

TOOLBOX TALK: Addressing WHS Barriers

Toolbox talks are a great way to share important information that can keep your workers and business safe.

Take a few minutes to read through this document with your staff and contractors.

WORK, HEALTH & SAFETY BARRIERS



Working Environment & Equipment

- Incorrect tools for the jobs
- No resources
- Pressure
- Lack of supervision
- Lack of training
- Productivity focus
- Negative culture
- Lack of incentives

Managing Systems

- Consultative process
- Compliance with WHS systems, procedures
- Communication practices
- Cost
- No time, training or accountability
- Admin burden
- Change - rate of change, coping with change
- Perception that good WHS takes more time and money
- Short term thinking

People

- Different views and values
- Poor communication between different people
- No accountability
- No time
- Group pressure
- Poor leadership
- Unaware of risks
- Level of control over tasks
- Worker attitude
- Complacency
- Cognitive bias



Flip the message and provide solutions



WORK, HEALTH & SAFETY SOLUTIONS



Working Environment & Equipment

- The right tools and resources for the job
- The necessary skills, information and training
- Awareness of hazards
- Awareness of risks
- Positive culture
- Work design supports health work
- Open conversations
- Common safety goals

Managing Systems

- Design safety messages to be simple and easily understood
- Leadership supports and models expected behaviours
- Safety systems ingrained to work processes
- Active collection of data or analysis
- Job design aligned to health and safety
- Change management
- Link positive outcomes to safe work environment

People

- Safety culture supports consultation
- Social influences
- Awareness and reason for action
- Acceptable behaviour needs defining and reinforcing
- Understand values, beliefs and attitudes impact good WHS
- Share good news and positive achievements
- Promote a reporting culture

Source: Comcare, 2023