



Partnership for **Work,** **Health** and **Safety**



Key Performance Indicators, Research Evidence and the Safety Charter Initiative



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a place of mind

Research Question

Can we develop a tool to predict firm injury experience, based on an assessment by workplace parties of their current H&S practices?



Leading indicators for...

Low and sustained injury rates

Survey Question Development



Positive
Health and
Safety
Practices...

Predict low
(and
sustained)
injury rates in
workplaces?

- Regular, formal safety audits
- Ongoing H&S improvement is valued by everyone
- Safety is at least as important as production and quality
- Workers and Supervisors have the information they need to work safely

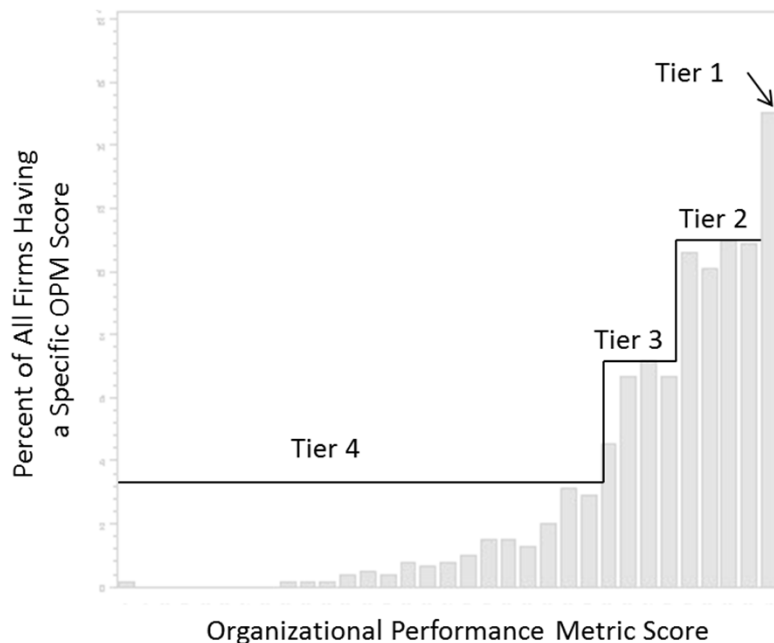
Organizational Performance Measure Items

1. Formal safety audits at regular intervals are a normal part of our business.
2. Everyone at this organization values ongoing safety improvement in this organization.
3. This organization considers safety at least as important as production and quality in the way work is done.
4. Workers and supervisors have the information they need to work safely.

Organizational Performance Measure Items

5. Employees are always involved in decisions affecting their health and safety.
6. Those in charge of safety have the authority to make the changes they have identified as necessary.
7. Those who act safely receive positive recognition.
8. Everyone has the tools and/or equipment they need to complete their work safely.

