

Holistic Safety MacroTool

Use this tool in conjunction with the [Holistic Safety Guidelines](#) and the [Holistic Safety Sample Questions](#)

Date:	
Area(s) examined:	
Follow-up actions:	

RATING CRITERIA					
Not applicable	VERY LOW	LOW	MEDIUM	HIGH	VERY HIGH
NA	1	2	3	4	5

RELATIVE WEIGHTING FACTOR		
LOWER RISK	NO CHANGE	HIGHER RISK
+1	0	-1

1—Human Aspects	A safe organisation will possess processes and controls that take account of weaknesses and strengths in human performance	INITIAL RATING	WEIGHTING FACTOR	FINAL RATING	OBSERVATIONS AND JUSTIFICATION
1.1	The selection of suitably qualified and experienced, competent personnel				
1.2	The provision of appropriate training				
1.3	Equipment and machine design that accounts for human factors				
1.4	Process design that accounts for human factors				
1.5	Operational environment design that accounts for human factors				
2—Non-Technical Skills	A safe organisation will possess and utilise effective non-technical skills.	INITIAL RATING	WEIGHTING FACTOR	FINAL RATING	OBSERVATIONS AND JUSTIFICATION
2.1	The non-technical skill of <i>communication</i>				
2.2	The non-technical skill of <i>leadership</i>				
2.3	The non-technical skill of <i>team-working</i>				
2.4	The <i>decision-making</i> process				
2.5	The non-technical skill of <i>situation awareness</i>				
4—Defence-in-depth (use the Regulatory Assessment Principles Guide)	A safe organisation will apply defence in depth throughout	INITIAL RATING	WEIGHTING FACTOR	FINAL RATING	OBSERVATIONS AND JUSTIFICATION
4—Management system (use Plans and Arrangement Guide)	A safe organisation will integrate safety and environmental protection seamlessly into an integrated management system.	INITIAL RATING	WEIGHTING FACTOR	FINAL RATING	OBSERVATIONS AND JUSTIFICATION
5—Resilience	A safe organisation will build or engineer resilience into the system.	INITIAL RATING	WEIGHTING FACTOR	FINAL RATING	OBSERVATIONS AND JUSTIFICATION
5.1	The ability to respond				
5.2	The ability to monitor				
5.3	The ability to anticipate				
5.4	The ability to learn				

6—<i>Safety Culture</i>	A safe organisation will at all levels possess shared values and beliefs for safety that produce behavioural norms that provide an appropriate and demonstrable attention to safety.	INITIAL RATING	WEIGHTING FACTOR	FINAL RATING	OBSERVATIONS AND JUSTIFICATION
6.1 Safety and security are clearly recognised values.					
6.2 Leadership for safety and security is clear					
6.3 Accountability for safety and security is clear					
6.4 Safety and security is integrated into all activities					
6.5 Safety and security is learning driven					
6.6 Integration across divisional boundaries					
7—<i>Safety Culture</i>	A safe organisation will at all levels possess shared values and beliefs for safety that produce behavioural norms that provide an appropriate and demonstrable attention to safety.	INITIAL RATING	WEIGHTING FACTOR	FINAL RATING	OBSERVATIONS AND JUSTIFICATION
7.1 Security management is informed and integrated					