INTERNATIONAL MINE SAFETY STANDARDS: HOW DOES OUR SAFETY CULTURE AND SAFETY LEADERSHIP COMPARE?

"Simply measuring safety performance outputs (Lead and Lag Indicators) and not considering all of the key inputs (Leadership, Culture, Behaviours) that deliver the result, can lead to a high risk situation; similar to driving a car and only looking in the rear view mirror" - Ben Wilson, **Global Safety Index** MD.

Should we measure Safety Culture and Safety Leadership Capability as an industry standard in Mining and Mining Services?

The mining industry safety performance output has a fatality rate that equates to 3.84 fatalities per 100,000 workers, almost 70% higher than the national rate of 2.29[1]. Here in 2014 we have already suffered 4 fatalities[2] within the mining sector in Australia. This performance makes the mining sector the second worst performing industry group for workplace fatalities in Australia in 2014.

The mining sector is often credited with having one of the most mature safety cultures in Australia, due to performance in lag statistics (Lost Time Injury Frequency Rates,(LTIfr), Medically Treated Injury Frequency Rates, (MTIfr), and Total Recorded Injury Frequency Rates, (TRIfr)), with one of the lowest LTIfr Industry averages measuring 5.0[3].

Yet as an industry, how do we actually qualify or quantify that our safety culture is as safe as we believe?

How effectively have we engaged 245,000 employees across the sector?

Would they be aligned with all levels of management around the strengths and weaknesses of the organisations safety culture? Global Safety Index's 2013 Industry Insights report[4] found that one of the biggest discrepancies in organisational safety culture was the misalignment of managers' perceptions of the safety culture with that of the employees. Suggesting that at times we may believe our safety culture is stronger than it may actually be; presenting a risk and a real opportunity for learning and engagement.

Many of the world's leading mining and oil and gas organisations have been measuring both Safety Leadership and Safety Culture independently for some time. However, as an industry sector we lag other industry groups including rail, energy and logistics, who use industry benchmarking in safety culture.

Given mining's output performance and the perception of its safe culture by others, the sector really does have an opportunity to lead in benchmarking safety culture.

The comparisons enabled by GSI allow the mining and mining services sector to effectively and efficiently engage the 245,000 direct, and many thousands more indirect, employees and contractors. It allows the industry the ability to both qualify and quantify how their safety culture compares to others via both industry and organisation.

The GSI Safety Culture Index for Australian organisations in 2013 was 39.1, (of a possible -100 to +100) indicating a safety culture defined as 'developing' (Level 4 of possible 7). The best performing industry sector for safety culture within Australia in 2013 was the utilities sector.

Transfield Services, one of Australia's leading diversified mining service organisations, suffered a fatality in 2013. This event accelerated the global commitment from Transfield to not only understand the culture that allowed such an event to occur, but to ensure the business had the visibility and understanding to prevent it from happening again.

Graeme Hunt, CEO of Transfield Services, on GSI and the importance of understanding safety culture in the Mining sector:

"The ability to measure our organisation's safety culture and safety leadership indices and then benchmark it with our clients and know that the same sets of questions were used to generate their indices as ours is important. It means for the first time we will have a real comparison that allows us to identify our strengths and weaknesses and those of our clients. With that understanding we are able to add tangible value, beyond just the work, to the services we provide to our clients. It also means we can have a clear understanding of where the synergies and the rub points in our cultures are and what we can do to enhance and minimise those areas."

"The other big advantage for us is the ability to obtain direct, real-time feedback about the organisation's safety culture and leadership at all levels, from the shop floor to the boardroom, to be able to benchmark that within the organisation and to take targeted action to improve or mitigate the strengths and weaknesses we discover, driving performance improvement across the organisation."

"Global Safety Index is a tool that assists organisations and industry groups avoid making mistakes, by learning from others in the International Mining Arena. We know Leadership influences culture, we accept that culture enables or discourages unsafe and safe behaviours that ultimately determine our industry performance, and we can measure all of this. The opportunity now exists for the mining sector to qualify the industry's safety culture, understand the safety leadership capability within Australia, and ultimately benchmark this across mining and the related service organisations globally", Ben Wilson MD, Global Safety Index.

	MANAGEMENT COMMITMENT	COMMUNICATION	SAFETY AS A PRIORITY	SAFETY RULES AND PROCEDURES	SUPPORTIVE ENVIRONMENT	INVOLVEMENT	PERSONAL PRIORITIES	PERSONAL APPRECIATION OF RISK	WORK ENVIRONMENT	
1	44.8	59.4	42.5	44.0	64.4	19.4	56.6	20.2	27.3	
2	21.7	21.4	55.6	9.0	42.2	44.0	36.2	17.5	15.3	
3	40.3	2.1	52.2	45.5	56.6	15.5	69.8	41.2	25.0	
4	42.5	23.1	36.4	47.0	53.2	33.1	68.3	66.0	26.1	
5	38.2	45.5		1.2	44.6	54.2	69.2	32.8	19.4	
6	50.0	52.7			55.4	40.0		5.2	31.2	
7	49.3				55.2				56.4	
8	43.5				-1.7				62.4	
Total	41.3	34.1	46.7	29.3	46.2	34.4	60.0	30.5	32.9	39.1

SAFETY CULTURE INDEX INDUSTRY TABLE

HIGH PERFORMANCE · SUSTAINABLE · MATURING · DEVELOPING · FOUNDATIONAL · VOLATILE · UNSTAINABLE

REFERENCES
1. (SafeWorkAustralia, Mining Fact Sheet) http://www.safeworkaustralia.gov.au/sites/SWA/about/Publications/Documents/432/Mining-Fact-Sheet-2011-12.pdf
2. (SafeWorkAustralia, Workplace related fatalities, 2014) http://www.safeworkaustralia.gov.au/sites/swa/statistics/work-related-fatalities/pages/worker-fatalities
3. http://www.safeworkaustralia.gov.au/sites/swa/statistics/ltifr/pages/lost-time-injury-frequency-rates
4. http://www.globalsafetyindex.com/gsi-news/2014/january/industry-insights-outlook-2013

For more info on **Global Safety Index** call **1800 446 339,** visit **www.globalsafetyindex.com** and connect with GSI on LinkedIn: **www.linkedin.com/company/global-safety-index** and via Twitter: **www.twitter.com/Safety_Index.**
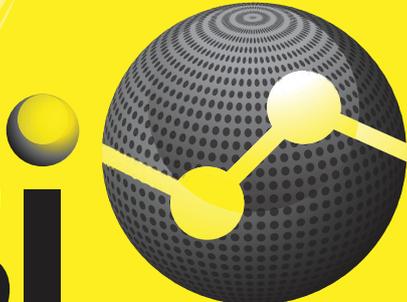
Global Safety Index

Safety Performance

Are you measuring the right elements of your business to truly understand your current safety performance?

Safety Culture

Do you understand your safety culture strengths and opportunities and how that is affecting your results; division by division, region by region, team by team?

Safety Leadership

Are you confident you have the safety leadership required to lead to improved results in 2014?

For more information telephone - 1800 G index - 1800 446 339

info@globalsafetyindex.com
www.globalsafetyindex.com