



Just Culture policy (POL 14.0)

Overview

The Intent of this policy is for Multi Civil and Rail Services Pty Ltd (MCR) to maintain a workplace that is based on a concept of a Just and Fair Culture. This culture adopts the principals of the three behaviours:

- ✓ Human Error – unintentional Error.
- ✓ At-Risk Behaviour – action taken without understanding the risks.
- ✓ Reckless Behaviour – disregarding inherent risk/ intentional risk-taking.

Objectives

- ✓ Provide an environment that seeks out risk and system improvement through better incident reporting.
- ✓ Promoting openness and learning from incidents and accepting that human errors will occur.
- ✓ Creating an environment free from harassment, bullying and victimisation

Compliance with State Legislation and Regulations

MCR demonstrates its commitment to comply with WHS legislation, Codes of Practice, Standard(s), and Railsafe Network Rules & Procedures.

Policy Statement

MCR's Just Culture Policy applies to all operations and services.

Principles

Recognising, we are all responsible for creating this 'just culture' environment, commitment to establishing and maintaining a Just Culture in the workplace where:

- an emphasis is put on learning and shared accountability;
- Identification of risk is recognised and rewarded;
- Individuals can raise their hand and say they have made a mistake;
- Employees look continuously for risks that pose a threat to our organisational values;
- Employees consistently assess their own behavioural choices;
- Managers and supervisors think about system design – always looking for system design features that give their employees the best opportunity to get the job done right, the first time;
- It is a more accountable and more effective culture;
- It is about being consistent and fair.

All management and staff are expected to comply with the spirit of this policy in the context of the organisation in which they work.

A handwritten signature in black ink, appearing to read 'Leigh Twigg'.

Leigh Twigg
General Manager