

SAFETY

CONVERSATION

WELCOME TO SEE CARE SHARE WEEK

It gives me great pleasure to be introducing to you this week, where we will focus on safety culture and the 4 stages of Psychological Safety. As a business we have great food safety and workplace safety management systems in place. However, having great systems is only part of the steps to successful safety management, the key part is the culture. This is the way in which we as teams act and engage with each other, the values, and behaviours we demonstrate each and every day, not only at work but at home too.

We want to be able to give you the tools to promote a positive culture within your workplace and use those tools to promote a positive culture out of work also, that is wholly inclusive and continually improving through learning, contributing, and challenging in all aspects of what we do.

WHAT YOU NEED TO KNOW

Rather than being driven purely by statistics, audits and compliance See Care Share is a shift away from this towards being driven by positive behaviours that proactively empower our teams to challenge the status quo.

Our people are taking greater personal accountability for worker safety and food safety practices, not because someone else is telling them to but because they genuinely care about each other.

To help all of us put into practice we have introduced **3 Safety Behaviours**, and these are *Speak Out*, *Be Mindful* and *Get Involved*. By demonstrating these **3 Safety Behaviours** whilst at work we help to ensure that each of us will be able to go home safely each day. We have included a summary of these **3 Safety Behaviours** as part of this conversation but each of the behaviours have a theme, these are:

Speak Out is all about encouraging positive two-way dialogue



Be Mindful is about focusing on worksite hazards and how we control them



Get Involved is about being proactive to help keep safety front of mind



As part of See Care Share it is vital that you and your team know that each of you have control of the safety within the workplace. As such each of you are empowered to stop a work task if it is not safe, you are able to challenge unsafe actions and speak up. Remember it is our safety behaviours that will affect us, our team members, and customers, let's look out for each other.

Over the course of the See Care Share Week, will also look a bit deeper into the 4 stages of Psychological Safety and there will be a daily activity related to that stage that you can take part in with your teams in unit.

Today we would like you to work as a team to understand where you believe you currently are on your culture journey, so we will take the next 10 to 15 minutes to use today's activity sheet and discuss in our teams where we are.

So please get involved and enjoy the week and thank you from me for all the hard work and effort you all put into making our business a safe and happy place to be.

Monday: See Care Share



see



CARE



SHARE

WE LOOK OUT FOR EACH OTHER

SPEAK OUT

- You will ask questions if I don't understand and stop unsafe behaviours being demonstrated by others
- You will report incidents, near-misses, or hazards promptly
- You will express any concerns or suggestions for improvement to your Supervisor and Line Manager as soon as

BE MINDFUL

- You will be vigilant about hazards, the surroundings, team members and your fitness for work
- You will stay focussed on the task I am doing and look for ways to improve the way it is done
- You will take the time to plan and focus on how to do the job safely

GET INVOLVED

- You will care for your team members and encourage others to work safely
- You will contribute to safety discussions, investigations, and meetings
- You will share your safety knowledge, experiences, and learnings with others

YOUR VALIDATION

- What are the 3 Key Safety Behaviours?
- How can we influence the Safety Culture in our own units?
- Can you stop unsafe activities or tasks?

Further Information

Please visit the See Care Share Week page on the HSE Website for more information on this week and also the See Care Share page on the HSE Website for more information on See Care Share in general.

