

Resources and competencies - On a scale of 1-10 (10 is highest):

- Are managers equipped to handle safety management and general management?
- Are crew trained in acting safely?
- Are safety issues considered in work planning?
- Are users involved in planning procedures so they get to fit in with day-to-day practicalities?

Action plan:

Necessary and meaningful - On a scale of 1-10 (10 is highest):

- Does the company have a clear strategy with mission, vision and targets?
- Does the company have an overview of accidents and the human and financial consequences?
- Do crew and other personnel know about the company's objectives and what it wants from them?

Action plan:

Spread the word - On a scale of 1-10 (10 is highest):

- Are successes celebrated and is attention drawn to them?
- Do personnel get bonuses, gifts or social events for achieving good results?
- Are campaigns, posters, happenings used to draw attention to safety?
- Are magazines, bulletins, newsletters or the company forum used to provide information?

Action plan:

Culture - providing support - On a scale of 1-10 (10 is highest):

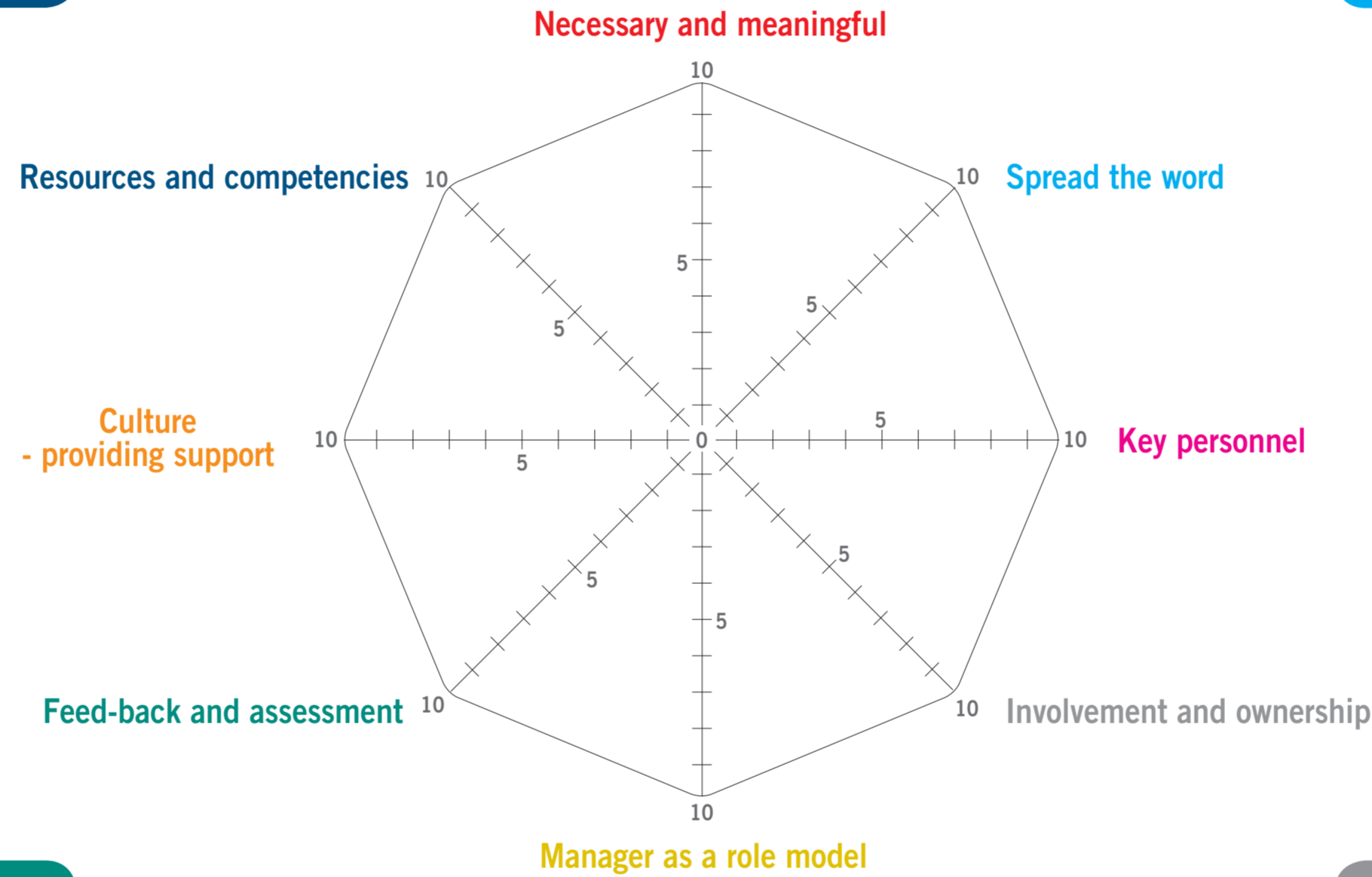
- Do work teams and crew show consideration for each other so that they support and back each other up in acting safely?
- Can management and work teams handle stressful situations safely?
- Is management equipped to hold employee annual performance reviews which can boost consideration for each other?
- Is it possible to build up a safety culture among work teams - or is there too much crew turnover?

Action plan:

Key personnel - On a scale of 1-10 (10 is highest):

- Are there personnel aboard and in the organisation (ambassador teams) who are interested in, and keep an eye on, activities?
- Do safety groups have the status to make them function and enjoy the necessary respect both upwards and downwards in the organization?
- Is there a group with management/ union/ safety and personnel representatives that is running the project?

Action plan:



Feed-back and assessment - On a scale of 1-10 (10 is highest):

- Is safe behaviour involved in appraisals of managers and personnel?
- Is safety used as a parameter for promotion?
- Are accident statistics/ analyses made?
- Are near-misses analysed and learnt from?
- Are managers and personnel recognised and praised for the work they do on safety?

Action plan:

Manager as a role model - On a scale of 1-10 (10 is highest):

- Are courses, officer meetings, coaching, etc., used to focus on the role of managers in the safety culture and their responsibilities?
- Is the importance of the occupational health and safety emphasised when recruiting managers?
- Do company representatives show that safety and the working environment are important when they make ship visits?

Action plan:

Involvement and ownership - On a scale of 1-10 (10 is highest):

- Are the right stakeholders involved when policies, procedures and instructions are being drawn up?
- Are personnel involved in safety reviews, inspections and risk assessments?

Action plan:
