



**Health and
Safety Index[®]**

A FEFO Consulting Company

Health & Safety Index Example Report



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2. Dashboard

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"Culture eats strategy for breakfast"

Peter Drucker

About Us



Fefo Consulting is a purpose driven risk, health and safety advisory firm committed to helping others strive for excellence and prevent harm.



The Health & Safety Index is a simple online assessment enabling organisations to measure, benchmark and act on improvements that matter.



The [Health and Safety Index](#) is a wholly owned subsidiary of [Fefo Consulting](#).

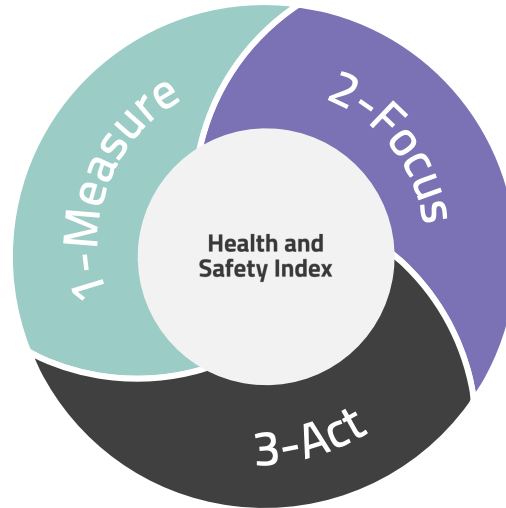
What is Measured

We measure lead indicators to build a high-performance culture.



