



## Leadership – the key to OHS

**Injury rate decreased by a factor of 6**

### OHS Leadership

Safe Work Australia in their *Australia Work Health and Safety Strategy 2012 – 2022* have identified leadership as a key action area in delivering superior outcomes.

While organisational leadership is a cornerstone to good OHS outcomes, *personal leadership* is of equal if not higher importance. The answer to improved OHS performance lies in changing our mindsets from a reactive compliance-based safety culture to a proactive responsible culture, where leadership, both organisationally and personally based upon strong values, drives a positive belief system.

### Case Study

In 2010, a leading engineering firm was concerned with the level of injuries occurring in their business. The firm in question has solid management systems and risk control, and a committed Zero Harm philosophy. But injury numbers were not decreasing.

The company engaged Enhance Solutions to conduct a training program, known as Leading Zero Harm (LZH). The program was a leadership course aimed initially at senior management and supervision and subsequently rolled out to all levels.

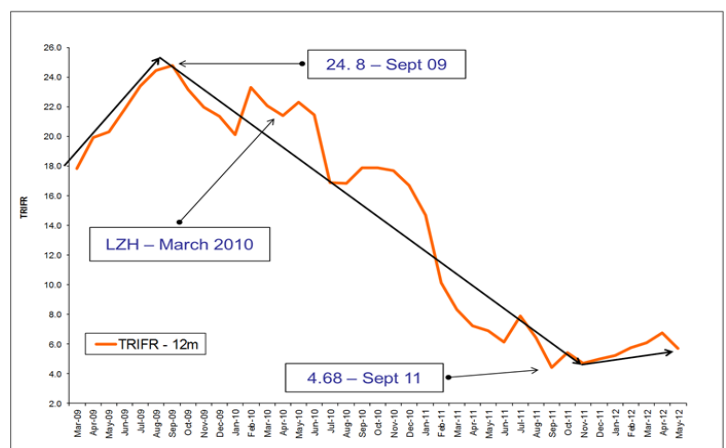
### Enhance Solutions Zero Harm Program

The program consisted of the following:

- Values based decision making
- Leadership and culture
- Change management
- Influencing behaviour
- Communications skills
- Hazard management

### The Result

- The first program was delivered in March 2010.
- At the time their total of all injuries divided by person hours by one million, **the TRIFR, was 24.8.**
- By June 2012, **the TRIFR had dropped to 4.8.**
- The only variable since 2010 has been the delivery of the Leading Zero Harm program to senior management, supervision and subsequently to all levels.



### More Information

For more information on Safety Leadership solutions, contact Enhance Solutions today! PH: 1300 887 746 Email: [life@enhancesolutions.com.au](mailto:life@enhancesolutions.com.au) W: [www.enhancesolutions.com.au](http://www.enhancesolutions.com.au)

