



BUILDING A RISK AWARE CULTURE

ACKNOWLEDGEMENT OF COUNTRY

I acknowledge that I am speaking with you today from the lands of the Gadigal people of the Eora nation. I also acknowledge the Aboriginal and Torres Strait Islander people participating in this session. I pay my respects to Elders past, present and emerging and celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of NSW.

SINGLETON SHARK TANK



SINGLETON
COUNCIL







Our risk culture

- Need to foster a positive, risk aware culture across the organisation
- Risk culture model is embedded in our Integrated Risk Management Framework
- Identifies specific behaviours that support the culture we're striving for
- Promoted and reinforced through formal and informal mechanisms







TONE AT THE TOP

- We model and actively promote commitment to risk management.
- We display a positive and proactive attitude toward risk and safety management.
- We build good relationships and a high trust environment.
- We speak openly and honestly about what is working, what isn't and what needs to change.



Survivor

Manager Infrastructure Services and Manager Corporate Services moonlighting as PPE models for a Survivor grand final.



Shark Tank

General Manager + Manager Community Services Delivery evaluating pitches on the Shark Tank judging panel.



Build good relationships

- Put our people and their wellbeing first
- Engage through innovation and involvement
- Encourage teamwork
- Get out and about



Speak openly about what is and isn't working

- Base all initiatives and training on sound data analysis
- Share lessons learned, both positive and negative

Survivor

“Tribes” were identified by their unique bandannas and worked as a team to complete the reward challenge.

Shark Tank

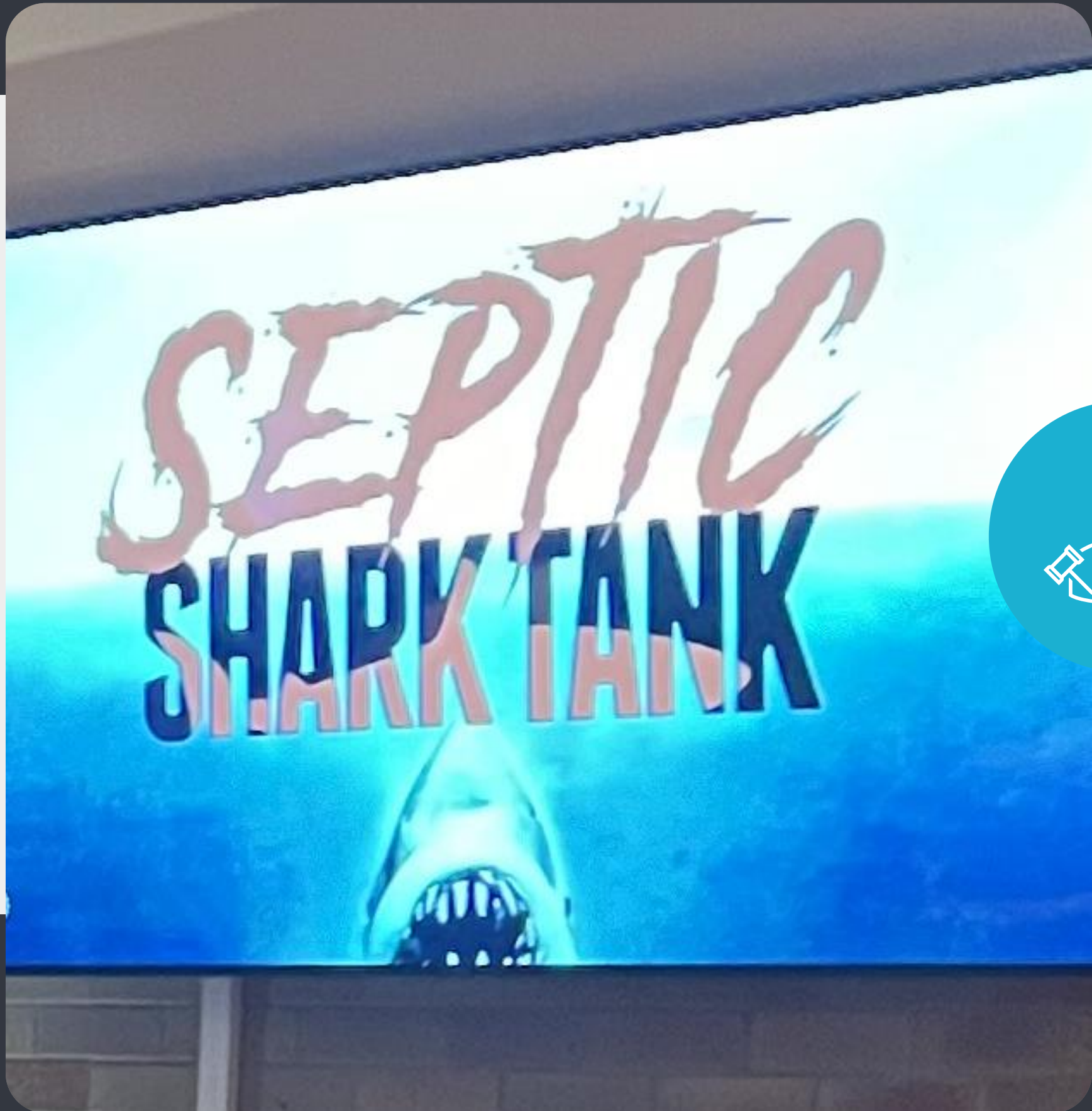
Team-based entries only were accepted and teams agreed on both the risk to be addressed and the control they proposed.



