

The City of Belmont awarded the Platinum WorkSafe Plan Certificate of Achievement in 2012.



City of Belmont's success in improving their safety culture has been a journey that commenced in 2007 when training began with the unique DVD on this subject *All for One: the Meerkat Way*.

The meerkat was adopted as a symbol of teamwork and the healthy safety culture initiative was implemented across the entire organisation. It has influenced the general attitudes of all workers.

To achieve a Platinum Worksafe Plan Award the City of Belmont had to demonstrate a Rating of 90% or more in every element of the Worksafe Plan:

- Management and commitment
- Planning
- Consultation
- Hazard Management
- Training and Supervision
- Also to demonstrate a minimum 15 % annual reduction in either the incidence rate or frequency rate of lost time injury or disease.

To find out more about the Platinum Worksafe Award please visit the Worksafe website www.worksafe.wa.gov.au.

The City of Belmont first introduced the DVD in 2007 and has incorporated the meerkat in all training, workshops and material.

Meerkat Message and the importance of safety has now expanded into the family and home settings of our employees.

Today the Meerkat has continued to be part of all our programs and employees are introduced to the Belmont safety mascot on commencement of their employment. Since running the program the safety culture has continued to develop along with our safety achievements. The City has a safety ethos as an 'all of life value' on a 24/7 basis. An interesting point is that over the past three years there has been a notable increase on the importance of safety and the impact accidents can have, particularly on families, workmates and the organisation. The

Some examples:

- A staff member's year six child at the end of year had to present to the class on if you were any animal in the world what would you attribute yourself to. She chose the meerkat because they look after one another
- The team often receive photos of meerkats from staff who take their family to the zoo and explain the safety culture of the animal

- The OS&H team is presented with meerkat ornaments etc. from staff when they return from travels
- Staff engage with the City's elderly residents in outdoor activities with tours and the City's mascot meerkat goes on tour and represents safety
- The City also notes when contractors send through meerkat pictures or bookmarks
- Children of staff producing meerkat posters for the Occupational Health and Safety Department
- The City also produces safety alerts which are quick communication tools that staff stop and take notice of due to the meerkat pictures. The safety alerts incorporate a safety message and are engaging to staff
- All our safety achievements have been celebrated and our safety mascot Belmont is represented in all the photos.

Since commencing the program back in 2007 we have only issued 25 meerkats to various staff, they are a very precious item and are not given out lightly.

Implementing the Meerkat Culture within the Organisation

Safety is one of the City's core values and it is seen by our staff as a "whole of life value". The City will continue to encourage staff to be safety conscious twenty four hours a day, seven days a week and encourage them to also practice the same safety values and safety culture with the family at home.

The Training Outcomes

Safety is often hard to justify, quantify and even appreciate for its contribution to the organisation. However, by using the "All for One – The Meerkat Way" approach at the City of Belmont, an effective message has been conveyed and adopted by everyone at the City.

Team members understand that safety involves shared responsibilities between management and employees. The **All for One – The Meerkat Way** training DVD highlights that people learn from

each other and if we all walk the talk, safe behaviours create a supportive environment (do it and show it to be the standard). The program also reflects "Real Life" applications of how the organisation actually approaches safety, whilst at the same time providing entertainment during a learning process.

Safety Culture Outcomes

The training approach in the past has been for the most part to satisfy and meet compliance requirements, with standard generic training packages used. We wanted to move away from this staid approach, which did not seem to capture the attention or interest of employees. By utilising and integrating the meerkat philosophy into our training and culture we have been able to successfully provide a new direction that meets all the organisational requirements and relates across all the levels of the organisation.

Key elements from the meerkat training DVD contributing to an improved safety culture within the organisation:

City of Belmont employees engage and relate to the Occupational Health and Safety initiatives through the City's safety mascot "Belmont". Meerkats are well known for their safety instincts, for looking out for one another, team work, sharing responsibilities and communicating. It is an ethos that is encouraged within the City of Belmont in everything we do, not just safety.

All our organisation's systems are integrated, and the elements of this DVD relate to and support the way this City looks at all our programs and organisational culture in regard to:

- OH&S
- Environment
- Risk Management
- Quality Assurance
- Customer Service.

There is a strong focus on teamwork, looking out for one another, communication, sharing responsibilities and constantly improving our programs as key criteria to everything we do.

The high safety performance provides substantial benefit to our community as the City is one of only four councils in WA to maintain the lowest possible insurance premium for workers compensation insurance. This provides significant financial benefit to our community.

City of Belmont Safety Journey Achievements

Quality Assurance	Local Government LGIS Awards 2-3 Years)	Worksafe Awards (All Industries) (2 years)
Quality Assurance ASNZ4801 (May 2006 - May 2009)	LGIS Gold Diligence in Safety July 2006 -	Worksafe gold Award July 2006
Quality Assurance ASNZ4801 (May 2009 - May 2012	LGIS Diamond in Safety 2008	Worksafe gold Award 2009
Quality Assurance ASNZ4801 (May 2012 -	LGIS Diamond in safety July 2012	Worksafe Platinum 2012

[View All for One the Meerkat Way online.*](#)

Contact us for more information:

*We will arrange a preview DVD if you are unable to evaluate the video online



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