

# Deep-Dive Framework

## Part 1: Exploration of the Data

- Do we have a range of measures being used to understand:
  - How our H&S system is being implemented?
  - How effective our controls are?
  - What outcomes there are, and what learning we can gain?
- Do we understand what the measures mean?
- Do we have an understanding of when an indicator is telling us to have a closer look?



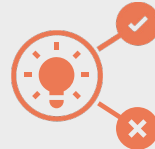
**Understanding health, safety and wellbeing reporting within the organisation**

**Identifying what to look at and how**



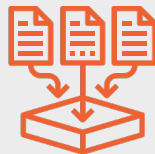
- Do we have a clear distinction between a general review of a risk or topic, as opposed to a detailed look into an element of a risk or topic (deep-dive)?
- Do we have resources (human, financial, technological) required to carry out a structured deep-dive?

- Do we have a clear process to include other perspectives (including those of front line workers) while developing this?
- Have we ensured that our hypotheses represent the view of “work as done” as opposed to “work as imagined”?
- Do we have a process to decide which hypotheses will go on to be ‘tested’?



**Develop a narrow and specific hypothesis to test**

**Identify all data sources that can help**



- Have we ensured that we consider a range of data sources, both internal and external, and primary and secondary?
- Have we ensured that data can be made easily available?
- Have we considered other measures (observations, tests, measurements etc.)?

- Have we ensured that we have identified biases or assumptions might be present in the selected data sources?
- Do we have sufficient understanding of the ‘real world’ context and meaning of the data points?
- Do we have sufficient resources and expertise in place to carry out these analyses?
- Have we interpreted the results of the analyses in the context of work?
- Have we followed up on anomalies and outliers to ensure that other potential learning opportunities are identified?

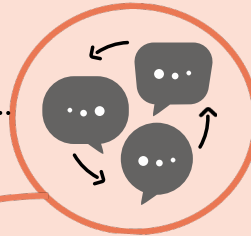


**Gather and analyse relevant data**

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## Part 2: The Results

- Have we ensured we have considered who all relevant parties are that may need to be consulted?
- Did we facilitate discussions to encourage active participation and constructive feedback from all relevant parties?
- Do we have a clear process to incorporate the feedback into your analyses?



**Discuss early findings with others**

**Present findings and recommendations**



- Have we developed relevant and feasible recommendations?
- Did we present our findings to make them available and understood by all audiences?
- Have we ensured we are remaining open and transparent with findings and recommendations?

- Do we ensure that we set clear goals and metrics to track the success of our implementation of recommendation efforts?
- Do we have feedback loops to continuously refine and adjust the areas we choose to monitor?
- Do we have clearly defined thresholds or triggers that identify the need for a deeper look?
- Is there a plan for how changes will be documented?



**Monitoring**

**Notes:**