

## Contributory Factors that increase non-compliance

<b>Perceived low likelihood of detection</b>	<b>Individual</b>	<b>Team</b>	<b>Organisational</b>
Lack of awareness / understanding of policies and procedures			
Misperception or lack of recognition of risk			
Self-perceived authority to violate (ignore the rules)			
Time pressure/pressure to get the job done			
Copying behaviour (ie learn from others who are non-compliant)			
Lack of leadership			
Lack of end-user agreement when policies and procedures are written			
Policy and Procedure overload (for example, confusion over which procedure applies when)			
Ambiguous or conflicting messages in the policy/procedure			
Lack of training and reinforcement of key policy messages over time			
No sanctions imposed for non-compliance			
Lack of monitoring systems to check procedural compliance			
Policies and Procedures are inaccessible			
Out of date procedures/policies			
Mismatch between the policy/procedure and how the job is actually done			