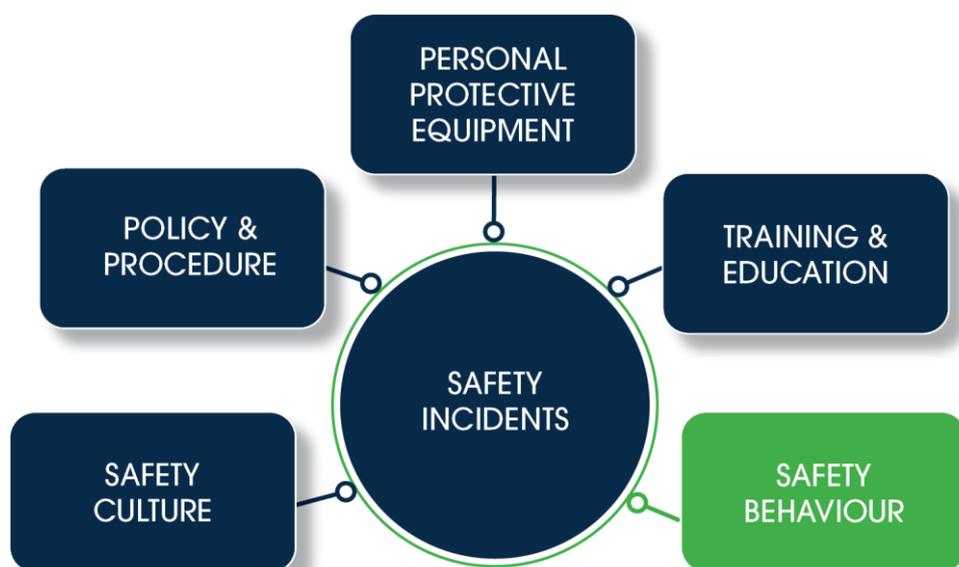


SAFETY PROFILING

IDENTIFYING SAFETY RISK IN WORKERS

The impact of unsafe behaviour in the workplace on Australians and Australian businesses is high. As of October, 121 Australian workers have been killed at work this year. The cost of work-related injuries and illnesses to Australian businesses, workers, and communities is approximately \$62 billion.

With the cost of safety incidents so high, Australian businesses go to great lengths to ensure that workplaces are safe. This includes clearly defining practices and procedures that are designed to reduce and eliminate risk, it includes the use of personal protective equipment, it also includes extensive training and education to ensure that workers understand risk and have the appropriate understanding of how to mitigate and avoid it.



What is often overlooked, however, are factors at a personal level. Personal factors can be just as important as organisational factors in managing workplace safety.

But how do we know whether a prospective hire is going to behave in a safe manner? What might existing workers disposition towards safe practices be? This is where Safety Profiling comes in.

WHAT IS SAFETY PROFILING?

Safety Profiling is the use of an ability and personality assessment to determine how disposed an individual is to conduct themselves in a safe manner. It assesses the types of behaviour that a person is likely to engage in, how they are likely to respond to safety incidents, and their capacity to understand safety information.

How it works: Safety Profiling assessment is sent to the worker or candidate via email and can be completed on a computer or mobile device. It should take approximately 30 minutes to complete. Once they have completed the assessment, their Safety Profile report can be generated.

What it tells us: A Safety Profile Report tells us overall how safe a worker is likely to be. It also highlights their areas of strength (ways in which they are likely to be safe), and areas of risk (ways in which they may be less safe). The report also identifies key interview and reference checking questions that allow employers to investigate further an employee's tendency to behave safely.

HOW CAN SAFETY PROFILING HELP?

Safety Profiling can be used in **Selection** to understand how safe an applicant or group of applicants are, or in **Site Profiling** to understand where the risks and strengths of a site or organisation are.

Selection: By using Safety Profiling in the recruitment process, employers can gain an in depth understanding of how safe an employee is likely to be before a selection decision has been made. This allows organisations to select employees who are safer, as those identified as 'high risk' by safety profiling are responsible for 70% of workplace safety violations.

When used effectively, Safety Profiling can have a marked impact on safety outcomes for an organisation. OPRA have [previously helped organisations](#) to permanently reduce total injury frequency rates and to drastically reduce workers compensations costs by integrating safety profiling into worker selection.

Site Profiling: Safety Profiling can also be administered to a whole site or organisation to understand overall strengths or areas for development in an organisation. This can assist employers in introducing specific training or practices that target safety gaps in specific sites or potentially organisations on the whole, and for strategic improvement.

WHAT IS THE BOTTOM LINE?

Safety Profiling is a time-effective and cost-effective way of selecting safe employees and of understanding the safety risks that exist within the business.

WHO CAN BENEFIT?

Any organisation that employs front-line workers who are exposed to safety risks can benefit from the use of Safety Profiling.

The most common use of Safety Profiling is with trade apprentices and graduates. However, the nature of safety incidents in Australia is changing. In 2001, the industry with the largest number of workplace injuries was Manufacturing. As of now, the number of injuries in the Manufacturing industry has dropped by 50%, with injuries in Construction and Agriculture also dropping. The current industry with the highest number of injuries is Health Care, whose injury rates have increased by 20% since 2001.

Contact a local OPRA consultant to discuss:
contact@opragroup.com

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