

Workforce Engagement: a practical guide

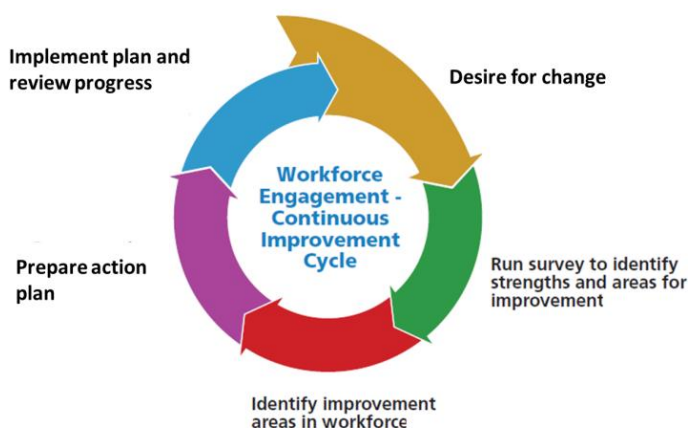
or effectively:

‘How to identify goals which can help improve the involvement of all workers in creating a safer workplace’



A fully engaged workforce is one of the most effective barriers against incidents and accidents for an organisation to have. In practical terms, this means creating a workforce in which everyone feels able to actively participate and free to challenge. The oil and gas industry has improved at creating good processes and managing plant condition but getting the workforce involved is the key to making a real step forward in safety performance.

The ‘Workforce Engagement: a practical guide’ is part of a toolbox which directs the reader through a process to improve engagement behaviours (visibility, communication, involvement, support, challenge and participation) at the worksite. A continuous improvement cycle of creating a desire for change, identifying strengths and areas for improvement, preparing and implementing an action plan and reviewing the process is outlined. An online survey maps each worksite to a maturity model for each of the behaviours and benchmarks each site against an industry average. These results can be used to identify areas for improvement and help build a HSE plan to improve workforce engagement.



Summary: This practical guide helps the reader to identify goals to improve workforce engagement and understand how to go about achieving them.