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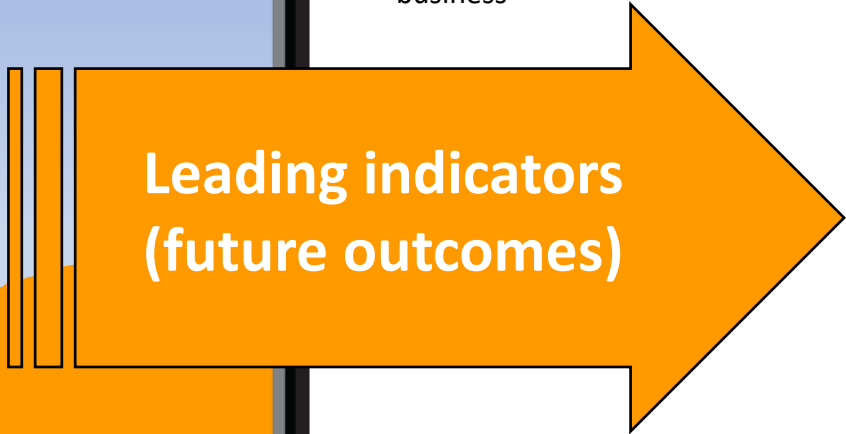
- + Easy to identify and analyse as data is readily available.
- + Measurable and therefore accurate.
- + Can be used for benchmarking against other business units or companies.
- Insights are reactive ie. "after the event".
- Less relevant for future changes in ways of working.

Why use leading and lagging indicators?

Because they help management understand the HSE performance of the business and to develop incentivised strategies to improve performance in the future.

21:31

- + Can facilitate a change in behaviour.
- + Can pro-actively influence future HSE performance.
- Does not account for future changes which may affect results.
- Not easy to use as industry benchmarks as they are often unique to each business



EXAMPLES

- Recordable injuries
- Lost time days
- Work related health absence
- Corrective actions implemented

Good indicators are:

Actionable *metrics that have measurable steps.*

Meaningful *obtaining information that justifies continued tracking.*

Achievable *setting goals that are realistic.*

Transparent *metrics that are understandable and easy to communicate.*

Valid *relevant to the business HSE goals.*

Useful *benefits the business HSE goals.*

Timely *actionable at a workable timescale.*

EXAMPLES

- Near misses
- Behavioural observations
- Training records
- Safety meetings
- Employee perception surveys
- Preventive maintenance programs
- Risk assessments
- Inspections