

# 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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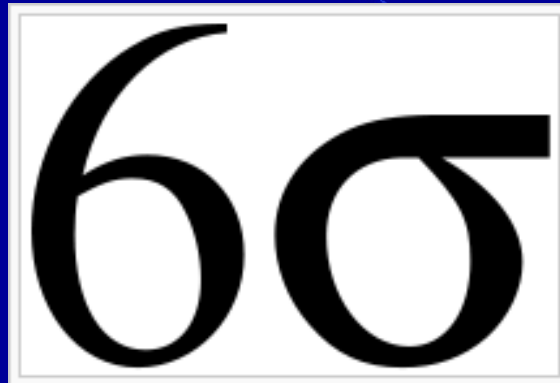
## Culture

- 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

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