



Avetta Summit 2025

Confidence BEYOND Compliance

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BREAKOUT SESSION

All in on Safety: Safety Culture and Leadership



Meet Your Presenters



Sam Robinson

Managing Director
LKS Quaero

LKSQUAERO
LEADERSHIP KNOWLEDGE SYSTEMS

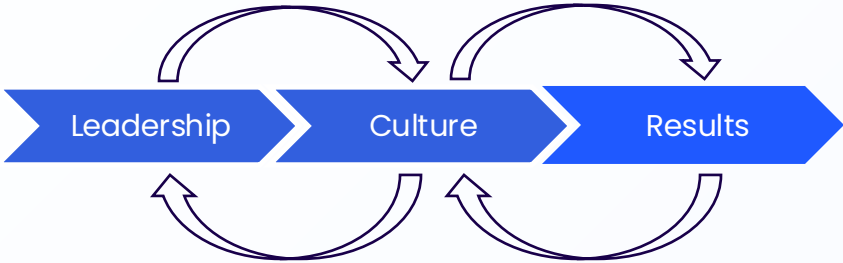


Ilche Vojdanoski

Sales Director APAC
Avetta

 **Avetta**

Culture and Results



Status

Instincts

Surviving

Stabilised

Improved

Excellent

Results

Very Poor

Poor

Average

Good

Very Good

Instincts

Dependent

Independent

Interdependent

Behaviour

Edict

Control

Acceptance

Compliance

Commitment

Dedication

Style

Defensive

Passive

Constructive

The Culture

The Culture

Key Work Health and Safety Statistics Australia



76% of work-related traumatic injury fatalities and 61% of serious workers' compensation claims occurred in just 6 industries

- agriculture, forestry and fishing
- public administration and safety
- transport, postal and warehousing
- manufacturing
- health care and social assistance
- construction



Highest serious claim frequency rate is 55 to 64 and 65+



Vehicle incidents account for the largest proportion of worker fatalities (42%; 84 fatalities), followed by Falls from a height (15%; 29 fatalities).

1,180

traumatic injury
fatalities over
past 10 years

There are no quick fixes

SafeWork NSW v Kellogg (2025)

- Kellogg was fined AUD\$510,000 after two contractor employees fell off an elevated work platform after it was struck by a truck.
- The workers were not supervised or adequately trained, safety procedures were not followed



What incidents tell us



You can't contract out WHS duties



You must effectively communicate expectations



You must actively monitor





**WOULD YOU
SAY SOMETHING?**



**Do people in your
organisation feel
comfortable
raising issues
that may cause
others look or feel
bad?**

“How was your meal?”

“It was great thanks.”



Do people in your organisation **feel comfortable raising issues** that may cause others look or feel bad?



What signals do we send — intentionally or not — about speaking up?



Have you ever held back from saying something important?
What stopped you?



What's one thing we could do to make it safer for people to raise concerns?



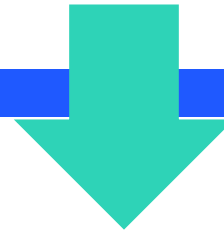
Tackling Assumptions

They look good
on paper



Stronger
relationship and
verification

They should just
follow the
process



Effective system
design and
improvements

Yes means yes



Verify
compliance and
understanding



Mythology and the Impact of Symbols, Systems, and Behaviour on Culture



Current State / Future State



1

Current State

Identify the “current state” of your organisation based on the questions provided.



2

Future State

Identify “future state” systems, symbols and behaviour that you would like to see in the next 12–24 months.



3

Action Plan

Identify the actions that need to happen to achieve your future state.



