

HSE's Safety Maturity Model

Due to the recognised links between a 'good' safety culture and good safety performance, many organisations have attempted to measure or assess their existing safety culture, and thus identify strengths and areas for improvement.

Safety improvement techniques can fail if not matched to the maturity level of the existing safety culture. As safety culture matures, further improvement does not necessarily involve 'more of the same' - different improvement methods are required as the safety culture matures.

According to the SCMM, the safety culture maturity of an organisation consists of ten elements:

- ▶ Management commitment and visibility
- ▶ Communication
- ▶ Productivity versus safety
- ▶ Learning organisation
- ▶ Safety resources
- ▶ Participation
- ▶ Shared perceptions about safety
- ▶ Trust
- ▶ Industrial relations and job satisfaction
- ▶ Training

It is likely that an organisation will be at different levels on the ten components of the SCMM. The 'average' level is used as an overall indicator.

The SCMM is set out in a number of iterative stages, which organisations progress through sequentially, building on the strengths and removing the weaknesses of the previous level.

