

Business Integrity Training

Scenarios for team discussions 2022



Scenario 4

Speaking up

Part 1



Danni
Technician



Zahir
Technician

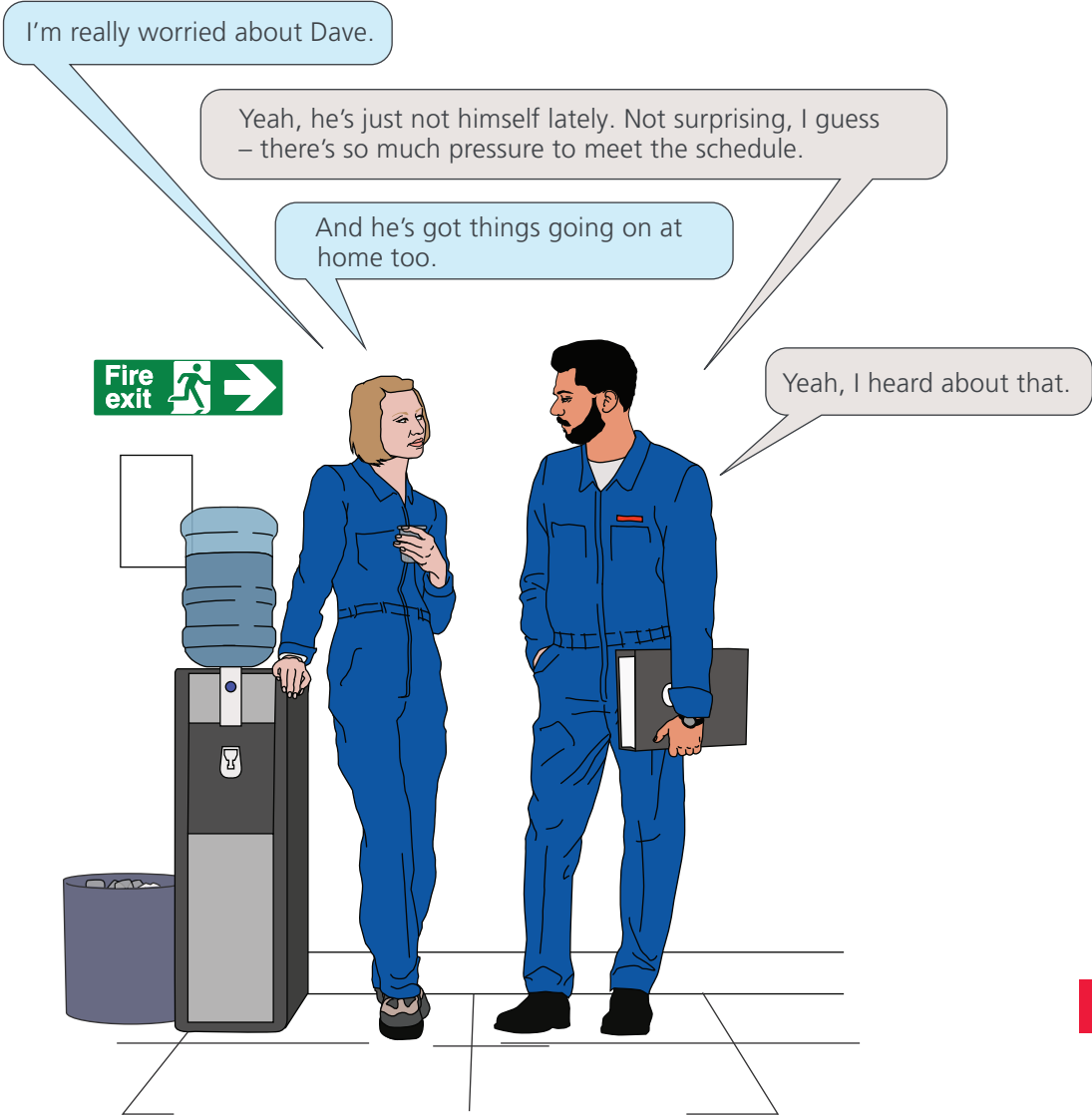


Dave
Team Leader

Introduction

Danni and Zahir are discussing their Team Leader, Dave, who has been cutting corners.

In the breakout room, Danni and Zahir discuss their morning.



Scenario 4

Speaking up Part 2

Danni tells Zahir that she is concerned that Dave's recent behaviour could compromise safety.



I know he's focused on the schedule, but he's cut quite a few corners, which isn't like him. I don't think what he's doing is safe.

Really? That's pretty worrying. Are you going to say something?

I don't know. Remember how he reacted when Sam flagged that SHE issue a couple of weeks back? I'm not sure I'd want to get on his bad side, especially now. Plus, I don't want to get Dave in trouble or cause anymore delays to the schedule.

It's a tough one, but I think you know what you need to do.



Scenario questions and summary



Scenario 4 Speaking up

Ethical red flags

When people make poor choices, they usually create reasons to tell themselves, "It's OK, I can go ahead". We call these justifications 'ethical red flags'. In this scenario, what might Danni and Dave have told themselves?

Common ethical red flags include:

- Policies and procedures just slow me down – getting the work done is more important.
- Someone else will speak up.
- Other people do it.
- The rules don't apply now.
- I'm getting my work done – that's what the company wants.
- I'm just showing initiative and being efficient.

Questions

- Have you ever had to choose between safety and schedule?
- Safety should be our top consideration at all times, so why is this a difficult situation for Danni?
- Why would someone not react well to being told about a safety issue? Does this make sense?
- How would you feel if someone got hurt and you didn't speak up?
- Who should Danni speak to?
- What does it mean when Danni says that Dave is "just not himself lately"? What can Danni and Zahir do to support him?

Further reading

Code of Conduct

Safety, health and wellbeing (page 18)
Product safety and quality (page 22)
Speaking up (page 8)

Key messages

- Short cuts can lead to injury or quality issues, compromising the safety of our colleagues and our reputation with our customers.
- Recently we have had to adapt to changing environments. However, we always do so within our rules and guidelines, never by putting ourselves at risk or by compromising the quality of our work.
- Always follow the agreed processes. Any concerns regarding the safety of a product, or the application of policies and processes, should be raised immediately with your manager.
- If you have a concern about safety or quality, raise it with your manager or supervisor, a more senior manager, your local safety team, the Engineering Authority or with the Ethics Helpline.
- Any process changes need to be agreed and correctly documented.

Policies and Guidelines

Our Company Behaviours.
Health and Safety Policy.
Quality policy.