

## Manufacturing

One of Australia's leading and most-loved food and beverage manufacturers and suppliers for almost 50 years.

- Supplier of a vast range of products throughout the Asia Pacific region
- One of the largest users of fresh produce in Australia
- Employer to over **400** workers and proud supporter of community and charity initiatives
- Valued at over **\$80** million

### From the client

*"We really see and believe that management is on our team. They listen to our safety concerns and work with us to resolve them."*

**Frontline Supervisor**

### Drivers for Change

- Recognise that operating profit and safety improvement are closely linked
- Senior Management acknowledged 'The way we do things around here' is unacceptable and needs to change
- A genuine desire to prevent injuries or harm to people
- Ambition to become an employer of choice where 'people want to work for us'
- Reduce the costs of workers compensation premiums by improving safety performance

### Solution

Jonah group was engaged to work in partnership with the client to improve their safety performance through our Safety Transformation Blueprint.

#### Safety Culture Sensing Process



Completed a series of interviews, focus groups and assessments with leaders and workforce that generated a safety culture report. This was crucial to the development of effective improvement strategies.

#### Safety Leaders Group Benchmarking



Access to other organisations to assess impact of strategies and learnings to test the designed roadmap ensuring successful implementation and results.

#### Safety Engagement Program



Delivered a series of workshops specific to each level of the organisation that focused on influence, communication & support (management); intervention, meetings and behaviours (leaders); and awareness, ownership, & intervention on key mental risks.

#### Safety Leadership Scorecard



Leaders are assessed and coached on a confidential report of how well they are perceived to perform on 35 pre-defined safety leadership behaviours grouped into 4 competencies.

### Impact

Safety & Production Improvement



**65%**

Reduction in Lost Injury Time Rate (LITFR) over a 12 month period

**35%**

Strong improvement in the scores from Safety Audits over the same period

**93%**

Employees report that they now feel the organisation genuinely cares about their safety

**94%**

Employees would apply what they learned in their day to day job

**93%**

Employees willing to intervene and take immediate action if they saw at-risk behaviour

Contact us on: 1300 347938