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Performance

Indicators

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Background and relevance of performance indicators

International Workshop

Performance Indicators for Safety and Health

Vienna 2009

Karl Körpert, AUVA



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Structure of Indicators

- H & S awareness of managers and employees
- Integration of H & S into working processes
- Health of employees
- Job satisfaction
- Health of other persons (non employers, non employees)
- Contribution to company result
- Compliance with legal obligations



DGUV „Verbesserung des Arbeitsschutzes durch ein AMS“; FA ORG Projekt 4.6

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Performance Indicators

- Determination of the status of H&S in a company
- Keep track of the change after the implementation of
 - organisational,
 - technical or
 - medical improvements
- Provide feedback on what is happening →
- Actors can respond to changing circumstances
- Effects of investments can be documented
- Success gives Motivation to do more for H&S



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Lead Indicator

1. Information on the current situation that may affect future performance of H&S in the company
2. Monitor the effectiveness of control systems
3. Give advance warning of any developing weakness
4. Warn in time of undesirable developments
5. Help to improve future performance by promoting actions today without waiting for demonstrated failures

Examples:

- proportion of workplaces a risk assessment has been done for
- proportion of PPEs worn
- proportion of employees instructed in time
- number of near misses
-



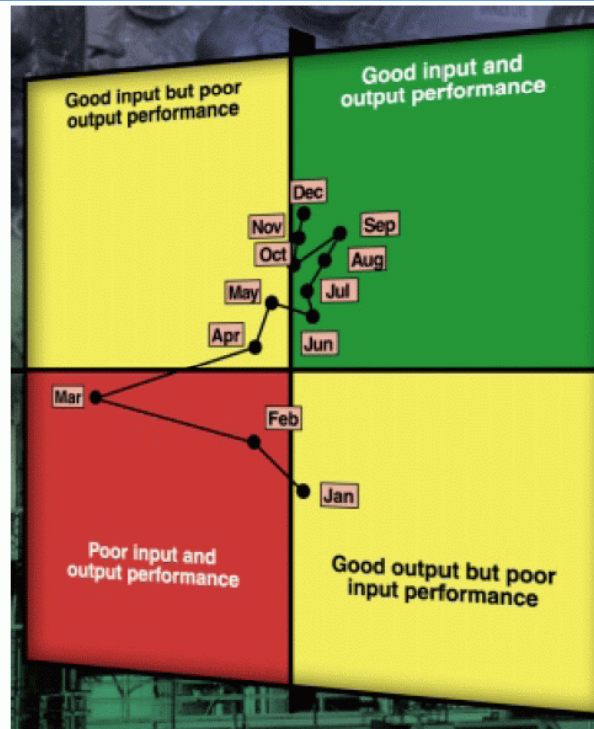
Leading Performance Indicators – Guidance for Effective Use, Step Change in Safety, Aberdeen

Karl Körpert, AUVA-HUB

Nächste Seite



Safety Condition Monitoring



SPI Scheme TALISMAN Energy

Information updated monthly in:
 Leading Performance Indicators
 Guidance for effective Use
 STEP CHANGE IN SAFETY, UK



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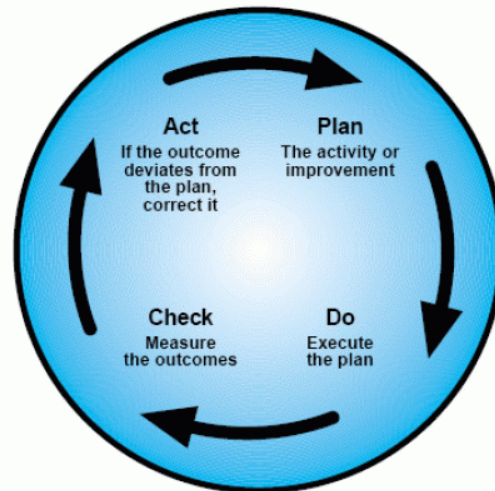


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Continual improvement model



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INRS – GPS SST

This tool is asking the question of the status of OSH in enterprises.
What are the strengths and the weaknesses to guide a action plan?
What is the level of the company in prevention?

The tool is conceived to:

- measure the organisational prevention, from a global point of view, independant from risks
- be simple, able to be used by all types of companies and by all professionnals
- give quickly an idea on the level and status of OSH prevention

The tool is based on real practices and is different from auditing tools, based on compliance

(example from the French National Research Institute for Occupational Risks = INRS)



An assessment matrix in 20 domains

1. **Analysis of occupational accidents and diseases**
2. **Periodic inspections and maintenance of equipment**
3. **Attitude of the organisation towards sub-contractors**
4. **Attitude of the organisation towards temporary workers**
5. Prevention of emergencies
6. Procurement of new equipment and products
7. Workstation and work situation designs
8. Health at the workplace
9. Application of general OSH principles
10. Regulation watch
11. Production and update of a document reporting risk assessment results
12. Production and update of an action plan
13. Monitoring objectives and indicators
14. Training programmes
15. Human resources
16. Management commitment and being an example to the employees
17. Communication
18. Organisation of meetings with employee representatives
19. Observation of management practices regarding quality, safety and environmental processes
20. Policy



Contents



In each of 20 fields

Four levels are proposed to mark

Domain 01	0 points	4 points	7 points	10 points
Analysis of occupational accidents and diseases Observable items: Reporting procedures for occupational accidents or diseases. Analysis reports. Logbook of accidents and injuries without working days lost. Update of risk assessment and action plan, etc.	Occupational accidents and diseases are not analysed	Management usually looks for the most immediate causes (employee behaviour, or equipment).	Analyses are carried out with the involvement of employees or their representatives. There is usually a proposal for an action plan.	Incidents are also analysed. The organisation uses a multicausal ("fault-tree") analysis method. An ad hoc group, consisting of the victim, occupational physician, employee representatives and management, is tasked with making proposals.
	<p><i>Information collected (interviews and visits):</i></p> <p>Based on observed practices</p> <p>Connected with objective and internal criteria</p> <p><i>Suggestions for improvement:</i></p> <p>And specify areas of improvement</p> <p>To define score</p>			
				Score <input type="text"/>



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Interest for SMEs

- A global approach for occupational safety and health
- A practical tool
- A dialogue-based tool
- A measure of progress
- An action plan guide