

# People Driven Safety 2.0™ (PDS2.0)

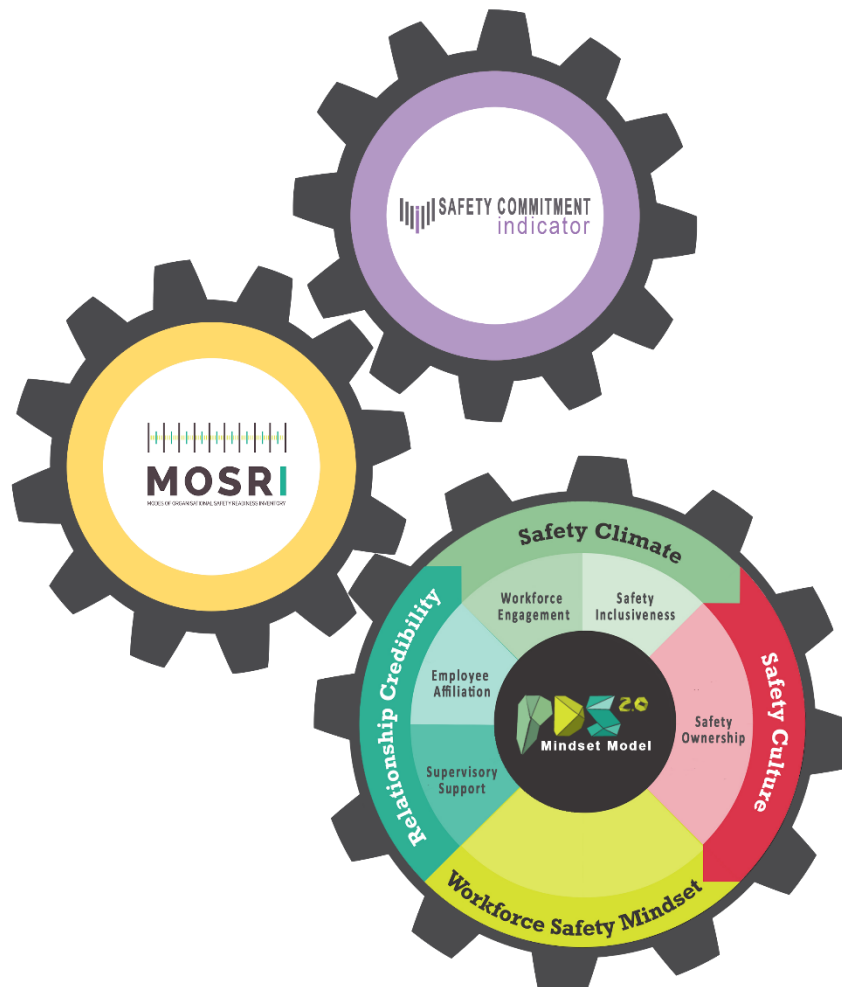
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PURPOSE	To determine an organisations' status quo within three separate, yet interdependent, fundamental elements of safety culture.
ADMINISTER TO	18 years and older
READING/EDUCATIONAL LEVEL	Basic reading skills (Facilitated questions)
ADMINISTRATION TIME	35 minutes (61 items)
SCORING OPTIONS	User Portal
PUBLICATION DATE	2015
HPCSA	Not submitted
TRAINING	Compulsory Accreditation training
LANGUAGES	English
SA NORMS	Yes

The People Driven Safety is based on organisational development (OD) principles and best-practice. The process engages all organisational levels, teams and individuals in a task, or sequence of tasks, aiming at the improvement of safe behaviours, individual development and enhancement of business competitiveness.

The PDS consists of three fundamentals which include safety commitment, readiness to embrace safety values and change, and the safety mindset of the workforce.

The People Driver Safety Diagnostic Measurement comprises of three diagnostic components to measure these fundamental elements:



The Modes of Organisational Safety Readiness Inventory (MOSRI): which measures the level of organisational safety readiness in the organisation, thus the degree to which an organisation embraces safety as a core value at all levels in the organisation.

- Reactive mode: low, moderate or high
- Compliance mode: low, moderate or high
- Internalisation mode: low, moderate or high

*A favourable level of safety readiness would be a low score in the Reactive mode, a moderate score in the Compliance mode and a high score in the Internalisation mode.*

**The Safety Commitment Indicator:** is the degree to which employees feel the organisation is committed to safety.

- Normed score: low, moderate or high

**Key Drivers:**

- Safety knowledge
- Safety Programme effectiveness
- Safety responsibility
- Incidents will always happen
- Safety department will resolve all matters
- Information sharing
- Team acceptance
- Team effectiveness
- Joint decision-making
- Planning participation
- Disciplinary fairness
- Working conditions

**The PDS Safety Mindset Index:** reflects the state of inspiration (that unlocks employee motivational drivers), as perceived by the workforce. It furthermore reflects the caring character and the trueness of the working relationships in the company and therefore reflects the state of the employee morale and loyalty.

- Normed score: low, moderate or high

## **AREAS OF APPLICATION**

The PDS can be used for the following purposes:

- Safety climate study
- Safety maturity research
- Safety culture OD interventions
- Zero Harm projects

## REPORT OPTIONS

The PDS has the following software report option:

- Slicing & Dicing by means of:
  - Organisational structure
  - Time in role
  - Age
  - Gender
  - Disciplines
  - Employment status