4 Aspects

- Safety Leadership
- Safety Engagement
- Safety Systems
- Health & Wellbeing



7 Dimensions



- Behaviours
- Conditions
- Experience



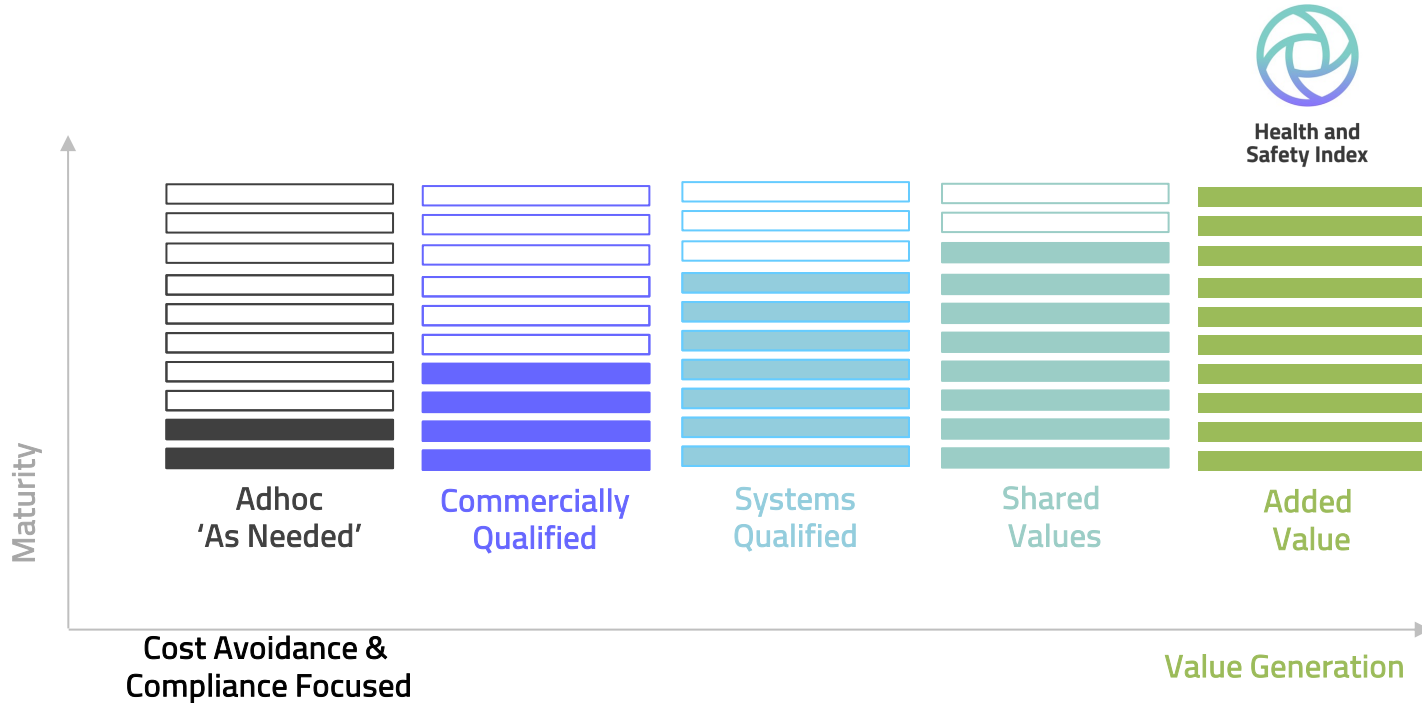
11 Levers for Action



- Predicators for improvement
- Actions to provide the best ROI

Contractor Safety

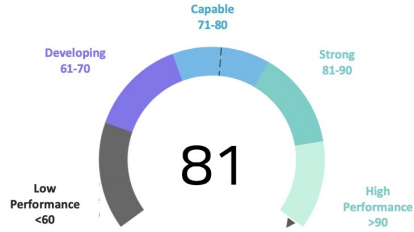
The Health and Safety Index creates shared value with contractors and suppliers.



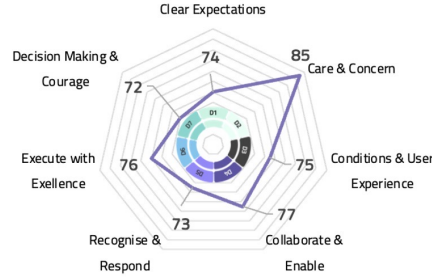
Dashboard

Overall Index

---- 76 Industry Benchmark

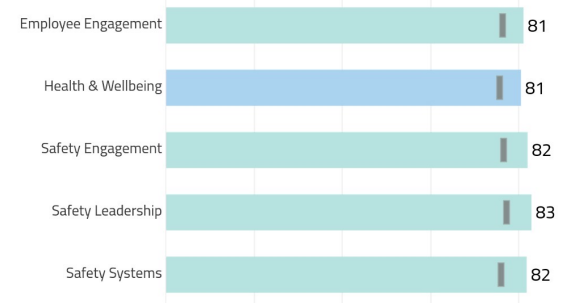


Index by Dimensions



Index by Aspects

with Industry Benchmark



Index Results

81 - Strong leadership behaviours, systems and experiences with certain areas needing attention to enable health & safety continuous improvement.

Highest Results

| Question | Q | Index |
|---|---|-------|
| My supervisor adheres to health and safety practices. | | 92 |
| Questions intentionally removed | | |
| | | 91 |
| | | 91 |

Lowest Results

| Question | Q | Index |
|--|---|-------|
| I have seen my work colleagues compromise safety in order to take a shortcut | | 59 |
| Questions intentionally removed | | |
| | | 61 |
| | | 63 |

Outcomes

My job adversely affects my health & wellbeing



My organisation inspires me to regularly go above and beyond to improve the safety of others

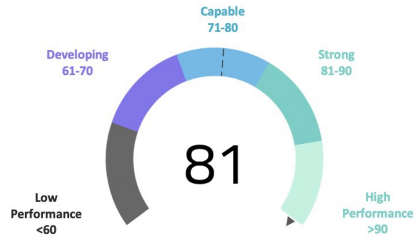


Levers for Actions

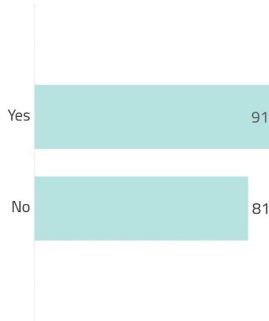
| Lever | Q | Question | Q | Index |
|--|---|----------|---|-------|
| Values & Beliefs | | | | 59 |
| Questions intentionally removed | | | | |
| Job Control | | | | 63 |
| Communication | | | | 65 |

