



Safety Topic January 2026 **People, Behaviour & Human Factors.**

Why Is This Important?

Unsafe behaviours and human factors can lead to:

- ✓ Poor judgment and decision-making
- ✓ Slower reaction times and mistakes
- ✓ Increased accidents and near-misses
- ✓ Workplace conflict and reduced productivity

Key Risk Behaviours

Common warning signs include:

- Fatigue or lack of focus
- Stress, irritability, or mood changes
- Substance or alcohol impairment
- Complacency or overconfidence
- Distractions such as mobile phone use

Workplace Rules

- ⊘ Zero tolerance for drugs and alcohol at work
- Employees must be fit, alert, and focused
- ⊘ Phone use restricted in work areas
- Unsafe behaviour must be reported

How to Stay Safe

- ✓ Come to work rested and fit for duty
- ✓ Stay focused—avoid shortcuts and distractions
- ✓ Follow procedures and wear required PPE
- ✓ Look out for coworkers and speak up

Conclusion

Most incidents are caused by behaviour, not equipment. Staying alert, focused, and responsible keeps everyone safe.

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