

Protect Maturity Worksheet

Instructions: This worksheet is intended for reflecting on “where are we” and helping inform “where do we go” for a BU, site or branch strategic plan. This should be an EHS facilitated, and line led exercise. Steps: 1) for each element, reflect honestly on where most of the team are on the culture continuum. 2) Compare this against the data available (what’s the problem) 3) using the data, the worksheet and the Protect Culture Maturity Framework, create a Strategic Plan and agree it with the team.

Culture	Engagement	<input type="checkbox"/> <30 eNPS	<input type="checkbox"/> 30-39 eNPS	<input type="checkbox"/> 40-54 eNPS	<input type="checkbox"/> =>55 eNPS
	Leadership	<input type="checkbox"/> SLP 1.0 >50%	<input type="checkbox"/> SLP 1.0 > 80%	<input type="checkbox"/> SLP 2.0 > 80%	<input type="checkbox"/> SLP 3.0 > 80%
	Frontline	<input type="checkbox"/> Power Up 1.0 >50%	<input type="checkbox"/> Power Up 1.0 > 80%	<input type="checkbox"/> Power Up 2.0 > 80%	<input type="checkbox"/> Power Up 3.0 > 80%
	Action Close Out	<input type="checkbox"/> >25% Overdue	<input type="checkbox"/> 11-25% Overdue	<input type="checkbox"/> 1-10% Overdue	<input type="checkbox"/> 0% Overdue
Critical Risks	Performance	<input type="checkbox"/> Risk Containment Sweeps	<input type="checkbox"/> Risks Controlled 40-70%	<input type="checkbox"/> Risks Controlled 71-90%	<input type="checkbox"/> Risks Controlled >91%
	Practices	<input type="checkbox"/> Risk Containment Sweeps completed routine & if changes	<input type="checkbox"/> CCVs completed ad hoc or scheduled by EHS	<input type="checkbox"/> CCVs completed when leaders identify tasks on the day	<input type="checkbox"/> CCVs are embedded into workflows
	Monitoring	<input type="checkbox"/> Risk Containment findings tracked, and actions completed	<input type="checkbox"/> Monthly monitoring of CCV performance at BU level	<input type="checkbox"/> Monthly monitoring of CCV performance at site level	<input type="checkbox"/> Daily/weekly monitoring of CCV performance at site level
	Leadership	<input type="checkbox"/> Senior leaders complete Risk Containment (RC) Sweeps	<input type="checkbox"/> Senior leaders complete CCVs and RC Sweeps and train others	<input type="checkbox"/> Frontline leaders complete CCVs; fresh eyes completing RC Sweeps	<input type="checkbox"/> Frontline are completing CCVs; Frontline leaders are completing RC sweeps
Behaviours	Team	<input type="checkbox"/> Compliance language; hear blame or nothing; defensive; safety is a burden or add-on	<input type="checkbox"/> Talking about the rules; curiosity; using “why”; participating in activities; curious; sharing	<input type="checkbox"/> Safety is visible and integrated; collaboration; caring; asking to participate; coaching occurring	<input type="checkbox"/> Open conversations; safety is embedded; rewarding and recognising each other; low turnover
	Contractors	<input type="checkbox"/> Unclear standards; transactional; PPE is patchy; ‘cowboys’; no consequence	<input type="checkbox"/> Basic contracts and procurement includes safety; loyal contractors; SLP / Power Up with contractors	<input type="checkbox"/> Critical Risks agreed; procurement at tender stage; contractor engagement forums; joint toolboxes and Power Up; self-managed contractors; safety in design input	<input type="checkbox"/> Joint regular reviews; full on-site collaboration; long term relationships; embedded in site culture and Protect activities (SLP, RC, CCV, etc)
	3PL / JVs	<input type="checkbox"/> Compliance focused; Hazard ID; policies; compliance; loyalty to their own company; rules based; different systems used; “us” vs “them” language	<input type="checkbox"/> Agreed set of common standards; sharing Protect tools; agreement on some common approaches; curiosity about each other’s way of working; asking for more involvement	<input type="checkbox"/> Agreed on critical risks and controls; developed culture development tools or using Protect; line leaders leading safety; belief all injuries are preventable measured	<input type="checkbox"/> Company-agnostic culture; story sharing; one team systems and processes; trusted partners
Management of EHS	Induction	<input type="checkbox"/> Variable; inconsistent; tick box	<input type="checkbox"/> Compliance focused; rules based	<input type="checkbox"/> Commitment language, line-led and rules have a ‘why’; decluttered and simple	<input type="checkbox"/> Line led, engaging, fun and includes storytelling to set expectations
	Management System	<input type="checkbox"/> Variable; cluttered; inconsistent; safety focused; procedures are ‘work as imagined; EHS owns the system, and it is seen as an ‘extra’ to BAU	<input type="checkbox"/> Compliance and safety focused; still a bit cluttered & inconsistent; leaders endorsing key strategic elements; maintenance schedules local and ad hoc	<input type="checkbox"/> System is led by “why” and starting to declutter and align to ‘work as done’; operations actively engaged in reviewing procedures and practices; maintenance schedules; health included in risk profiles	<input type="checkbox"/> Line led and EHS supported; simplified and embedded into workflows; maintenance embedded as routine and proactive; psychosocial risk factors addressed in P&P system
	Incident Investigations	<input type="checkbox"/> EHS completes investigations (ICAM, 5 WHY)	<input type="checkbox"/> Investigations completed on time and managers starting to participate in investigations	<input type="checkbox"/> Frontline participating in investigations; facilitated by EHS and owned by line	<input type="checkbox"/> Learning Teams are used for most high potential events and learning from normal work
	Worker Participation	<input type="checkbox"/> EHS Committees or Representatives may or may not be active	<input type="checkbox"/> EHS Committee or Reps are actively involved in Protect culture activities (e.g., Risk Containment, CCVs)	<input type="checkbox"/> EHS Committees/Reps actively collaborating with EHS and management on plans and strategic activities	<input type="checkbox"/> All people actively rostering and involved in activities; frontline agree to dissolve or keep formal structures
	Health & Injury	<input type="checkbox"/> Reactive to compensation claims; mainly EHS led; high lost time injury rates and declining health reports are reviewed ad hoc	<input type="checkbox"/> Managers leading return to work; still somewhat reactive to claims; routine health monitoring and EHS reviewing results	<input type="checkbox"/> Early intervention offered to employees to prevent exacerbation of existing conditions; health monitoring includes follow up of safety critical and outside normal with managers	<input type="checkbox"/> Prevention activities at work including morning warmups and physical movement awareness; health monitoring has team specific plans
	Occupational Hygiene	<input type="checkbox"/> Some exposure and health monitoring for compliance	<input type="checkbox"/> Health monitoring is risk-based and informed by exposure monitoring	<input type="checkbox"/> Exposure and health monitoring results are compared to ensure harm is not occurring	<input type="checkbox"/> Similar Exposure Groups (SEGs) are established and plans established for each to improve occ health conditions
	Wellbeing	<input type="checkbox"/> Personal wellbeing is not discussed openly	<input type="checkbox"/> Initiatives are focused on those “not ok”, training or peer support offered	<input type="checkbox"/> Leaders talk openly about wellbeing, story sharing and individual wellbeing focus	<input type="checkbox"/> Everyone shares openly; any initiatives or offerings are team focused
		Entry or At Risk Reactive	Felt Leadership Dependent	Trusted Commitment Independent	High Performing Team Interdependent