

## Mining, Oil & Gas

Large global mining organisation consisting of open-cut & underground mines, refineries and smelters.

- Approximately **5,000** employees
- Operating across **3** continents and **14** countries
- Annual operating revenue of **\$3 billion**
- Annual production of approximately **800,000 tonnes**
- Large expansion strategy through exploration, joint ventures and acquisitions

### From the client

*“Our safety leadership program dramatically improved performance in Safety, Production, and Morale. Our relationship with the union was transformed in a short space of time. “*

### Drivers for Change

- Efforts through investment in numerous strategies & programs to eliminate fatalities had been unsuccessful
- Injury rates continued to remain high and needed to substantially reduce
- Morale and productivity within the business was declining
- Reputation was suffering which was affecting their ‘Social Licence to Operate’ in some areas

### Solution

Jonah Group was engaged over 4 years to develop and deliver practical solutions that transformed Safety Culture and Safety Leadership.

#### Safety Culture Diagnosis



Diagnosed the safety culture for all operations in Australia, Europe and the USA which provided a baseline to measure change, strengths & weaknesses, and informed the development of a practical, efficient and effective intervention strategy.

#### Safety Leaders Developed



Developed all employees at all levels as safety leaders through the Safety Leadership Development Program. Leaders were assessed prior to and after implementation of the intervention strategy through our Safety Leadership Scorecard™ process.

#### Increased accountability



Implemented a ‘Just Culture’ and provided practical tools to hold employees accountable in a firm but fair manner.

#### Intervention Program



Employees showed significant improvements in interrupting at-risk behaviour empowered by our Safety Conversations program using our CARE model to ensure sustainability.

### Impact

**57%**

Reduction in Lost Time Injury Frequency Rate (LTIFR)

**66%**

Reduction in Medical Treatment Injury Frequency Rate (MTIFR)

**87%**

Participants strongly recommended the program

**83%**

Leaders demonstrated a significant improvement in Safety Leadership Performance

**100%**

General Managers improved their Safety Leadership Performance based on feedback from employees



Runner-up in the Workplace Safety Awards for the Safety Leadership Program

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