

Fair and Just Safety Culture Model



Strong safety performance relies on an open and honest culture where safety incidents and opportunities are readily reported and there is trust that the business will deal with these positively and learn from them. Employee behaviour often plays a key part in any safety incident, but it is critical that employees do not perceive the business to be focussed on blaming individuals, or there will be a reluctance

to report issues openly. This model can act as a guide on how to approach dealing with an individual when an unsafe act has led to a safety incident. Following the model recognises that people make mistakes and that organisational failings can lead to unsafe acts but also that where wilful negligent behaviour occurs, this also needs to be dealt with.

