

Leading safety metrics cheat sheet:

Setting targets



STEP 1: Set a practical, doable target



PRE-JOB MEETING

- How many meetings do you have in a week or month?
- How many meetings can you evaluate given your resources?
- For example, a company with four crews will try to do one evaluation a month on each, so four evaluations in total out of approximately 80 pre-job meetings per month.



SAFETY OBSERVATIONS

- How many different sites or crews do you have?
- How often can you execute a safety observation with your resources?
- For example, a company with four worksites on average will try to do one evaluation a month on each, which is a target of four quality safety observations per month.



LEADERSHIP ENGAGEMENTS

- How many leaders would fit the program?
- How many crews or sites?
- What is a realistic expectation for high quality leadership engagement?
- For example, a company with two worksites will try to do one quality leadership engagement per quarter for each site (eight total per year).

Saskatchewan WCB leading safety metrics pilot



The Saskatchewan Workers' Compensation Board (WCB) will work collaboratively with participating companies to set realistic and roughly equivalent targets for the pilot to produce meaningful results.



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STEP 2: Allocate resources and improve quality to drive quantity

Since you can only count safety metric activities if they meet a quality standard, improvement through training and coaching on pre-job meetings, safety observations and leadership engagements means nearly every instance of these will “count.”



STEP 3: Tracking the results as a person-hour rate

The formula for these leading safety metric:

of successful activities X 200,000 hours

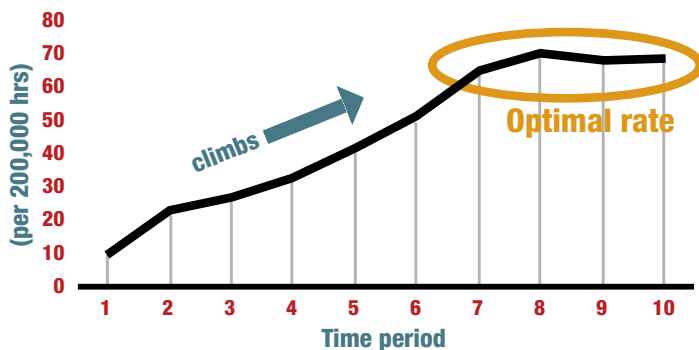
of person hours worked

4 quality pre-job meetings X 200,000 hours

=100

8,000 person hours worked

Quality pre-job meetings



So, for the pre-job meeting example, if they are hitting the target of four quality pre-job meetings that fulfil the quality criteria and they have 8,000 hours per month, they would have a rate of 100.

Initially, as resources and quality improve, the rate will rise. Eventually there is a sweet spot or an optimal rate where you are doing enough activities to get maximum impact.

STEP 4: Arrive at those optimal rates

Through the pilot efforts and companies sharing their rates and experience, the WCB will help employers set and publish optimal rates for these metrics based on group experience.

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