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CAPABILITY LEADERS

Achieving safe working conditions while balancing strategic goals and priorities is a significant challenge for many organisations with high-risk profiles and unique industry-specific hazards. To meet these challenges successfully requires, at a minimum, a depth of health and safety capability to ensure ethical, legal, and moral obligations are met. Health & Safety Capability is emergent and is the product of various systems, practices, skills, and cultural nuances working together to maintain the safety of work in complex, dynamic, and interdependent environments. To understand the current level of health and safety capability, we perform a deep dive review across the core structures which are the foundation of health and safety capability and the key dimensions. As such, the Health and Safety Capability Model has nine (9) elements, which are defined below. The review measures the potential of the 9 elements using the Health and Safety Capability Spectrum (pictured below). Measuring health and safety capability enables the identification of tangible areas of improvement when there is a better understanding of:

- The level of capability, competency, capacity, and motivation of the workforce
- The systems and organizational structures by which health and safety is managed
- Relationships and practices that enable consultation, communication, & collaboration
- Formal structures of accountabilities and responsibilities
- Use of technology to support risk management and continuous improvement.

