

Why bad culture sticks around on site

Owners/ bosses

We already have policies in place, there isn't much more we can do

It's like this everywhere

This is a bigger issue than my company

Site managers

If no one speaks up, there's nothing I can do

It's been like this forever, its too hard to change now

Just get the job done

Supervisors

They need to learn to take a joke

I didn't see it so I can't discipline anyone

There's too much work to do, we don't have time for this

I went through it so they will be fine

Apprentices & other workers

I don't feel safe at work

Everyone knows that if you raise problems, you're labeled a troublemaker

I'll be seen as soft if I say anything

I don't think people will listen to me if I report this

Break the cycle: what can be done

Not every control will suit every site, but some controls can tackle more than one issue. Changing how work is set up is usually more effective than just relying on rules or training.



Plan shifts and roles so no one is isolated, especially women and young workers. Make sure there are enough people on site to do the job safely.

Make job descriptions, responsibilities and reporting lines clear.



Leaders should walk the talk and model the right behaviour, call out bad behaviour, support workers and be trained to handle reports the right way.

Offer workers different ways to report issues (including anonymously) and make sure everyone knows how to get help.



Don't have areas where someone could get trapped.

Secure, private facilities and good lighting provides a safer environment.