

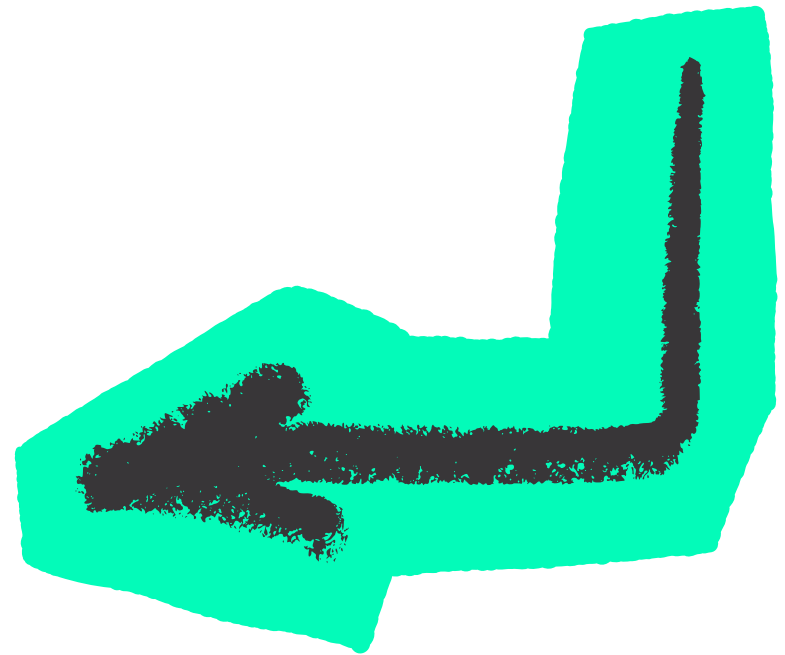
The House that Health and Safety Built





When you don't understand the fundamentals of your H&S house, best intention add-ons or interventions might be costing you a fortune and still leaving your frontline exposed to risk of harm.

Good outcomes start with understanding what you're working with.

