



Leading indicators and their importance in safety performance

Typically when monitoring and evaluating safety programs, individuals tend to focus on recordable injuries, insurance claims and OSHA citations. Certainly these lagging indicators are important metrics and should be examined. However, to bring a company's safety program to the next level, leading indicators must be evaluated and measured. Some examples of leading indicators include the following:

- Regular Safety Training and documentation
- Scores and performance on the safety training provided
- Behavioral field observations
- Preventative maintenance programs
- Field safety audits (physical conditions)
- Near Misses and associated resolution
- Employee perception surveys

Examining and measuring leading indicators requires a commitment from management. In the short term, the findings may cause anxiety, finger pointing and disagreements. In the long term, the benefits can be reduced accidents/injuries, OSHA citations and insurance costs. These are transformational results that may ultimately lead to better company moral, higher productivity and better quality of work product.

The link below takes you to Federal OSHA's resources and publications on leading indicators. It's a great resource that gives a step by step method to getting started.

<https://www.osha.gov/leadingindicators/>

https://www.osha.gov/leadingindicators/docs/OSHA_Leading_Indicators_Guidance-07-03-2019.pdf

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