

Electrical Safety Toolbox Talk

Choose to Challenge

What?

If you feel that anything is unsafe, you should choose to challenge. This could be as simple as asking a question or pausing the work. Challenging when you feel unsafe is important making sure everyone goes home safe every day.

If you do challenge, you will be supported, and no one will be disciplined or asked not to return to the site if they keep people safe.

We are not all comfortable speaking in a crowd, sharing our concerns, and accepting the norm so how can we make it the norm for all of us to be comfortable to challenge?

- You do not need any competence to challenge just a clear voice.
- Challenge each other – “If you see something that’s not right, speak up for me and you”.
- Encourage everyone to challenge. They are doing it for the benefit for all.
- Be open to challenge, encourage everyone to challenge, and give everyone an opportunity to be challenged.
- Be open to the thought that someone cares enough about you to raise something that they feel is unsafe - the challenge is coming from a good place.



Why speak up about health and safety at work?

Because when you come across something that looks or feels unsafe, you have a choice. Do something or do nothing.

It is up to you to decide. Speaking up and challenging does not have to be intimidating – you can challenge confidently, and you can be the one that makes a difference.

There may be many reasons why we do not choose to challenge but there is one reason we should - Everyone Home Safe Every Day.

Remember that we can all Take 5, Close Call, and use the WorkSafe procedure. If you would prefer to remain anonymous you can use CIRAS (Confidential Incident Reporting and Analysis Service) which provides confidential health and safety reporting for the rail industry.

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Do

- ✓ encourage everyone to challenge.
- ✓ choose to challenge if you see something that is not right.
- ✓ remember, choosing to challenge is not a refusal to work, it is a refusal to work unsafely.
- ✓ challenge each other, if you think it is not right, please challenge me.
- ✓ praise anyone that challenges.
- ✓ say thank you to anyone who challenges.

Don't

- ✗ just walk by. Challenge.
- ✗ start work until you have a thorough briefing with an opportunity to challenge.
- ✗ have regrets, if it is not right, be involved with putting it right.
- ✗ think, "It'll be alright, it's the way we always do things".

Sample Questions

You can use these to check understanding, feel free to ask your own questions

- Who is responsible for encouraging people to challenge?
- What level of competency do you need to challenge the safe system of work?
- How can we make people feel comfortable who choose to challenge?
- If someone chooses to challenge you, what actions would you take?

After this toolbox talk, let us make sure everyone gets home safely every day. This can be achieved by protecting each other and challenging unsafe acts or processes.



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Feedback

Note down any feedback or questions from the team here.

