known to have led to safety improvements <input type="radio"/> Safety reporting is one of the most important sources for safety	
	W.3		Peers are involved in reviews of individual actions.	Peers involved in reviews <input checked="" type="radio"/> No peer involvement <input type="radio"/> Management decides, peers can listen but have no formal influence <input type="radio"/> Management decides, peers can listen and advise <input type="radio"/> Peers and management have equal influence	
	W.4		Staff within the organisation feel they are treated fairly with respect to Just Culture.	Staff feel treated fairly <input checked="" type="radio"/> Not at all <input type="radio"/> Few <input type="radio"/> Many <input type="radio"/> Vast majority	
	W.5		Does the organisation invest resources in the improvement of Just Culture?	Company resources invested in Just Culture <input checked="" type="radio"/> Not at all <input type="radio"/> Compliance driven, only when enforced by regulation <input type="radio"/> Resources are provided beyond compliance <input type="radio"/> Resources ensure the company at forefront JC developments	
	W.6		Just Culture culture campaigns, training, awareness sessions are organised and are effective.	Campaigns and trainings <input checked="" type="radio"/> There is no information <input type="radio"/> Information is published with limited or no staff involvement <input type="radio"/> There is discussion of the material by staff <input type="radio"/> Staff actively contribute to the content of material	

SHOW RESULTS

Just Culture Climate survey results of: **Your organisation** actual score per domain maximum achievable per domain percentage of maximum per domain

