

# Building a Safety Climate Dashboard

 **DEKRA** Insight

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# WHY should you not sleep or play on your phone

- Jeff Hole- “challenge is to find skilled millers”
- Your #1 asset... your employees.... What are you doing to ensure consistent and safe operations?
  - Do your operations reflect your safety standard?
- Milling industry
  - TIR- 4.3
    - Private industry- 3.2
  - LTIR/DART – 2.7
    - Private industry – 2.1
- When an employee is away from work or transferred is your operation as production and efficient without them?

# Terms to be used

- Dashboard- climate metric
- Leading indicator
- Lagging indicator
- KPI- Key Performance Indicators
- TIR- Total Incident Rate
- LTIR- Lost Time Incident Rate
- DART- Days Away Restricted Duty
- SMP- Safety Management Process- Bevington
- SIF- Severe Incidents Fatality

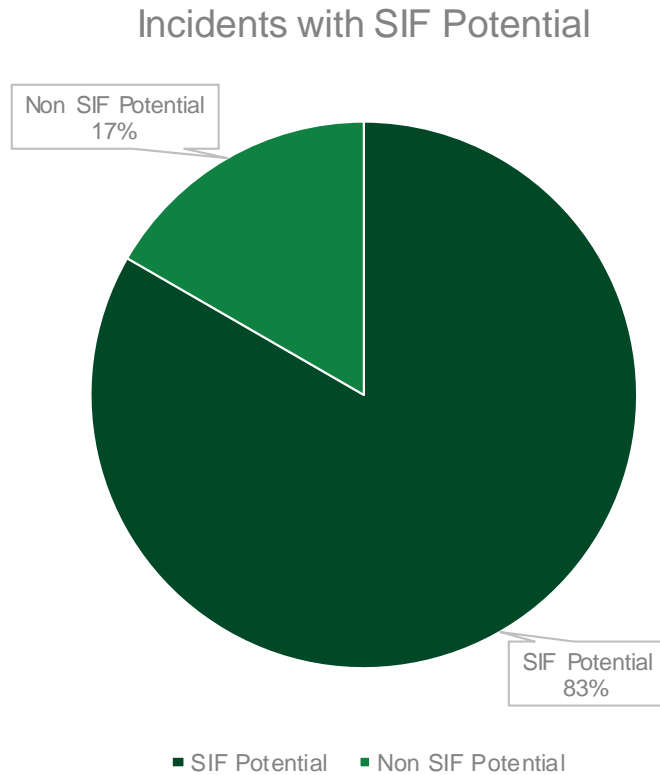


# Benefits of a safety climate dashboard

- In time metric of safety
- Provides quantifiable score
- Measuring tool for safety
- Benchmarking
- Strong tool to pinpoint severity risk exposure
- Proactive tool for continuous improvement
- WHY????
  - Eliminate SIF's.....



# Incidents with SIF Potential



# Foundational strengths of a dashboard

- Measures what is important
  - Key performance indicators
  - Ultimately measures effectiveness
- 
- So before we build a dash board lets talk about what quality building blocks to use.



# Lagging Indicator

- Examples:
  - Injury frequency and severity
  - OSHA recordable injuries
  - Lost workdays
  - Worker's compensation costs



# Leading indicators

- Examples
  - Safety training
  - Corrective actions
  - Maintenance performed
  - Policy reviews
  - Employee perception surveys
  - Safety audits





# Building the Safety Climate Score

## Weighted and multiple climates

Climate Name:

Goal:

Red Stop:

Orange Stop:

Yellow Stop:

Input weight values to enable a score. Input a blank or zero to disable a score. The weight values must add up to 100 total. To use the Auto Weight feature, just put any value greater than zero into the weight box and it will automatically adjust the appropriate weight value.