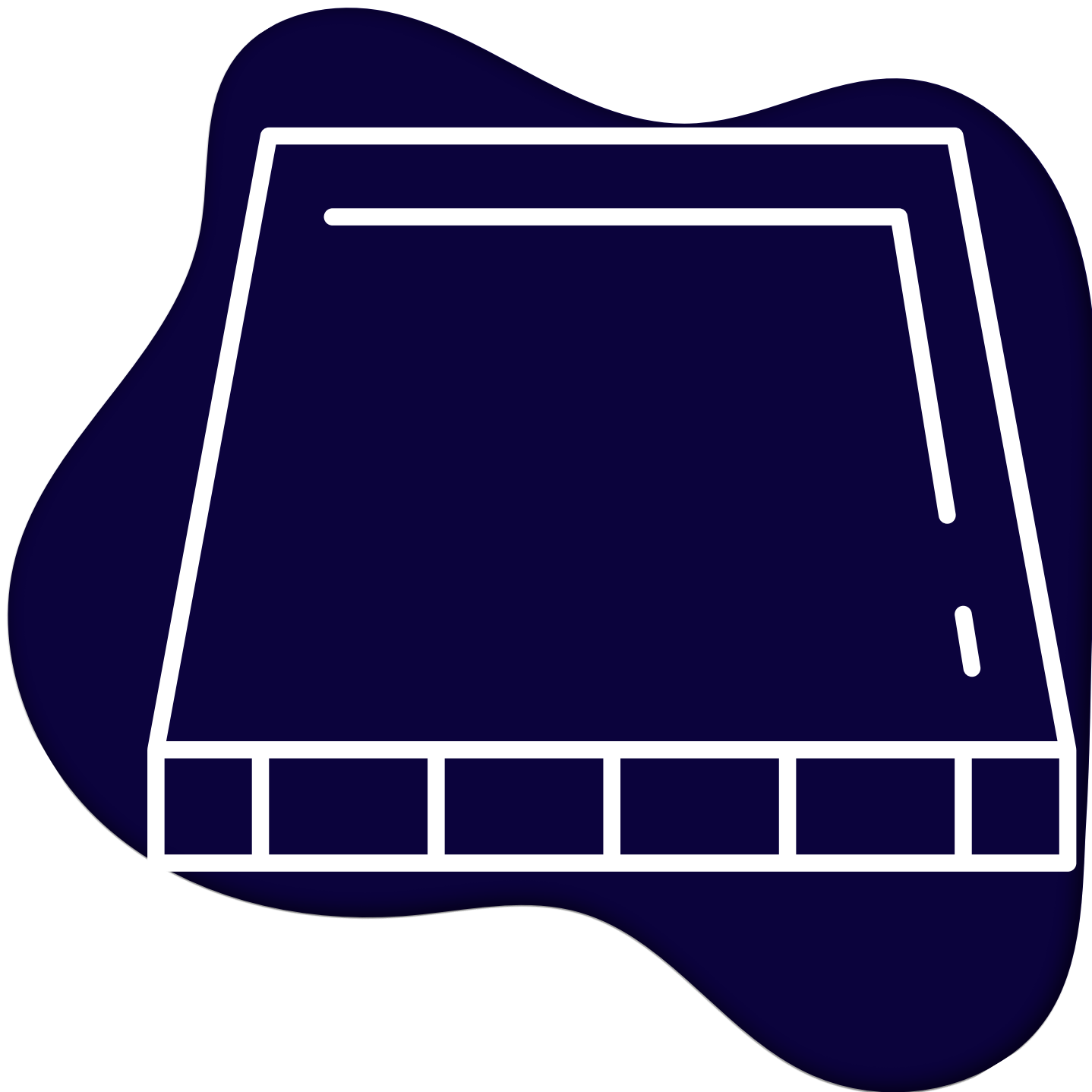


Is your H&S house structurally sound?
Or is it a house of cards?

The Foundation

It all starts with legal compliance. Whatever you are doing in H&S has to, at minimum, ensure that you're meeting relevant legal/regulatory requirements. Everything stems from that.

Imagine trying to build a house with no foundation.