Findings: The Organizational Performance Measure (OPM) Results

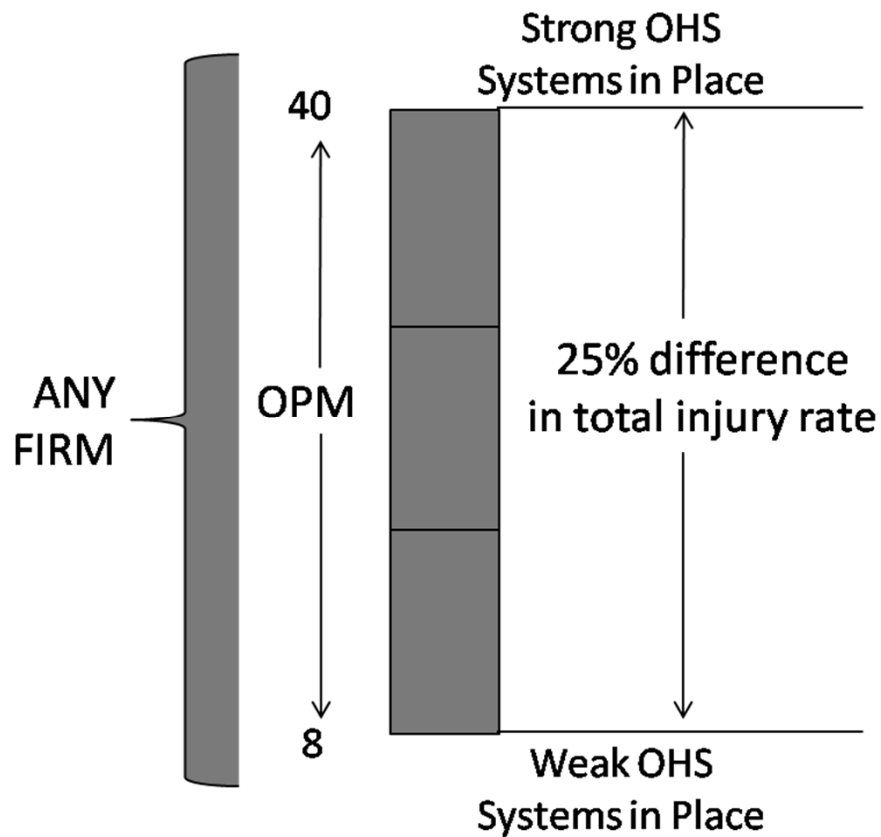


- **Tier 1: OPM Score of 40:** informant indicated 80-100% for all 8 questions
- **Tier 2: OPM Score of 39 to 36** informant indicated 80-100% for only 7 questions at most
- **Tier 3: OPM Score of 35 to 32** informant indicated 80-100% for only 6 at most
- **Tier 4: OPM Score of 31 to 8** informant indicated 80-100% for only 5 questions at most

Findings: The 8 Items are Related in Expected Ways with Indicators of OHS Performance



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From Lowest to Highest OPM score there is a 25% change in firms total injury/illness rate

Findings: The Results Were Consistent

- The score **did not vary across sectors, or firm size**
- The score **is not dependent on the level** of who answered the survey – a worker was just as likely as a CEO to report organization performing well/poorly
- However, **people with responsibility for health and safety** consistently scored their organization higher on OPM when compared to others

Leading Indicators and the BC Safety Charter

- FIOSA-MIOSA approached UBC and IWH researchers for input on assessment of the BC Safety Charter
- Agreement that OPM metric valuable tool to measure BC Safety Charter in conjunction with KPIs
- OPM to be tailored to BC environment with governing council and stakeholder input

UBC evaluation of BC Safety Charter

- Independent, confidential, rigorous
- Objectives
 - Assess the impact of the BC Safety Charter in improving OH&S firm policies and practices
 - Evaluate the impact of BC Safety Charter in reducing work injuries and lost time

UBC evaluation of BC Safety Charter

- Three year study
 - Multiple assessment of OPM at start of Safety Charter enrollment and throughout participation
 - Assessment of injury rate prior to start of enrollment and at yearly intervals
 - Compared to similar firms not enrolled in Charter and to broader industry group performance using validated evaluation study methodology

UBC evaluation of BC Safety Charter

- Success of the evaluation depends on the commitment and willingness of firms within the industry for ongoing and systematic OPM measurement
- OPM data collection quick and simple through internet database
- Data confidential, anonymous and stored in secure environment

Evaluation Outcomes

- Evaluation of the BC Safety Charter will:
 - Demonstrate the value of the charter
 - Provide objective direction on improvement
 - Establish the evidence base for expansion
 - Contribute to the research evidence on how we can improve occupational health & safety and the supporting management systems



Partners

Institute for Work & Health

- Dr. Ben Amick

Health & Safety Ontario

- Infrastructure Health & Safety Association
- Public Services Health & Safety Association
- Workplace Safety North
- Workplace Safety & Prevention Services

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