OUT + ABOUT

- Put our people first
- Care for ourselves and others
- Build trust
- Work with stakeholders





GOVERNANCE

- We clearly define accountability for the management of risks.
- We specifically address key performance metrics at all levels.
- We share risk information across Council.



Risk governance

- Define accountability for management of risks
- Report on key performance metrics
- Strive to continuously improve the management of risk



Share risk information across Council

- All initiatives and training based on data analysis
- Report on risk management performance regularly
- Share results with all staff

Survivor

Colleen Gale Children's Centre "Cover Girls" with a solution to make sandpit play safer for children while eliminating the manual handling risk for staff.

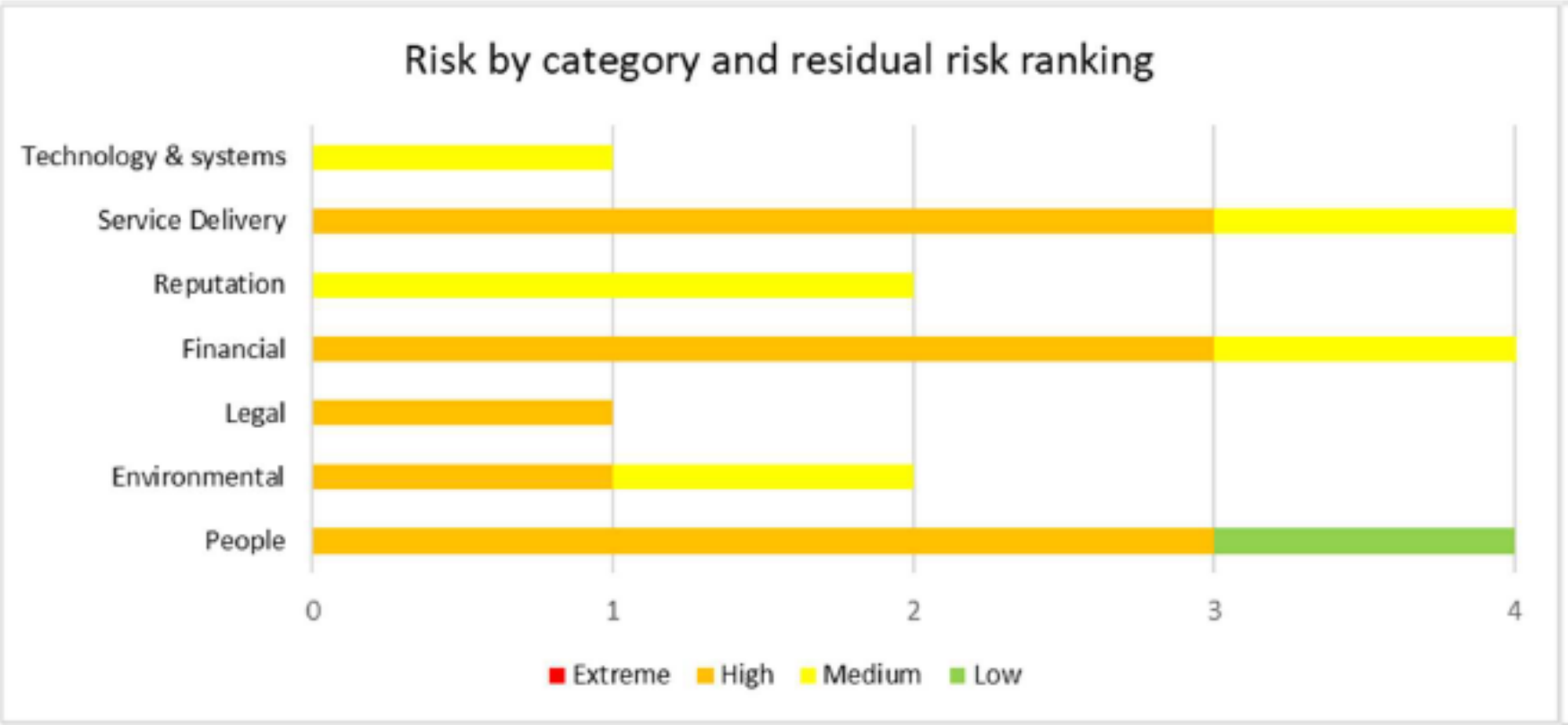


Shark Tank

"Down the Drain" team with a solution for diverting rubbish from stormwater drains.



Risk Management Performance



Highest residual risk	Most effectively mitigated risk	Average inherent risk ranking
<ul style="list-style-type: none">Service levels not financially sustainable	<ul style="list-style-type: none">Failure of critical asset	<ul style="list-style-type: none">EXTREME

GOVERNANCE

- Clearly define accountability for the management of risks
- Develop key performance metrics
- Continuously improve the management of risk







COMPETENCY

- We integrate risk management into our day-to-day work.
- We include risk and safety in every conversation and every decision.
- We provide adequate information and training to ensure that we can identify, assess and manage risks.



Risk resources

- Resource and support the management of risk
- Integrate risk management into our day-to-day work
- Include risk and safety in every conversation and every decision



Risk competence

- Provide information and training to ensure we can identify, assess and manage risks
- Empower staff to manage risks in their area of responsibility
- Induct, train, workshop, repeat

