

Proposed definition and suggested industry-wide safety leading indicators for industry consultation

Objectives:

- agree on a common industry definition of leading indicators.
- develop a mix of industry-wide leading indicators addressing three to five key safety controls.

Scope: as this is the first stage of industry-wide leading indicator development, focus on indicators relating to compliance and improvement for a start. Potential to implement new indicators focusing on Continuous Learning and Culture at a later review.

Recommendation: for consistency with our analysis so far, look at indicators for each section of the following classifications used by the Campbell Institute:

- *Operations* – indicators that are relevant to the functioning of an organisation's infrastructure (e.g. machinery, operations).
- *Systems* – indicators that relate more to the management of an EHS system.
- *Behaviour* – indicators that measure the behaviour or actions of individuals or groups in the workplace; people-to-people interactions related to supervision and management.

See page 2 of this document for the proposed definition and indicators.

Please give us your feedback on the suggested leading indicators **by Friday 3 November**.

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Proposed definition

Leading indicators are input measures that monitor the effectiveness of risk controls. They contribute to lowering risk exposure by indicating whether controls are effectively implemented and continuously improved over time.

While safety performance indicators may include the identification of failings in risk control systems, these will only be considered leading if they result from observations made during planned checks (e.g. percentage of equipment performing / not performing within specifications when inspected), when actions can be taken in a proactive manner.

Lagging indicators are reactive measures that monitor undesirable outcomes. They track failings in risk controls following unplanned events (e.g. equipment failures).

Leading and lagging indicators must be developed in conjunction to provide a more accurate picture of safety performance for specific risks.

Proposed industry-wide leading indicators

Compliance		Improvement	
Operations	Worker competence		
	– Percentage of field staff whose core competencies are up-to-date at the end of the reporting period		
	Asset condition and maintenance		
		– Percentage of critical maintenance time spent on planned vs. unplanned asset maintenance over the reporting period	
	Risk assessment		
	– Number or percentage of toolbox meetings completed against planned over the reporting period		
Systems	Safety inspections and investigations		
	– Percentage of audits where non-conformance to company / industry procedures was found over the reporting period		
Behaviour	Employee wellbeing		
	– Percentage of staff randomly tested for drugs / alcohol over the reporting period		
	Leadership engagement		
		– Number of site visits from Officers over the reporting period	