

Time	<u>Lesson Plan</u>	Trg Aids
<u><b>OHSE</b></u> <u>(MEASURING PERFORMANCE)</u>		
<u>Intro</u>		
1. Too often the only measures used in workplaces and by government authorities are 'negative' measures. These are known as outcome indicators and while they are important, they generally reflect the results of past actions.		
2. Although we may not realise it, we measure performance in all aspects of our lives.		
3. To measure performance in a useful way, indicators must be established to answer questions such as		
<ul style="list-style-type: none"><li>a. What is going on around us?</li><li>b. What has happened so far?</li><li>c. What might we need to respond to?</li><li>c. What might we need to respond to?</li></ul>		
<u>Aim</u>		
4. To acquaint the students how to measure health and safety performance.		
<u>Parameters</u>		
5. Too often, the only measures used in workplaces and by government authorities are 'negative' measures. These are known as outcome indicators, and while they are important, they generally reflect the results of past.		
6. Outcome indicators may hide potential risks. For		

6. Outcome indicators may hide potential risks. For example, having a low incidence of injury does not necessarily mean that adequate safety systems and controls are in place. Examples of outcome indicators are:

- a. Dev of SOP number of claims
- b. number of hours/days lost (Lost time injury frequency rates or LTIs)
- c. Claims costs

7. Using LTIs as a measure of safety can in fact have negative consequences. 'The longer the period free of injury the greater the level of disappointment and frustration when a lost time injury finally occurs, which statistically is bound to happen. People then get upset because one injury may lead to a loss of a bonus - the result may well be a reduced commitment to health and safety'

8. *Measurement and Reporting of Work Health and Safety Performance: a Review* aimed at developing more relevant lead and lag indicators than LTIs. It confirmed that LTI rates, which 'have, over time, become the cornerstone of mainstream injury reporting and the benchmark against which organisational, industry and national comparisons are made', provide little indication of the cost or severity of injuries, and are often manipulated.

9. According to the report, 'Such data is unlikely to provide a valid indicator for either the severity or cost of those work health and safety failures that result in lost time... or the success of work health and safety controls and initiatives'. The report again states that PPIs, strongly advocated for since the 1990s are preferable measures. The report, and also a subsequent research paper *Issues In The Assurance And Verification Of Work Health And*

*Safety Information.*

**Positive performance indicators (PPIs).**

10. PPIs allow measurement of activities specifically undertaken to improve performance Examples of PPIs may include

- a. Number of safety audits conducted
- b. Percentage of sub-standard conditions identified and corrected
- c. Percentage of employees with adequate OHS training