

Consider a variety of metrics and key performance indicators

Guidance:

To promote continuous improvement, consider using a mix of traditional improvement-based metrics and leading indicators to measure safety performance and the impact of serious incident and fatality prevention strategy efforts.

Examples include:

- **Traditional safety performance metrics** such as incident rates, Time Loss injury rate and severity rate. WorkSafe Saskatchewan recommends that organizations consider less reliance on these traditional, lagging indicators.
- **Leading safety metrics** focused on identifying and measuring quality leading indicators that are proven to reduce serious incident and fatalities including leadership engagements, safety observations and pre-job safety meetings.
- **Leadership and management effectiveness** such as leadership assessments, successful management of change events and so on.
- **Worker engagement and satisfaction** such as surveys and turnover rates.
- **Productivity metrics** such as output and efficiency.
- **Learning and development** such as training completion rates and competency assessments.
- **Risk perception and reporting** such as near-miss reporting, perception surveys and enhanced incident investigation processes.
- **Organization culture** such as culture assessments.
- **Financial metrics** such as cost of incidents and return of investment on safety initiatives.

Consider implementing a leading safety metrics program that focuses on identifying and measuring quality leading indicators that are proven to reduce serious incidents and fatalities that includes leadership engagements, safety observations and pre-job meetings. WorkSafe Saskatchewan offers a learning collaborative and a suite of short training courses that are focused on identifying proactive and leading indicators and creating a severity dashboard. Learn more at worksafesask.ca/education/learning-collaboratives.