

# FROM ASSURANCE TO LISTENING – THE NEW DUE DILIGENCE INDEX

I wanted to send an update to my personal network regarding the Due Diligence Index (DDI-S) launched by Sidney Dekker & co last year.

It's an index developed to provide a metric for Boards and Executives of organisations to understand the presence of safety in their organisations – essentially aligning with Safety II principles!!! Great times ahead!

The DDI-S examines the extent of capacity building activity being undertaken in terms of the investment the organisation has built up in the skills and capability of workers over and above the minimum competencies for their work, ie resourcing for enablers of safety.

Here is their podcast with Sidney, Art of Work and a legal team, Clyde & Co who worked as a collaborative to develop it: <https://www.youtube.com/watch?v=F4sRsWO0d2I&t=7s>

Even if you're not planning to get started on it yet, I highly encourage getting to understand what it's about in 2023 and start the preparation required to make it a success when you implement it.

The DDI utilizes a lot of methodology you will already have in your organisation so it's not a huge reinvention of the wheel despite first glance. However it leans heavily on a robust operational learning framework which you will want in place.

## What is the Due Diligence Index?

We're all aware that current approaches to reporting on safety performance don't provide reliable data on the state of safety. Many currently used indicators have no predictive value in relation to future incidents and are prone to manipulation.

The Due Diligence Index has generously been published on the basis of "open source" principles. A documented Standard and website have been created for shared resources and learnings globally. <https://www.duediligenceindex.online/>

The request is that every organisation participates equally generously in innovating and sharing learnings. In this way, updated versions of the Standard can be produced. This is an important part of your company being a good global citizen.

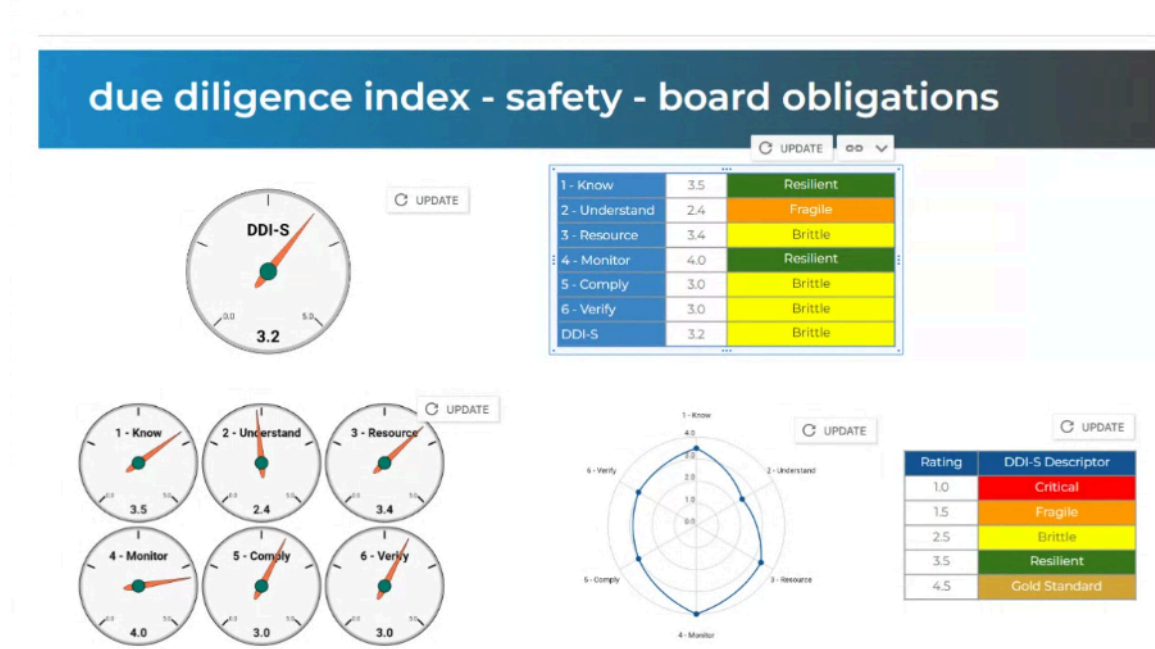
The beauty of the DDI is the output aligns with the six Due Diligence elements from our current Health & Safety at Work Act 2015 – the index aims to track the following:

1. building of capacities in people so that things go well even under variable conditions (Know);
2. capacity to anticipate through risk competence and risk appreciation at all levels of the organization (Understand);



3. capacity to make resources available and goal conflicts visible (Resource);
4. capacity to monitor and identify issues through effective communication channels (Monitor);
5. capacity to assure the effectiveness of this monitoring (Comply);
6. capacity to learn from both failure and success (Verify)<sup>1</sup>.

The output is in a style familiar to Boards - a dashboard with report commentary. The result will be your Directors asking much better questions about what is needed to increase capacity and create resilience in your teams.



The definitions set out in the Standard provide a common and shared understanding of the meaning of key terms used in the Standard to ensure that there is a consistency of approach in its application.

The use of the Standard enables organisations to produce a readily comparable score on the due diligence index elements, enabling benchmarking of the presence of positive mechanisms for health and safety capability and its assurance.

### Where to start with implementing the DDI

There are spreadsheets available to support the formulas behind the DDI, however the starting point is getting prepared.

The following steps will get you going:

<sup>1</sup> [https://www.google.com.au/books/edition/Safety\\_Security\\_Health\\_and\\_Environment\\_L/8yA7uwEACAAJ?hl=en](https://www.google.com.au/books/edition/Safety_Security_Health_and_Environment_L/8yA7uwEACAAJ?hl=en)

1. Pitch the concept to leadership and get buy in for the preparation phase;
2. Do a map of current data you are gathering, your lead and lag indicators and a bottom up assessment of their usefulness;
3. The DDI leans in large part on data gathered from your Learning Teams. In 2023, review your learning framework to ensure operational learning is embedded in preparation for your Due Diligence Index; and
4. Following your review, a Learning Teams rebuild or refresh may be necessary.

Let's chat soon, all the best for getting going with your plans for 2023!

Best regards,  
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