



People & Quality Solutions
advancing safety thinking

> Recruiting Safety Aware Focused Employees (R-SAFE) Survey



The People and Quality Solutions (PaQS) R-SAFE survey is a powerful and innovative approach to accident prevention that involves the assessment of people's beliefs and attitudes towards safety at the time of recruitment.

The R-SAFE survey, previously known as ARM (Accident Risk Management survey) is the new updated version.

> Identifies those at risk

The survey not only helps to identify candidates and future employees at greater risk for accidents and injuries, but more importantly it identifies why they are at greater risk.

Measuring safety awareness is a vital step in meeting the challenge to understanding workplace safety attitudes of job seekers and future employees.

The R-SAFE survey can be administered either online or via a traditional paper and pencil approach, using either PaQS qualified staff or trained employees.

All items on the R-SAFE survey are drawn from simple workplace and life experience and they are correlated with safety attitude scales that comprise people's attitudinal safety awareness.



PaQS client Rhett Hann of Hann Insurance Brokers Pty Limited had this to say about his experience with the R-SAFE survey.

"Our company provides extensive Risk Management Services to our clients and I write to express our sincere appreciation for the great assistance provided by your PaQS Programme and the professional operation of your organisation.

PaQS has delivered immeasurable financial savings for our clients over many, many years and assists us in our goal of providing excellence for our business partners.."





> What the R-SAFE Survey Measures

The R-SAFE survey measures five factors that comprise an individual's safety awareness. They are:

- Overall Safety Awareness - score
- Safety Control – a measure of how much control a person believes they have over events in their life
- Risk Avoidance – a measure of how committed a person is to following proper safety policies and procedures
- Stress Tolerance – a measure of how much a person believes they can manage their stress
- Driver Attitude – a measure of how much a person drives sensibly, courteously and defensively
- Quality Orientation – a measure of how much a person strives for quality and continuous improvement both in terms of safety and professionalism.



Two additional scales complete the R-SAFE survey to ensure fairness and that individuals will not be discriminated against because of poor literacy, comprehension or cultural bias.

PaQS designed the R-SAFE survey to be used as a recruitment tool only. It should not be used with existing personnel. For assessing safety awareness of existing personnel contact PaQS for information.

> 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 or call +61 2 4949 4500.



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