Weight	Incident Type	Incident Goal	Name	Desc
<input type="text" value="20.00"/>			% Trained	Percentage of missed or late classes vs the total number of required classes
<input type="text"/>			% Corrective Actions closed on time	Percentage of corrective actions closed before or on the target date (For one year past)
<input type="text" value="20.00"/>			% Safe observations	
<input type="text" value="20.00"/>			% BBS Compliance	
<input type="text" value="20.00"/>			% BBS Participation	Percentage of required or volunteered employees doing observations vs expected number of employees
<input type="text"/>			% Task Reviews Completed	
<input type="text" value="20.00"/>			Audit Scores	(Compliance)
<input type="text"/>			% Audits Completed	
<input type="text"/>			% of incidents related to a task	if 0% of incidents have been linked to a task then no task analysis have been done

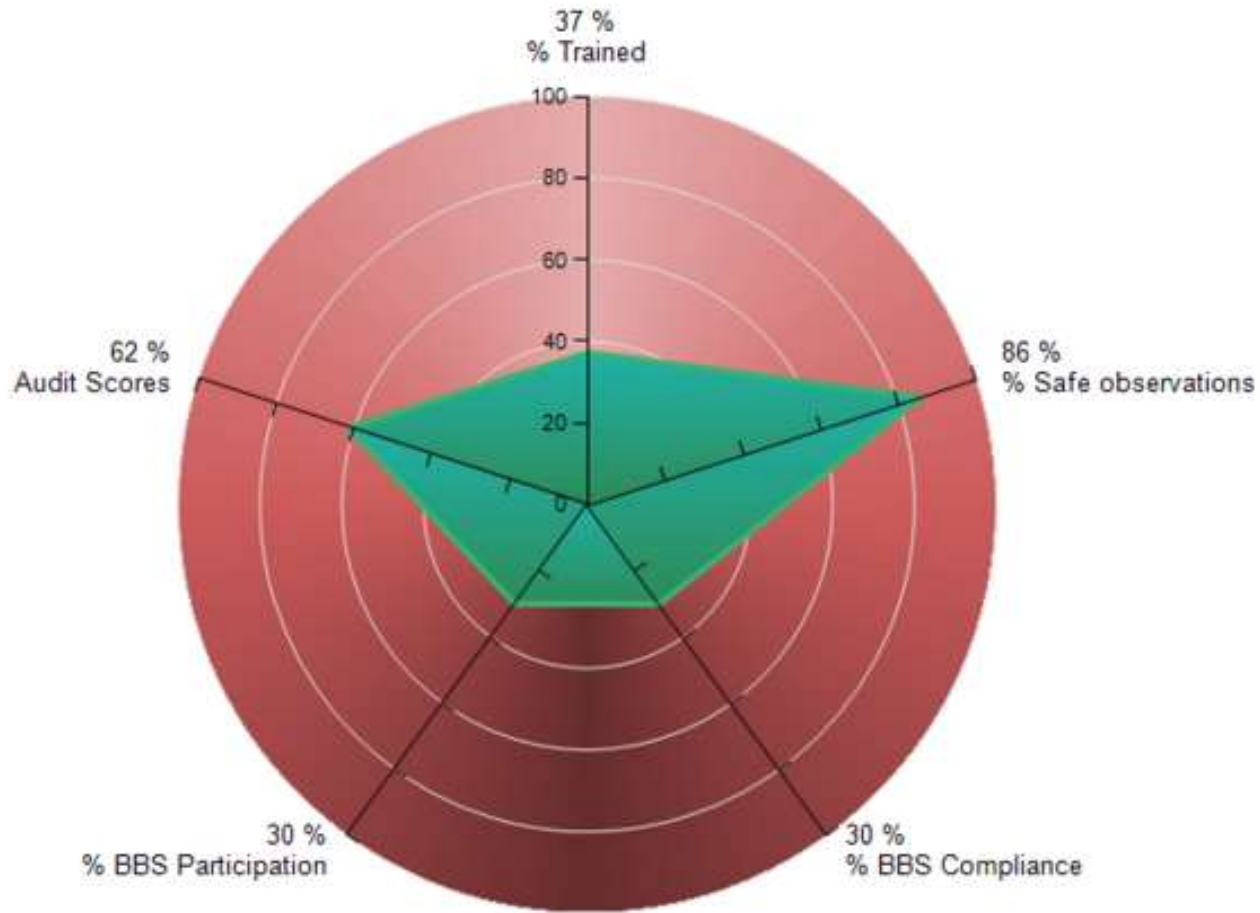
# Indicator list options

% Trained	Percentage of missed or late classes vs the total number of required classes
% Corrective Actions closed on time	Percentage of corrective actions closed before or on the target date (For one year past)
% Safe observations	
% BBS Compliance	
% BBS Participation	Percentage of required or volunteered employees doing observations vs expected number of employees
