

Getting to a “Just Culture”

A “Just Culture” has been described as an atmosphere of trust in which people are encouraged, even rewarded, for providing essential safety-related information, but in which they are also clear about where the line must be drawn between acceptable and unacceptable behaviour.

Just Culture has also been defined as a culture in which front line operators or others are not punished for actions, omissions or decisions taken by them that are commensurate with their experience and training, but where gross negligence, wilful violations and destructive acts are not tolerated.

This workshop will:

- examine the principles behind this approach,
- provide the tools to measure current climate, and
- show participants how to develop a practical approach to implementation

In addition, the question of disciplinary action or not (punishment versus learning), in the context of error and violation, will be discussed.

This is a critically important component of effective and positive safety culture development in the workplace.

Target Audience:

The workshop will be of particular benefit to Safety and HR Professionals seeking an understanding of “just culture” in a modern workplace.

Duration:

½ day

