

SafeSystem

Create a Safer Workplace with
SafeSystem's Comprehensive Framework



THE PBC HOGAN SAFESYSTEM

Conventional wisdom states that on-the-job training focusing on education, equipment, and protocol leads to safer employees. While this line of thought has certainly lowered the number of workplace injuries, it tends to ignore research that shows that a worker's personality and behaviour play key roles in creating a culture of safety.

In today's competitive business landscape, ensuring workplace safety is not just a legal obligation but a cornerstone of success. The impact of accidents and injuries extend beyond immediate repercussions, affecting your company's reputation, financial stability, and the overall well-being of your employees. This is why selecting the right candidates who inherently value safety and identifying and addressing safety-related gaps in your leaders, and organisational climate and culture are mission-critical.

Our groundbreaking approach integrates cutting-edge tools, the Hogan personality assessment, and 360 assessments, to effectively identify and mitigate potential risks that might lead to

unsafe behaviours and on-the-job incidents. With a validated and data-driven assessment process, we empower your organisation to reduce turnover, enhance productivity, and most importantly, create a culture of safety that resonates throughout every level of your workforce.

By implementing the SafeSystem framework at your workplace, you can substantially reduce the likelihood of injuries. Use proven psychometric assessments to identify the workers who may present the most risk, and develop safety behaviours for individuals and your organisation.

Nurturing a Safety Culture

The Safe System ensures that the individuals you bring onboard not only possess the necessary skills but also have an inherent commitment to safety. This drives the creation of a safety-centric culture that permeates every aspect of your operations.

Leadership Excellence

Our assessments go beyond identifying safety-conscious individuals; they also pinpoint leadership capability. This guarantees that your leaders not only lead effectively but also champion a safe work environment.

Tailored Selection

Our assessments align candidates' traits with your organisation's safety needs. This strategic matching ensures that each individual is placed in roles that resonate with their safety orientation, promoting responsible practices.

Reducing Risks

Timely detection and remediation of safety gaps prevent potential accidents and unsafe actions, safeguarding your employees and your organisation's reputation.

Boosting Productivity

A safety-conscious workforce is a more productive one. By adhering to protocols and guidelines, employees reduce the likelihood of disruptions, leading to improved overall productivity.

Talent Development

Identifying candidates with safety and leadership potential allows targeted development efforts, creating a pool of skilled professionals who lead by example in safety and performance.

REPORT TYPES

We can design a completely customised solution for your organisation's unique needs, creating a package made up of the necessary SafeSystem components.

Safety Climate Survey

An effective tool for assessing and improving the safety climate in the workplace. By collecting anonymous feedback from employees, organisations can measure safety attitudes across various themes. The survey results can be integrated into overall safety planning and strategy, providing valuable insights.

Custom Competency Report

Customised reporting outputs can be built that are tailored to an organisation's competency/capability framework. These reports reflect the organisation's unique framework and language while also leveraging the valuable insights that can be obtained from using the Hogan personality or 360 assessments.

Hogan Safety Report

Tailored for staff working in particularly high-risk roles. Assesses an individual's competencies along six scales of safety related behaviour. The report paints a holistic picture of how the employee is likely to cope in the high-risk work environment, based on these parameters.

Transport Driver Report

Based on extensive research, the Hogan Transport Driver profile can be used to help organisations recruit high performing drivers, assist with their induction, provide development and training opportunities to ensure a high performing culture and one that minimises risk. Long and short haul drivers, and tram and train driver options available.

Hogan 360 + Safety

Comprehensive multi-rater feedback tool designed to help leaders at any level of an organisation gain a better understanding of how they are perceived by managers, peers, direct reports, and others. Two safety related item banks are added to the Hogan 360 to measure Psychological Safety and Safety Leadership.

Safety 360

Allows managers, peers, and direct reports to evaluate their personal levels of safety orientation across 11 Safety Competency Dimensions. The questionnaire provides a comprehensive assessment of individual safety awareness and identifies areas for improvement.

SAFESYSTEM MATRIX

ASSESSMENT MATRIX	JOB LEVEL						ANALYTICS*
ASSESSMENT/ SURVEY	Frontline Staff	Supervisors/ Team Leaders	Middle Managers	Senior Managers	Executives	Organisational	Analytics/ cohort reporting
Safety Climate Survey						O	A
Custom Competency Report	S D A	S D A	S D A	S D A	S D A	D A	
Safety Report	S D	S D					A
Transport Driver Reports (Various options)	S D	S D					A
Hogan 360 + Safety			D	D	D		A
Safety 360	D	D	D				A



Selection



Development



Analytics



Organisational

* Our analytics solutions help organisations derive meaningful insights from assessment and other available data to support decision-making and improve outcomes.