Demographic Analysis

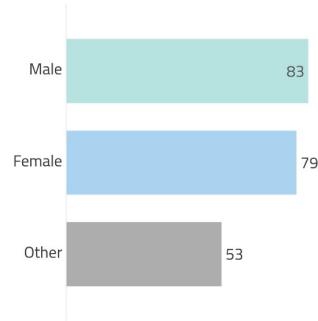
Overall Index Result



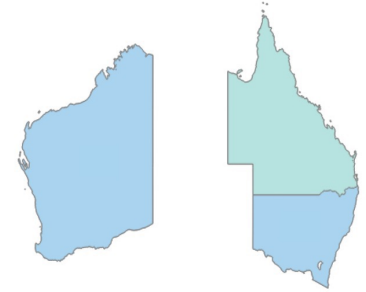
Index Results by ShiftWork



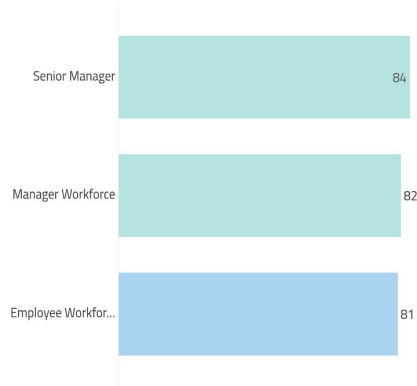
Index Results by Gender



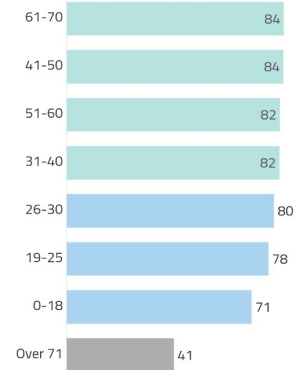
Index Results by Location



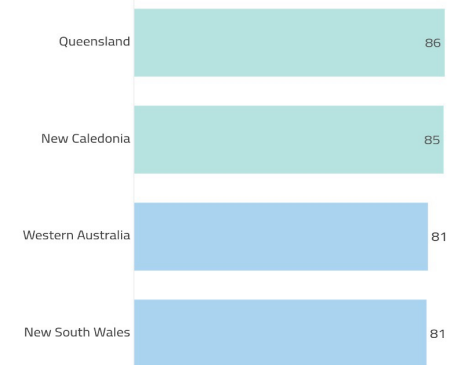
Index Results by Position



Index Results by Age Group



Index Results by Business Unit



Benchmark Results Comparison: Company ABC

Industry Benchmark —
Company ABC —



Below Benchmark

Senior management visibility -4



Realistic time pressures -3



Taking shortcuts -1



Better than Benchmark

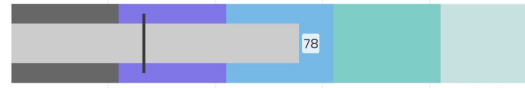
Organisation inspires to go above and beyond + 22



Teamwork and co-operation + 12



Supervisor adheres to health and safety practices + 14



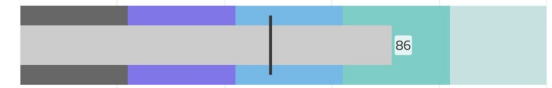
Effective communication of responsibilities + 12



Praise and recognition + 14



Clear and constructive feedback + 11



Commentary

Of the 55 benchmark* questions:

- 0 were more than 4% below benchmark
- 31 were more than 4% above benchmark



*Benchmark based on approximately 10,000 response data points across 20 organisations.

