



DAY 1

PROMOTING A SAFETY CULTURE

TOOL BOX TALK: PROMOTING A SAFETY CULTURE

Overview:

The overriding objective for each aerodrome is to operate to the effect the efficient movement of passengers and freight while preserving safety of personnel, assets, the environment and each organization's reputation. Maintaining airside safety is a key component of this, requiring a number of organizations to work cohesively to a common objective.

The aim of Airport Safety Week is to bring together airports and aviation industry operators and to strengthen safety awareness this is a step towards developing a safety culture. In actively seeking to develop a safety culture, airports from the largest international gateway airports through to the smallest regional aerodromes are encouraged to strive for best practice in safety at their individual airports and to work as one team across the airport network.

A positive safety culture can result in improved workplace health and safety (WHS) and Organisational performance but a safety culture doesn't just develop – it takes effort and needs to be modelled from the top.

Strong leadership and management commitment is directly related to safety performance as it demonstrates by example to employees what actions will be rewarded and in turn what actions and behaviour will not be tolerated. A positive safety culture needs to be embraced and practiced by the CEO, senior managers all the way through to operational staff. A strong safety culture will become second nature to staff and seen as 'the way we do things around here'.

Mental Health in the Workplace – Looking out for you and your mates!

Work-related mental health conditions (also known as psychological injuries) have become a major concern in Australian workplaces due to the negative impact on individual employees, and the costs associated with the long periods away from work that are typical of these claims. Each year:

7,200 Australians are compensated for work-related mental health conditions, equating to around 6% of workers' compensation claims, and

approximately \$543 million is paid in workers' compensation for work-related mental health conditions.

Mental health can be adversely affected by exposure to a range of hazards or factors in the workplace, including, for example:

- high job demand
- low job demand
- poor support
- poor workplace relationships
- low role clarity
- poor organisational change management
- poor organisational justice
- poor environmental conditions
- remote or isolated work, and
- violent or traumatic events.

Exposure to these hazards can lead to work-related stress. When stress is very high and or prolonged it can in turn lead to work-related psychological or physical injury. For example, work-related stress may lead to depression and anxiety in the long term.

Work-related stress has been linked with high levels of:

- unplanned absences including sick leave
- staff turnover
- withdrawal and presenteeism, and
- poor work and poor product quality.

Workers have a duty to take reasonable care of their health and safety and not adversely affect others' health and safety. They must comply, so far as they are reasonably able, with reasonable instructions on health and safety matters, and cooperate with reasonable WHS policies or procedures that they have been notified of. For example, this might include working to job descriptions to avoid role conflict or cooperating with workplace policies to prevent bullying.

RESOURCES

Aviation Sector Risk Profile: https://www.casa.gov.au/files/sectorriskprofileaerodromesectorpdf	Civil Aviation Safety Authority
Safety Promotion https://www.casa.gov.au/files/2014-sms-book5-safety-promotionpdf	Civil Aviation Safety Authority
Airside Safety Guide – Airport Practice Note 7 https://airports.asn.au/airport-file/https://airports.asn.au/web/dev/uploads/others/AAA%20Airport%20Practice%20Note%207%20-%20Airside%20Safety%20Guide.pdf	Australian Airports Association
Understanding safety culture https://www.worksafe.qld.gov.au/_data/assets/pdf_file/0004/82705/understanding-safety-culture.pdf	Department of Justice and Attorney General – Workplace Health and Safety Queensland
Promotion of safety culture at Airports http://www.aci-asiapac.aero/services/main/19/upload/service/19/self/YE201603_BLR.pdf	S Jyothi Prasad Reddy Airfield Electrical team Engineering & Maintenance Department Kempegowda International Airport, Bengaluru.
5 Characteristics of an Effective Aviation Safety Culture http://aviationsafetyblog.asms-pro.com/blog/characteristics-effective-aviation-safety-culture	Tyler Britton
High Safety Performance Requires A Strong Safety Culture http://www.aviationpros.com/article/12023287/high-safety-performance-requires-a-strong-safety-culture	Ian Bell
National Safe Work Month https://www.safeworkaustralia.gov.au/news-and-events/national-safe-work-month	Work Safe Australia
Psychological Risk Assessment Tool for Business https://www.worksafe.qld.gov.au/injury-prevention-safety/mentally-healthy-workplaces/guidance-and-tools/people-at-work	Work Safe Australia

MARKETING AND PROMOTIONAL RESOURCES

A full list of Airport Safety Week resources is available at www.airportsafetyweek.com

Tell us about the activities planned at your Airport

Email safetyweek@airports.asn.au with information about the activities planned at your airport for inclusion in the Airport Safety Newsletters. Please also send through photos of activities so that we can include these in the newsletters and on Social Media.