

## TOOL FOUR

# Human and organizational performance-related serious incident and fatality analysis

### Guidance:

Use the human and organizational performance-related serious incident and fatality analysis table to consider possible precursor situations that amplify serious incident and fatality risk. These precursor situations may require further attention and analysis for adequate control. Organizations can use these contributing factors—related to the work environment, individual capabilities, task demands and more—along with each hazard’s impact, probability and magnitude to support the rationale for prioritizing serious incident and fatality risk reduction.

If more than five of the human and organizational performance-related risk amplifiers are applicable, be sure to consider ways to mitigate or reduce the influence and impact. Also, be sure to include these factors when completing the serious incident and fatality hazard prioritization and rationale table (page 12).



## Human and organizational performance-related serious incident and fatality analysis table

Cultural/organizational attitudes and values	Management systems, policies and practices	Process conditions and task demands	Human factors/behavioral	Impact or magnitude
High risk tolerance	Lack of goals or objectives for safety and health	Significant process upsets	Physical abilities are unmatched to job or task requirements	Level of risk identified
Low employee engagement	Low management accountability	Unexpected maintenance or repair is common	Physical or mental fatigue is common	Proximity to the hazard
Value for safety not demonstrated by senior leaders	Poor risk recognition training	Poor management of change	Workload contributes to worker burnout	Length of time exposed to hazard
Production is prioritized over safety	Inspections are not conducted regularly	Production pressures exist	High potential for distractions	Number of employees exposed
Substance abuse exists in the workplace	Poor communication of safety-critical information	Poor lighting or visibility	Pre-existing illness, injury or conditions	Personal protective equipment not in use
Personnel resources are not adequate	Potential for miscommunication	High noise or vibration in the work area	Financial strain common among workforce	Critical controls not verified
Safe behavior is not recognized by supervisors	Procedures or work instructions are not adequate	Schedule demands (24/7, rotating shifts, 12+ hours)	Deviations from procedures are common	Non-routine tasks common
Other:	Other:	Other:	Other:	Other:

Combine and calculate the human and organizational performance risk amplifier score: