

Safety Maturity Levels

Element 6 – Workforce Involvement & Inclusion

This table includes some practical ideas to help you climb the safety maturity ladder in relation to workforce involvement and inclusion!

Maturity Level	What are people doing?	Looks Like... (an example of what we would expect to see)	Maturity Development Tip
Resilient	Advocating	Touchpoints are very well understood by leaders and managers. They are utilised to involve and include all staff in a range of ways.	Keep this alive and growing. We can become habituated to things so be mindful and open to new, fresh opportunities for touch points. Create spaces for employees to be involved in your continual improvement endeavour.
Proactive	Engaging	Team members feel a strong alignment with their team mates around WHS.	Build on and strengthen this alignment to cultivate a sense of affiliation with each other and the team. Recognise and reward occasions when team members proactively share resources and lessons with each other.
Transitional	Consulting	Consultation meets legal requirements. HSE Committees and HSRs manage a range of WHS activities.	Encourage, support and resource your safety people to feel empowered to broaden their remit and <i>proactively</i> take ownership for WHS activities. What do they need that they do not currently have for this to happen? Tip – ask them.
Reactive	Informing	Level of workforce involvement & inclusion in WHS is known informally and was measured previously.	Bring back your measurement processes! If they are out of date or not well synched with your current systems then update and link where possible. You might need to refresh people's thoughts about why this is important and should shape decisions about WHS.
Vulnerable	Not participating	Lack of implicit or explicit knowledge of the importance of workforce involvement & inclusion.	Increase awareness of the benefits and importance of involvement & inclusion. Ensure senior leaders in particular develop understanding to help strengthen usage of touchpoint opportunities within their span of influence.

To discuss Workforce involvement and inclusion in further detail, or if you would like to know how it links to safety culture, please contact us on admin@safetyworks.com.au or 02 4925 3147.