Aspects and Dimensions Heatmap

Score by Aspect and Location

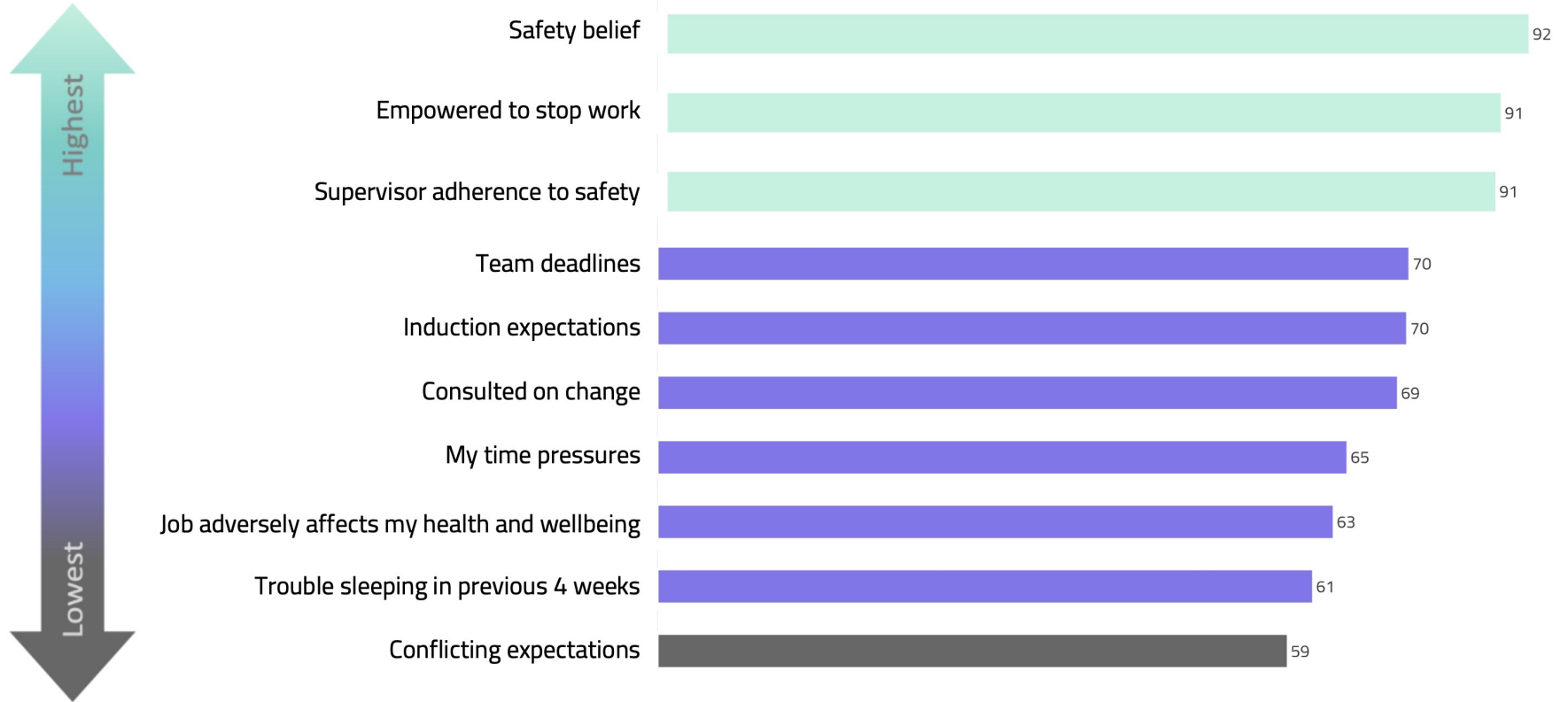
| Aspect <input type="text"/> | Question Name <input type="text"/> | Location <input type="text"/> | New South Wales | Northern Territory | Queensland | South Australia | Tasmania | Victoria | Western Australia |
|-----------------------------|------------------------------------|-------------------------------|-----------------|--------------------|------------|-----------------|----------|----------|-------------------|
| Health & Wellbeing | | | 72 | 75 | 79 | 74 | 70 | 88 | 83 |
| Safety Systems | | | 64 | 69 | 76 | 72 | 70 | 71 | 84 |
| Safety Leadership | | | 72 | 73 | 76 | 77 | 68 | 84 | 82 |
| Safety Engagement | | | 71 | 71 | 74 | 80 | 70 | 81 | 81 |
| Employee Engagement | | | 73 | 75 | 80 | 75 | 72 | 88 | 83 |

Score by Dimension and Location

| Dimension <input type="text"/> | Question Name <input type="text"/> | Location <input type="text"/> | New South Wales | Northern Territory | Queensland | South Australia | Tasmania | Victoria | Western Australia |
|--------------------------------|------------------------------------|-------------------------------|-----------------|--------------------|------------|-----------------|----------|----------|-------------------|
| Care & Concern | | | 85 | 84 | 83 | 82 | 71 | 99 | 86 |
| Clear Expectations | | | 59 | 68 | 72 | 72 | 68 | 78 | 81 |
| Collaborate & Enable | | | 67 | 74 | 78 | 74 | 63 | 79 | 84 |
| Execute with Excellence | | | 69 | 71 | 75 | 73 | 68 | 75 | 79 |
| Decision Making & Courage | | | 71 | 70 | 77 | 78 | 81 | 80 | 81 |
| Recognise & Respond | | | 70 | 68 | 74 | 76 | 71 | 75 | 82 |
| Conditions & User Experience | | | 79 | 74 | 80 | 79 | 74 | 83 | 88 |

Health & Safety Index Top Questions

Highest and Lowest Results



Summary Sample: 10 of 55 questions. Lowest seven (scored < 75) and highest three results (scored > 90).

Best things to improve WHS: KEEP, STOP, START...

Safety Systems

- *KEEP "Strong policy, communication and procedures - regular updates and reviews."*
- *KEEP "Weekly updates/ onsite inductions/ daily toolbox talks / provision of PPE"*
- *STOP "under resourcing what we need to manage risks."*
- *START "implementing a more comprehensive staff induction and on-boarding program"*

Health & Wellbeing

- *KEEP "alerting us of changes to safety or updates on mental health initiatives. "*
- *STOP "Demanding urgency for unimportant deadlines"*
- *STOP "referring to the EAP as a sole source and offer alternate options."*
- *STOP "accepting the very long hours that some staff work as it's not good for their health"*

Safety Leadership

- *KEEP "Asking for others feedback and thinking outside of the box"*
- *KEEP "Showing genuine concern for the health, safety and wellbeing of employees."*
- *STOP "Stop trying to do a physical job from a desk. Understand the unique challenges."*
- *START "Listening to its people from all positions and levels."*