SAFETY CLIMATE SURVEY

The Safety Climate Survey was developed by PBC in conjunction with Hogan, drawing on over 30 years of research into unsafe work behaviours. It identifies key safety issues that can be used to improve the safety climate of your workplace.

By collecting anonymous feedback from employees, organisations can perform a critical risk analysis and measure the existing safety attitudes of its employees across a number of themes. The results of the survey can then be integrated into the company's overall safety planning and strategy.

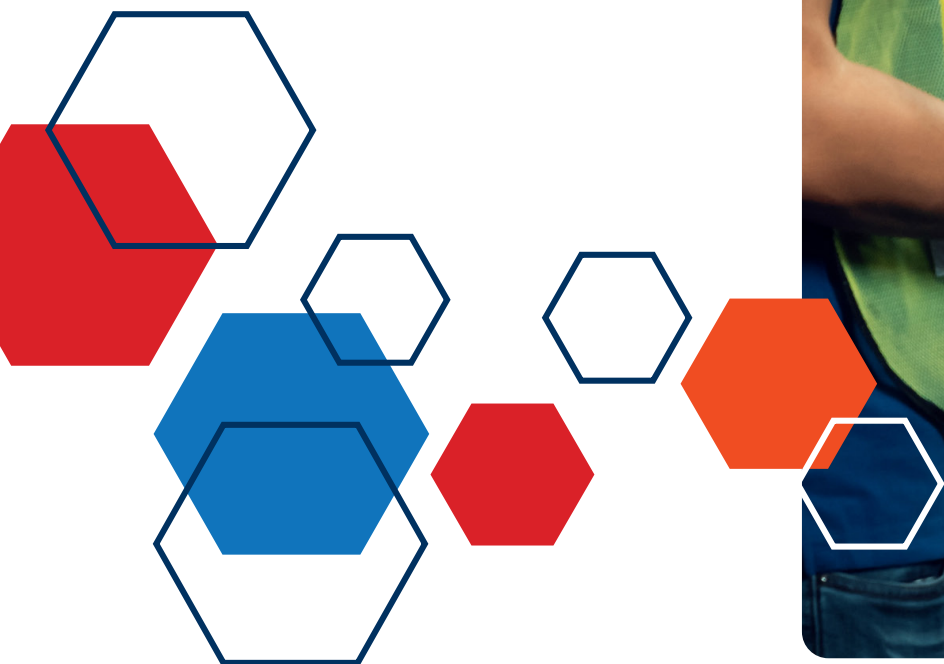
The survey can be delivered to employees via an online, face to face or written questionnaire. Surveys can be customised according to respondent demographics to generate the most accurate and meaningful insights.

The survey is based on industry and global Occupational Health and Safety (OHS).

The report provides benchmark scores, identifies key concerns and concludes with specific recommendations. It allows benchmarking of changes in an organisation's safety climate on a yearly basis and provides an external benchmark against top performing organisations globally

Who is it for?

Organisations serious about measuring key safety attitudes, the survey results reflect the position of the organisation in terms of commitment to safety and compliance behaviours. This in turn helps to inform safety strategy, and ultimately bottom line.





SAFETY REPORT

The Hogan Safety Report helps to alleviate the threat of workplace accidents by detecting personality risks that may lead to unsafe behaviours and on-the-job accidents

The Safety Report is tailored for staff working in particularly high-risk roles. Consisting of a quick (approximately 15 minutes) questionnaire, it assesses an individual's competencies along six scales of safety related behaviours:

Defiant - Compliant
Panicky - Strong
Irritable - Poised
Distractible - Vigilant
Reckless - Cautious
Arrogant - Trainable.

The report paints an holistic picture of how the employee is likely to cope in the high-risk work environment, while being fair and unbiased.

The Safety Report provides three areas of general employment fit based on Hogan Personality Inventory scores.

For the most complete overview of an organisation's safety orientation, and that of individual employees, a 360 can be administered in conjunction with other products such as the Safety Climate Survey and the Hogan Safety Report.

Who is it for?

The Safety Report is for frontline staff and team leaders and supervisors. It can be used for selection and development.

13.92%

Individuals in the moderate safety group recorded **13.92%** fewer major accidents than those in the low safety group.

