



# Safer Farms Conversation Cards

A quick, practical guide for toolbox talks and everyday farm conversations

## Why use these cards?

Use these questions to help you and your team:

- Spot risks before they turn into incidents or downtime
- Plan work better so jobs are done once and done well
- Look after people on-farm (including yourself)
- Reduce stress, rush, and "she'll be right" moments
- Build a team culture where people speak up early

You don't need a meeting room or paperwork. Just a few minutes, a card, and an open conversation.

## When to use them

- At the start of the week
- Before a big or risky job
- When conditions are changing (weather, workload, people)
- During a toolbox talk
- When something feels off, rushed, or different

Even 5–10 minutes makes a difference.

## How to run the conversation

1. Pick one or two questions (you don't need to cover them all)
2. Ask the question out loud
3. Listen first – no judgement, no rushing to fix
4. Agree on any changes or actions
5. Thank people for speaking up

Tip: You can rotate who asks the question so it doesn't always fall on the same person.



## The questions – and how they help

### 1. What's the plan for the week? Any dangers we need to consider?

#### Why it matters:

Everyone knows what's coming up and where the pressure points are.

Use it to:

- Avoid surprises
- Highlight high-risk or busy jobs early
- Adjust plans before things get rushed

### 2. What's been working well on-farm... and why?

#### Why it matters:

Good ideas and habits don't get lost.

Use it to:

- Reinforce what's already going right
- Build confidence and team pride
- Repeat things that reduce risk or stress

### 3. Who is on-farm this week? What do we need to do to look after them?

#### Why it matters:

New, young, tired, or visiting people are more likely to get hurt.

Use it to:

- Check inductions and buddy systems
- Adjust tasks for experience and capability
- Make sure everyone goes home safe





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## 4. Are the conditions right for our jobs today? If not, what's our backup plan?

### Why it matters:

Weather, ground, animals, and gear change fast.

Use it to:

- Avoid pushing on when conditions aren't right
- Give permission to delay or change plans
- Reduce rushed or unsafe decisions

## 5. Have we given ourselves enough time to do this job well?

### Why it matters:

Rushing leads to shortcuts, mistakes, and injuries.

Use it to:

- Reset unrealistic timelines
- Break jobs into safer stages
- Reduce pressure on individuals

## 6. Have we got the right skills and the right gear for today's jobs?

### Why it matters:

People improvise when they feel unprepared.

Use it to:

- Check training, experience, and fit-for-purpose gear
- Arrange support or different equipment early
- Prevent "making do" moments

## 7. Are we feeling up to this job today?

### Could we do it another day?

### Why it matters:

Fatigue, stress, injury, or illness increase risk.

Use it to:

- Normalise speaking up about how people are feeling
- Adjust tasks or swaps where needed
- Reduce incidents caused by tiredness or overload

## 8. Are we tackling anything new or different this week that we need to plan for?

### Why it matters:

New jobs and changes are high-risk if not discussed.

Use it to:

- Identify learning gaps
- Plan extra time or support
- Avoid trial-and-error on the job

## 9. When was the last time one of us thought "She'll be right"? What could have gone wrong?

### Why it matters:

Near-misses are warnings, not luck.

Use it to:

- Learn before someone gets hurt
- Talk openly without blame
- Build a safer way of working

## 10. What's the biggest challenge on-farm today... and is there anyone who could help with it?

### Why it matters:

Struggling alone often leads to risky shortcuts.

Use it to:

- Share the load
- Ask for help earlier
- Keep jobs within safe limits

### Keep it real

- You don't need perfect answers
- One good conversation beats ticking boxes
- If something needs action, decide who will do what and by when
- Ask your team "Is there anything here that might help us work a bit safer or smoother today?"

