

# safety culture survey

Safer Together  
Queensland Natural Gas Exploration  
& Production Industry Safety Forum



## Survey Questions

# Everyone

## Q: Does everyone in your part of the organisation display the following HSE behaviours?

The four modules below are measured across: **Always** = 100% / **Usually** = >75% / **Sometimes** = >25% & <75% / **Seldom** = <25%

### 1. Follow Rules

ID	Question	IOGP Alignment
E1.1	Keeps safety as a priority, especially under time pressure	5.4 Accountability
E1.2	Learns relevant local standards, rules and procedures	5.4 Accountability
E1.3	Follows rules, and uses the right procedures for the job	5.4 Accountability
E1.4	Challenges impractical rules and procedures, identifies improvements to Supervisor	5.1 Credibility; 5.2 Action Orientation; 5.6 Collaboration
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### 2. Speak Up

ID	Question	IOGP Alignment
E2.1	If in doubt, stops the job	5.2 Action Orientation
E2.2	Challenges any unsafe behaviour on the spot and accepts challenges	5.1 Credibility; 5.2 Action Orientation
E2.3	Asks questions to gain clarification and understanding: listens to others' views and concerns	5.6 Collaboration
E2.4	Promptly reports incidents, near-misses, unsafe conditions and error sources	5.2 Action Orientation
E2.5	Keeps the messages simple and direct	5.5 Communication
E2.6	Expresses any safety concerns to Supervisor, including when unfit to work	5.1 Credibility; 5.1 Collaboration
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### 3. Be Mindful

ID	Question	IOGP Alignment
E3.1	Takes time to plan and organize necessary resources and steps to do the job safely	5.2 Action Orientation; 5.4 Accountability
E3.2	Anticipates possible risks and problems: constantly asks 'what could go wrong?'	5.2 Action Orientation
E3.3	Takes the time to consider how decisions actions may affect others now and in the future	5.2 Action Orientation
E3.4	Avoids assumptions, checks understanding and own work to detect errors	5.1 Credibility; 5.6 Collaboration
E3.5	Stays vigilant, maintains continual awareness of hazards, surroundings and adjacent work	5.2 Action Orientation
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

## 4. Get Involved

ID	Question	IOGP Alignment
E4.1	Shares own safety knowledge and learning with others	5.5 Communication; 5.6 Collaboration
E4.2	Takes care of other team members, and supports team safety standards	5.2 Action Orientation; 5.6 Collaboration
E4.3	Contributes to team safety discussions and meetings	5.2 Action Orientation; 5.5 Communication; 5.6 Collaboration
E4.4	Participates in local programmes or initiatives to improve safety performance	5.2 Action Orientation
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### Q: For the behaviours you identified in each topic above i.e.

Follow Rules < x response >

Speak Up < x response >

Be Mindful < x response >

Get Involved < x response >

### Which one, in your opinion, would make the *biggest overall* improvement in HSE in your part of the organisation?

< x response >

### Q: Explain why you have selected this behaviour

< free form response >

### Q: In your opinion, what should be done to help close the gap?

< free form response >



# Supervisors

## Q: Do Supervisors in your part of the organisation display the following HSE behaviours?

The four modules below are measured across: **Always** = 100% / **Usually** = >75% / **Sometimes** = >25% & <75% / **Seldom** = <25%

### 1. Assure Compliance

ID	Question	IOGP Alignment
S1.1	Describes and explains to the team what is expected of them, reinforcing the need to thoroughly check their work	5.4 Accountability; 5.5 Communication
S1.2	Visits the worksite frequently and discusses safety issues with the team	5.2 Action Orientation
S1.3	Able to challenge others and accept challenges	5.1 Credibility; 5.4 Accountability; 5.5 Communication; 5.6 Collaboration; 5.7 Feedback and Recognition
S1.4	Helps team to resolve production/safety conflicts	5.5 Communication; 5.6 Collaboration
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### 2. Encourage the Team

ID	Question	IOGP Alignment
S2.1	Gets to know the strengths of each team member	5.4 Accountability; 5.7 Feedback and Recognition
S2.2	Seeks and listens to team safety suggestions, concerns and ideas	5.1 Credibility; 5.5 Communication; 5.6 Collaboration
S2.3	Promptly acts on safety concerns, seeking management support where necessary	5.2 Action Orientation
S2.4	Recognises and rewards good individual and team safety performance	5.4 Accountability; 5.5 Communication; 5.7 Feedback and Recognition
M2.5	Deals firmly and fairly with poor performance	5.1 Credibility; 5.2 Action Orientation; 5.4 Accountability
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### 3. Promote Risk Awareness

