



Media Release

23 October 2017

Courageous initiative wins prestigious West Australian safety award

A desire to reinvigorate the safety culture at the City of Cockburn and its courageous solution has resulted in reduced injuries and increased employee engagement in safety initiatives.

And the new approach has now received official recognition, winning the 2017 WA Work Safety Award for best initiative to encourage worker engagement in safety and health.

The City's Human Resources team developed a core safety philosophy of Zero Harm underpinned by the Three Courages – the courage to report, the courage to intervene and the courage to stop work.

Human Resources Manager Cliff McKinley said the initiative had been successful due to unanimous support from the City's managers and directors, and the unstinting support of its two health and safety co-ordinators.

"The Three Courages have empowered workers across all departments, not just in the perceived 'high risk' area of Engineering and Works, to report hazards and near-misses," Mr McKinley said.

"The concept of 'having the courage' is a personal challenge. The employee is asking themselves 'do I have the courage to report what I just saw and if I don't have the courage, why not'?"

"It has created an internal conversation that we want all employees to be having.

"The City's Lost Time Injury Frequency Rate is on a downward curve, as are our slips, trips, falls and muscle strain injuries.

"Reporting of near-misses has increased significantly and, most importantly, the level of employee engagement in safety interventions, investigations, pre-start checks and safety discussions has increased markedly."

The 170sq/km City of Cockburn has about 120,000 residents and with an annual population growth of about 4 per cent, is one of Western Australia's fastest growing local governments.



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It is primarily an 'in sourcing' Council with many of its services, including high risk activities such as waste collection/management, road construction/maintenance, and park and environment management, undertaken in-house rather than contracted out.

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