Effective Leadership

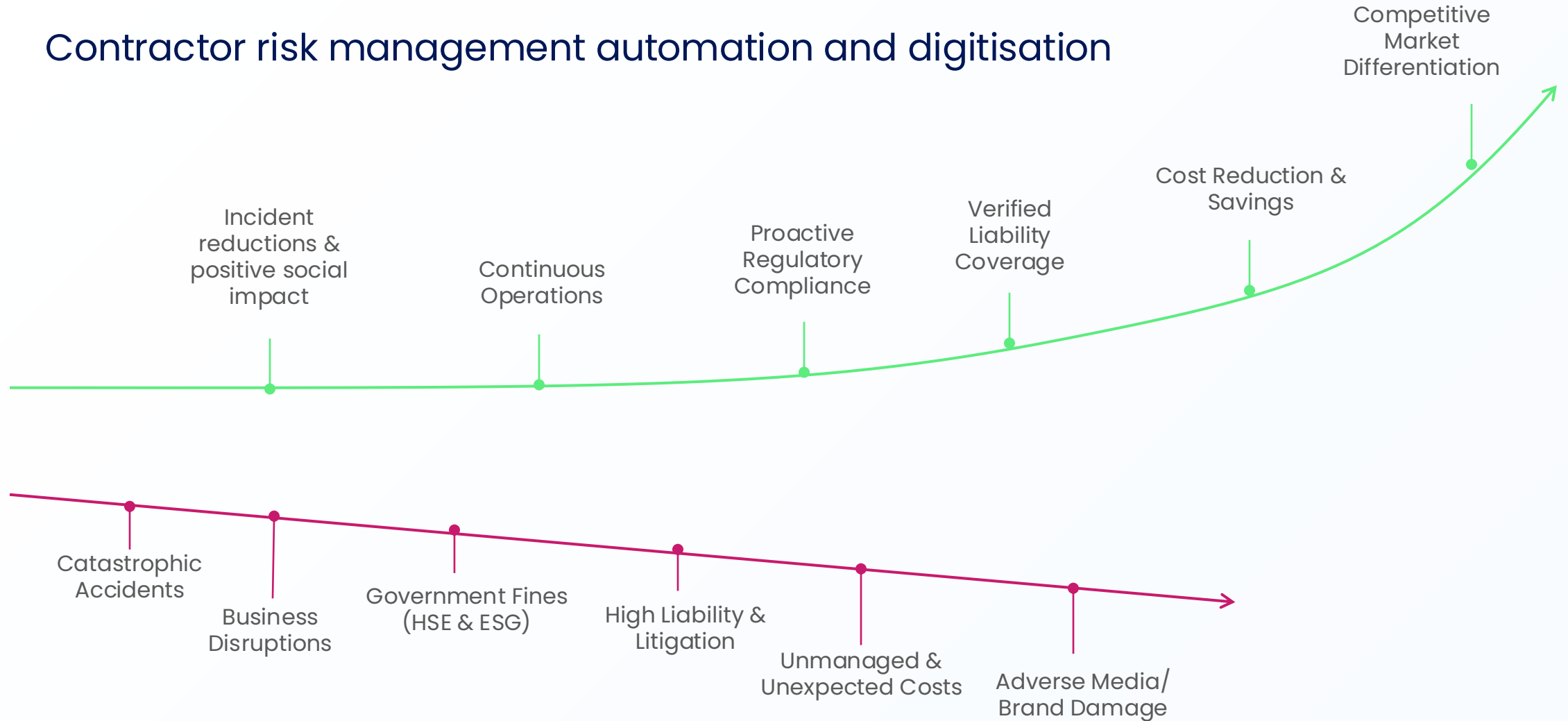
The best key performance indicator is open and honest relationships where a contractor tells you about problems before they become disasters.

- Setting clear expectations
- Monitoring and reviewing
- Professional relationships



Optimising Future Operations

Contractor risk management automation and digitisation



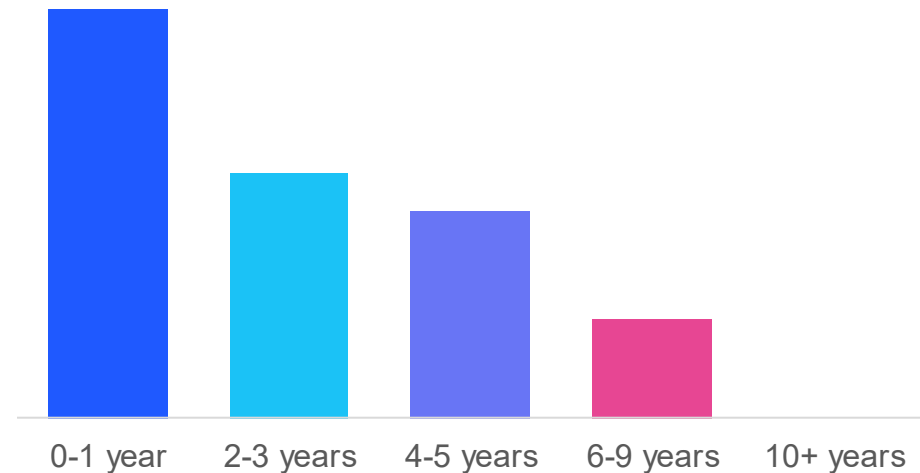
Compliance is
foundational to **better
safety performance**


Contractor risk
management
systems **positively
impact safety
improvements**

<30 Days to Complete: **2.5 LTIFR**

>30 Days to Complete: **4.2 LTIFR**

Tenure Impact on
Fatalities/Employees Ratio



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FREE REPORT

Making Every Job Safe, Every Day

Why Australian Workplaces
Must Have Confidence Beyond
Compliance





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Your Opinion Matters

Please take a minute to complete
this short survey





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