

CFM 5SP-02 Inconsistent application of performance management processes

Supervisors inconsistent with enforcement consequences for operator / worker non compliance, caused by:

- Being too production focussed and not prioritising safety
- Poor employee performance review and development processes
- Unaware of disciplinary / grievance procedures

This Credible Failure mode is addressed by:

- 🛡️ BI-01P.21 PPE, high visibility clothing, lights and alerting devices required in operational areas - information prepared for all personnel
- 🛡️ BI-01S.01 Clear operator performance management expectations supported by an active and consistent performance management process
- 🛡️ BI-05D.04 Position descriptions that specify expected supervisor performance
- 🛡️ BI-05P.06 Structured line and functional support for supervisors when applying site performance management processes
- 🛡️ BI-05S.01 Regular and consistent application of performance management processes