27.40%

Individuals in the high safety group recorded **27.40%** fewer major accidents than those in the low safety group.

46.27%

Individuals in the job for three years or longer in the moderate safety group recorded **46.27%** fewer major accidents than those in the low safety group.

55.56%

Individuals in the job for three years or longer in the high safety group recorded **55.56%** fewer major accidents than those in the low safety group.



TRANSPORT DRIVER REPORTS

Transport drivers are among the workers most at risk of accident, and a thorough assessment of their safety profile is highly recommended for their own and others' safety.

Preventable accidents cause unnecessary stress, business expenses, injuries and even fatalities. Organisations should make every effort to reduce and prevent them. Hogan has undertaken extensive research in the local and international transport industry to determine the personality characteristics of successful Transport Drivers. The results illustrate that the Hogan Personality assessments can be used to hire high-performing drivers who are less likely to have preventable accidents and driving violations.

Hogan research has identified the critical personal characteristics required to perform effectively in these roles. The fit reports are based on the traits that were identified as predictive of performance from the research.

The reports can be used to screen out candidates who are more likely to exhibit characteristics that can be detrimental to performance in the role (as indicated by a low fit rating)

and identify candidates who are more likely to display those characteristics predictive of performance (as indicated by higher fit ratings).

Results from the report can be used to help companies recruit high-performing drivers, as well as being integrated into induction and training programs.

Who is it for?

The Transport Driver Report is for frontline staff and supervisors.

Options include:

- Short haul driver
- Long haul driver
- Tram driver
- Train driver.

SHORT HAUL DRIVERS

x 3.08

Drivers who meet the requirements of the high fit cutoff scores are **3.08 times** less likely to be involved in an accident

LONG HAUL DRIVERS

x 2.53

Drivers who meet the requirements of the high fit cutoff scores are **2.53 times** less likely to be involved in an accident

x 2.59

Drivers who meet the high fit requirements of the profile are **2.59 times** less likely to receive a driving violation than drivers who fail to meet the minimum requirements of the profile

x 4.48

Drivers who meet the high fit requirements of the profile are **4.48 times** less likely to receive a driving violation than drivers who fail to meet the minimum requirements of the profile



HOGAN 360 + SAFETY

Safety is the most critical area in which leaders must convey a consistent message; collecting feedback from all relevant groups is an effective method of ensuring that a leader is fully supporting the organisation's philosophy on safety.

The Hogan 360 + Safety is an online multi-rater survey used to review performance for leaders who operate in safety critical environments. It gathers confidential feedback from individual workers, managers and other peers, producing a well-rounded and comprehensive analysis of their performance.

In addition to being measured against the Hogan 360 Leadership Model domains (Self-Management, Relationship Management, Working in the Business, and Working on the Business) the Hogan 360 + Safety also measures a leader's performance against safety leadership and psychological safety competencies. The Hogan 360 + Safety results and accompanying development plan drive planning and action to address any capability gaps.

As an added benefit, the survey can be used in conjunction with other Hogan assessments and one-on-one coaching to give leaders a complete picture of their leadership profile.

Who is it for?

The Hogan 360 + Safety is designed to measure the competency of leaders from across the management spectrum - where safety is a critical business metric.





SAFETY 360

The Safety 360 is a multi-rater survey comprising 11 Safety Competency Domains, allowing managers, peers and direct reports to gauge their individual levels of safety orientation.

The Safety 360 provides a complete assessment of an individual's safety awareness and can give guidance on which areas need improvement.

For the most complete overview of an organisation's safety orientation, and that of individual employees, the Safety 360 can be administered in conjunction with other products such as the Safety Climate Survey and the Hogan Safety Report.

The Safety 360 provides recommendations for an immediate action plan.

Who is it for?

The safety competencies used in the Safety 360 are relevant to frontline safety roles and include items related to health, environment, safety knowledge, safety culture, and safe work practices. As a result, the Safety 360 is ideal for coaching and development purposes for individuals in front line, supervisory and team leader roles.



About Peter Berry Consultancy (PBC)

PBC is a multidisciplinary global consulting firm with over 30 years' experience in the delivery of solutions aimed at maximising the potential of individuals, teams, leaders and organisations. We undertake research to support our evidence-based solutions and have a network of partners and distributors globally.

PBC is the Australian and New Zealand distributor of Hogan Assessments and the authors of a range of diagnostics including the Hogan 360 suite, Agile suite, High Performing Team Assessment (HPTA), and co-authored the Hogan Safety Climate Survey.

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