

Seeing the Real Risk: How HSRs Can Bridge the Safety Gap

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The Balance of Good H&S

A Three-Legged Stool



Warming Up

Hands up if...

You work somewhere with clearly written safety rules or procedures for most tasks?

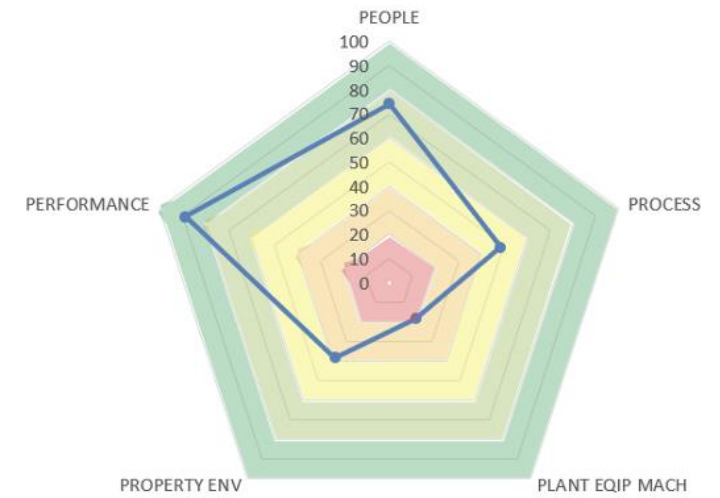
You have ever seen a situation where those rules were either not followed... or couldn't realistically be followed?

You have ever felt like speaking up about that gap would either be ignored, or make things harder for you or your team?

What is the Safety Gap?

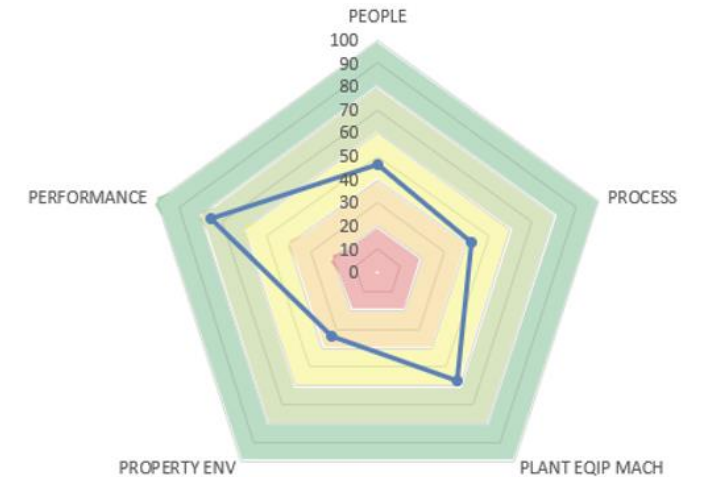


Risk Profiling: Focusing attention where it matters



Location 1

50.9 MATURING



Location 2

47.8 MATURING



People

This is about the attributes relating to how people work, what they do, and what they bring to the work

Culture

Demographics -
age, gender etc

Knowledge, skills,
experience

Role clarity

Teamwork

Physical &
psychological
capacity



Process

This is about the procedures and systems in place to support and execute work.



Place

This is about the physical environment of the work and the inherent risks relating to the locations

Weather

Community

Air quality,
temperature, noise

Geography

Layout and design

Location
remoteness



Plant, Property and Equipment

This is about the property and other assets and equipment owned or operated by the business, or by others in the business.

Not just assets – part
of a living system

Designed for who?
Assumptions matter

Used vs. intended
use

Signals of value:
what we fix, fund, or
forget



Performance

This is about the output measures which indicate whether the business is performing across a range of attributes

Injury, illness,
turnover, rehab

Compass

Engagement &
culture scores

Retrospective so
consider future
impact



Importance of HSRs in Risk Profiling



Make a difference.

But don't wait for us...

How you can get involved straight away

- *Spot when controls don't reflect work as done/*
- *Give feedback on what works vs. what's just paperwork*
- *Ask questions during safety conversations:*
 - "Does this control actually get used?"
 - "Is it practical in this environment?"
 - "What do people do when this control doesn't work?"
- *Participate in control reviews or assurance checks*
- *Speak up when there's a gap - before something goes wrong*

Close the Gap – Make a Difference

If you see a procedure that doesn't reflect real work - say something!

If you see a control that's not used the way it's written down - ask “why?”

If someone talks about what ‘*should*’ happen - offer what *does* happen.



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Thank You.

Questions?

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Make a difference.