



People & Quality Solutions  
advancing safety thinking

## > Organisational Safety Culture Assessment (OSCA)



One of the most valuable tools a management team can have is an objective assessment of the current safety culture of their organisation.

The People and Quality Solutions (PaQS) safety culture assessment provides the management team and OH&S coordinators with an objective measure of the current level of safety awareness that identify perceptions, attitudes and behaviours that can undermine an organisation's risk management strategy.

## > Safety Thinking

It is what managers and employees "actually" think about safety that will determine both their integrity and commitment to following the company policies and procedures.

Individuals and cultures with lower safety awareness are more likely to take shortcuts with procedures or dismiss them as a low priority. Often, it is only a few individual elements of the safety culture that negatively impact the whole organisation.



## > How it Works

OSCA identifies the core attitudes that are underpinning safety culture at management, supervisor and operator levels of responsibility.

The assessment covers:

- management perceptions and expectations:
  - cultural factors
  - climate factors
  - environmental factors
- employee attitudes to:
  - personal responsibility and compliance
  - risk awareness and avoidance
  - stress and fatigue tolerance
  - professional applications and operations
  - quality orientation.





## > Assists Decision Making

It can assist decision makers to:

- Obtain a current transparent assessment and analysis of the managers' and employees' attitudes and safety awareness
- Understand the human factors contributing to the organisation's safety performance
- Target specific responsibility levels, risk areas and human error factors contributing to incidents
- Provide analysis and direction for training needs.

The assessment is undertaken by surveying a representative sample of employees and management.

The organisation is then presented with a comprehensive report that is a snapshot of the current safety culture of their organisation.



## > About PaQS



PaQS is a safety culture coaching and training organisation that specialises in advancing safety thinking, with a focus on personal responsibility.

PaQS' programs aim to make constructive attitude and behavioural change by providing organisations with self-managing safety culture and leadership coaching.

Founded in 1982, psychologists Carl and Donna Reams, have developed a team of professionals passionate about safety in the workplace and empowering individuals.

## > Contact PaQS



For more information on PaQS and its services, visit [www.paqs.com.au](http://www.paqs.com.au) or call +61 2 4949 4500.



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