Safety Engagement

- *KEEP "Clear and Concise Communication"*
- *STOP "appearing to ignore repeated resourcing issues."*
- *STOP "Ignoring fatigue management during event times for outcomes"*
- *START "Encourage people to speak up without fear of recrimination"*

Appendix

- [Video](#)
- [Our Approach](#)
- [Aspects](#)
- [Definitions](#)
- [Our Team](#)



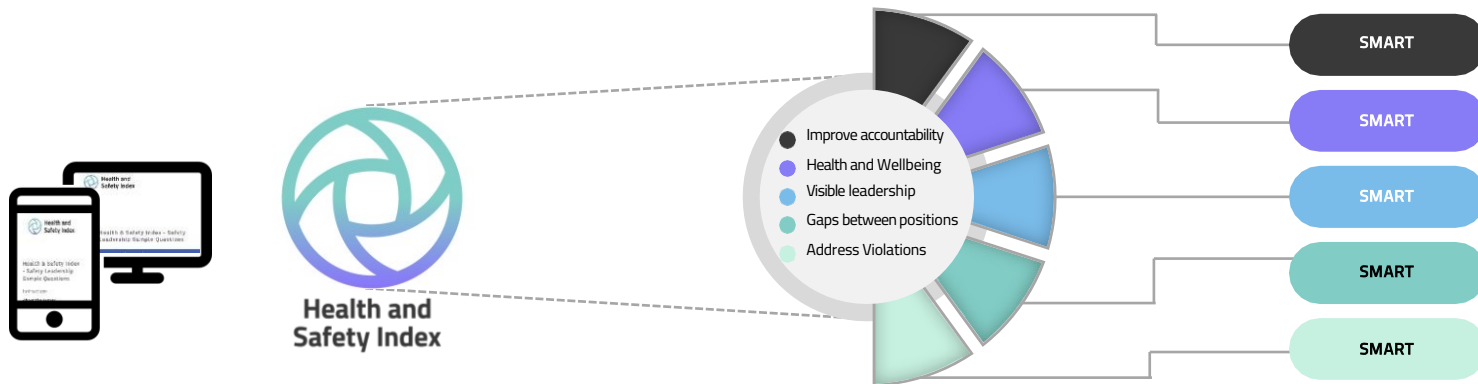
Health and Safety Index

Click [here](#) to watch the Health and Safety Index explainer video

For additional information on the research, validation or FAQ's, related to the Health and Safety Index, visit our website www.healthandsafetyindex.com.au or contact us info@healthandsafetyindex.com.au

Our Approach

We help target areas of focus to enable a high-performance culture!



Measure

- ✓ Simple
- ✓ Wholistic
- ✓ Integrated
- ✓ Validated

Focus

- ✓ Positives
- ✓ Blind Spots
- ✓ Drivers
- ✓ Priorities

Act

- ✓ Focus Groups
- ✓ Leadership training
- ✓ Coaching
- ✓ Further analysis



Safety Systems

Evaluates user experience with health & safety management systems and technology.



Health & Wellbeing

Evaluates workplace factors influencing health & wellbeing. This assessment tool is aligned with evidence-based research.



Safety Leadership

Evaluates individual safety leadership behaviors as a foundation for establishing high levels of safety engagement and a high-performance safety culture.



Safety Engagement

Evaluates organisations safety engagement to assist with building a high-performance culture. This assessment tool includes employee engagement questions to enable surveys to compliment broader employee engagement surveys.

Index Performance Levels Defined



| | |
|----------------------|--|
| High performance >91 | High performing, systems and experiences enabling health & safety continuous improvement. |
| Strong 81-90 | Strong, systems and experiences with certain areas needing attention to enable health & safety continuous improvement. |
| Capable 71-80 | Capable, systems and experiences contain notable areas requiring attention to enable health & safety continuous improvement. |
| Developing 61-70 | Developing, systems and experiences with several areas needing attention to enable health & safety continuous improvement. |
| Low Performance <60 | Low performing, systems and experiences with many gaps needing attention to enable continuous improvement. |

Follow us



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Risk & Due Diligence

Board Briefings

Critical Risk Management

Contractor Safety

Investigations

Audits & Assurance

HEALTH & WELLBEING



Psychosocial Assessments

Strategy

Team/job design

Systems and processes

Training

Psychological illness investigations

SAFETY & ENVIRONMENT



Strategy

Surveys Maturity Assessments

Training & Leadership Development

Management Systems

Safety in Design

Federal Safety Commissioner

Chain of Responsibility

Event Safety

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