ID	Question	IOGP Alignment
S3.1	Encourages the team to be wary, and stop the job if they have safety concerns	5.2 Action Orientation
S3.2	Takes the time to plan work with the team, challenging complacency and checking routine work	5.2 Action Orientation; 5.6 Collaboration
S3.3	Uses their experience to help team to recognize and manage hazards and risks	5.2 Action Orientation; 5.6 Collaboration
S3.4	Considers other hazards, e.g. behaviours, health, environment	5.2 Action Orientation
S3.5	Carefully reassesses hazards and risks when changes occur	5.2 Action Orientation
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

## 4. Involve the Team

ID	Question	IOGP Alignment
S4.1	Works with the team to define their safety goals and responsibilities	5.4 Accountability; 5.5 Communication; 5.6 Collaboration
S4.2	Regularly initiates team discussions about safety performance	5.2 Action Orientation; 5.5 Communication; 5.6 Collaboration
S4.3	Supports coaches and involves team members in implementing safety improvements	5.1 Credibility; 5.5 Communication; 5.6 Collaboration
S4.4	Ensures relevance of learning from incidents is shared and understood with the team	5.2 Action Orientation
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### Q: For the behaviours you identified in each topic above i.e.

Assure Compliance < x response >

Encourage the Team < x response >

Promote Risk Awareness < x response >

Involve the Team < x response >

### Which one, in your opinion, would make the *biggest overall* improvement in HSE in your part of the organisation?

< x response >

### Q: Explain why you have selected this behaviour

< free form response >

### Q: In your opinion, what should be done to help close the gap?

< free form response >



# Managers

## Q: Do Managers in your part of the organisation display the following HSE behaviours?

The four modules below are measured across: **Always** = 100% / **Usually** = >75% / **Sometimes** = >25% & <75% / **Seldom** = <25%

### 1. Set High Standards

ID	Question	IOGP Alignment
M1.1	Ensure realistic timeframes and resources for all tasks	5.4 Accountability
M1.2	Continually emphasizes that production targets or client expectations will not compromise safety standards	5.5 Communication
M1.3	Focuses on sustainable performance improvements in occupational and process safety, and measures progress via leading and lagging indicators	5.4 Accountability
M1.4	Regularly explains safety expectations	5.5 Communication
M1.5	Consistently recognizes good safety behaviours and performance	5.5 Communication; 5.7 Feedback and Recognition
M1.6	Consistently tackles poor safety performance	5.2 Action Orientation; 5.4 Accountability; 5.5 Communication
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### 2. Communicate Openly

ID	Question	IOGP Alignment
M2.1	Ensures that procedures are adequate, accessible, up to date and clearly communicated	5.5 Communication
M2.2	Talks face-to-face with their staff about safety issues	5.2 Action Orientation; 5.5 Communication; 5.6 Collaboration
M2.3	Provides prompt, honest feedback on concerns raised by the workforce	5.1 Credibility; 5.2 Action Orientation; 5.4 Accountability; 5.6 Collaboration
M2.4	Ensures that safety communication is regular and reaches all personnel	5.5 Communication
M2.5	Keeps the message simple and direct	5.5 Communication
M2.6	Regularly uses different communication methods to get the safety message across	5.5 Communication
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### 3. Confront Risk

ID	Question	IOGP Alignment
M3.1	Actively encourages and supports ideas to improve safety performance	5.1 Credibility
M3.2	Ensures effective mechanisms exist for people to stop the job or raise safety concerns	5.2 Action Orientation
M3.3	Make themselves approachable for informal discussion about safety concerns	5.2 Action Orientation; 5.6 Collaboration
M3.4	Gets involved in incident investigation to understand root causes and communicate learning	5.2 Action Orientation
M3.5	Seeks out bad news	5.1 Credibility; 5.6 Collaboration
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

## 4. Proactively Involve

ID	Question	IOGP Alignment
M4.1	Takes personal action to improve safety performance by showing enthusiasm, decisiveness and support	5.2 Action Orientation; 5.3 Vision;
M4.2	Continually seeks new ways to widen client and workforce participation and involvement	5.3 Vision; 5.5 Communication
M4.3	Ensures adequate safety resources and training are available, allocates sufficient time and priority for safety initiatives	5.2 Action Orientation
M4.4	Verifies that the HSE Management System is properly implemented and working in practice	5.2 Action Orientation
	Select one behaviour from the above which, in your opinion, if further developed would make the biggest improvement in HSE in your part of the organisation	

### Q: For the behaviours you identified in each topic above i.e.

Set High Standards < x response >

Communicate Openly < x response >

Confront Risk < x response >

Proactively Involve < x response >

### Which one, in your opinion, would make the *biggest overall* improvement in HSE in your part of the organisation?

< x response >

### Q: Explain why you have selected this behaviour

< free form response >

### Q: In your opinion, what should be done to help close the gap?

< free form response >