A circular inset image showing a LEGO construction of a depot. The structure is built with red, blue, and yellow bricks. A Yoda minifigure is seated in a black LEGO car with a yellow Batman logo on the side. The car is on a grey LEGO baseplate. The background is a solid blue color.

Survivor

A Reward Challenge task was to follow a SWMS to construct a new Depot.

A circular inset image showing three women sitting at a long wooden table in a meeting room. The woman on the left is wearing a headset. The woman in the middle is wearing glasses and a blue top. The woman on the right is wearing a black graduation cap and gown. There are microphones and nameplates on the table. A sign on the table reads "ELEARNING IN PROGRESS".

Shark Tank

Information Services team pitched for an e-learning solution to improve corporate recordkeeping.

COMPETENCY

- Use data to determine where we need to improve
- Define the outcomes we're after
- Tailor initiatives to our people
- Make it fun!

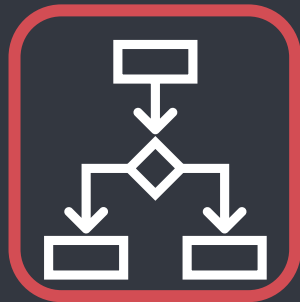






DECISION MAKING

- We seek out risk information to support informed decision making.
- We include sound risk management in Council's annual performance review process.
- We celebrate successes and reward desired behaviours.



Risk decisions

- Seek out risk information to support informed decision making
- Communicate and understand Council's willingness to take on risks



Reward appropriate risk taking

- Support those seeking to understand and manage risks
- Include risk management in annual performance review process
- Celebrate successes and reward desired behaviours



Shark Tank

Shark Tank provided the funding for winners to implement their ideas for their benefit, the benefit of their workmates and the community.



Survivor

“The whole month of activities were fun and brought all staff together. Loved it :)”
- Survivor participant



DECISION MAKING

- Seek out risk information
- Communicate willingness to take on risks
- Celebrate successes
- Reward desired behaviours



THANK YOU