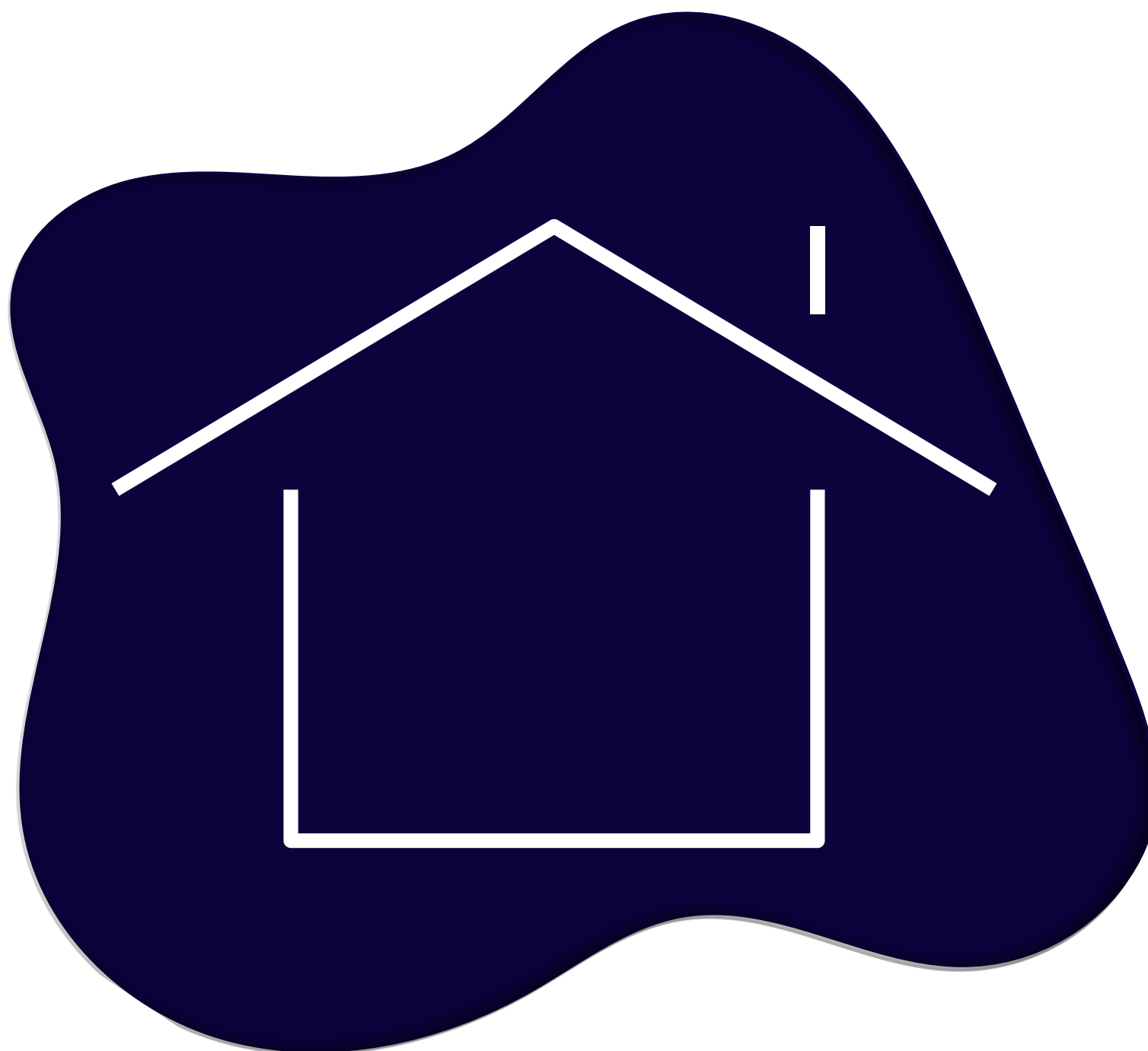


1. Have you got a solid foundation?
2. Is it the right foundation for your operating environment?
3. How do you know?

The Corner Posts

These are your standards and processes that do the heavy lifting in operationalising your legal duties.

In many high hazard organisations your corner posts are going to be things like Hazard Identification and Risk Management, Worker Engagement and Participation, Emergency Response and Training and Competency.



1. Have you got the right posts?
2. Are they securely attached to your foundation?
3. How do you know?

The Framing

The processes represented by your corner posts need to be cohesive. They don't exist in isolation of each other. They work together to make your entire safe system of work strong and reliable.

The framing represents the ways in which your corner post processes interact with each other and your workers.

Imagine trying to build a house with no framing.



1. Have you got the right framing in place?
2. Are there supporting connections where there needs to be?

The Cladding

This is where the look and feel of your organisation can be seen by your people and stakeholders.

The cladding on your H&S house represents your people and all the things you do as an organisation to enable and support them in their work (beyond what is already covered by your foundations, posts and framing). Its a big area.

This is the part of the house that gets a lot of money spent on it because its visible, it looks good and it feels fun.



1. What is your cladding attached to?
2. Is your cladding the right cladding for your organisation's H&S house? Or, is it one you spotted somewhere and you want it because it looks cool?

The Roof

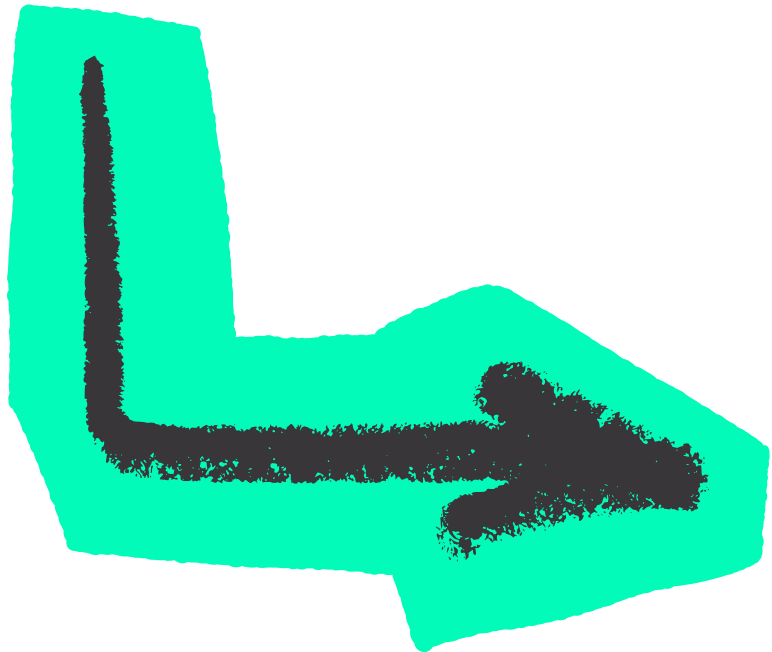
The roof of your H&S house is your CEO and Board and all of your governance and assurance processes.

The roof provides overall protection to the inner workings of the H&S house but can only do so if it's attached to the house in the right places.



1. Is your roof connected to your H&S house in the right spots?
2. Is your roof weathertight?
3. Can you test it without waiting for it to rain?

We gravitate to what we know and like. Focusing on one part of your H&S house, you run the risk of letting the other parts go to ruin.

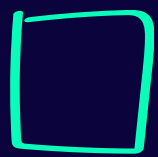


There's no point looking at the foundations every month and never checking the roof.

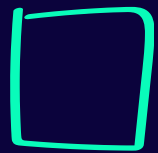


It all has to fit together. All the parts are equally important - take one away and you don't have a complete house.

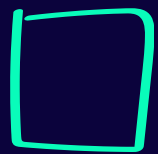
2026 H&S House Checklist



Understand your H&S house plan.



Confirm size of the H&S house - are you working with a cottage, a bungalow or a mansion? What does your organisation need?



Work out where you've got renovations to do.



Call Donna for a free 20 minute logic check.

