

How to Really Incorporate Safety into Performance Reviews

Shooting Down Tradition
Building Up Innovation



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Agenda

- Great Questions!
 - No solutions
- Reviewing “Tradition”
- Shooting Holes in “Tradition”
- Can we be creative?
- Summary



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Great Questions!

(no answers ☹)

- How are we controlling risks?
- Are we getting better?
- Is the management of our health and safety effective?
- Is the management of our health and safety efficient?
- Is our culture supportive of health and safety?



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Tradition

- Use Metrics!
- Talk about culture
- Use Quality Control Methods



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Metrics

- Leading Indicators
- Lagging/Trailing Indicators
- Current Indicators



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Leading Indicators

- Number of training sessions
- Number of people trained.
- Number of audits
- Number of audit action items completed
- Number of hazards identified
- Number of incident reports



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Leading Indicators

- Number of walk throughs
- Average number of days to correct items.
- Number of JHA's done
- Number of procedures written/audited



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Lagging Indicators

- Mod rate.
- Incident rate.
- Number of DAW
- Number of restricted workdays
- Number of accidents
- W/C costs



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Current Indicators

- Accidents YTD
- Number of safe acts observed
- Number of unsafe acts observed
- Number of incident investigation reports filed



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Culture

- Do you have a good safety culture?
- Is it good enough?
- How do you measure it?
- Are employee surveys accurate?



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Quality Control Methods



Shooting Holes

- We are going to review the traditional indicators and list ways people can make their “numbers” look good without really meeting the intent.
- As we do this, think about what type of indicator cannot be or easily be manipulated.

Can we be creative?

**Now it's
your
chance!**



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Summary

- What did you learn about the way we do things?
- What did you learn about what you are going to do in the future?



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Thanks

Bruce A. Donato, CSP, CHMM, CECD
K & A First Aid & Safety, LLC
337 Little Quarry Road
Gaithersburg, MD 20878
bdonato@kafirstaid.com
301-208-0000



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