% Task Reviews Completed	
Audit Scores	(Compliance)
% Audits Completed	
% of incidents related to a task	if 0% of incidents have been linked to a task then no task analysis have been done
TIR %	= $100 - (\text{TIR} * 10)$ i.e. 1.6 TIR = 84%
% Alerts Read	
% Task Training	
% Investigations closed on time	Percentage of investigations closed before the company determined deadline (For all time)

# Cont.

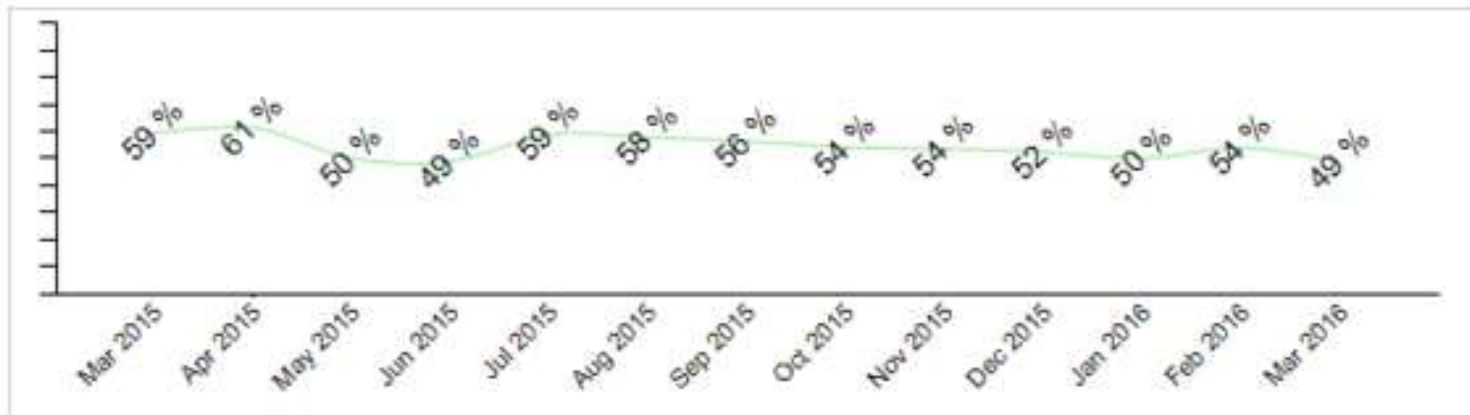
Barrier		
Environmental Audit Finding	DART %	Same as TIR except Lost Time injuries
Environmental Incident	% Closed On Time All Incident Investigations	
First Aid	% Finished All Types Incident Investigations	
Food Safety Incident	PMA Scheduled Compliance	From PMA Scheduled Compliance Report
Inspection Finding	% Location Policy Reviews Completed	Location Policy Review Compliance
MOC	% Corrective Actions closed on time Within the month	Percentage of investigations completed and closed before the company determined deadline (For one month past)
Near Miss	% CAP Yes	Percentage of CAP Question answered as Yes Vs Total Count (Excluding NA)
PHA Finding		
PMA Incident		
Proactive Incident		
PSM Audit Finding		
PSM Incident Investigation		
PSR		
Recordable		
SPCC Incident		
Unassociated Corrective Action		

# Safety Climate



# Safety Dashboard

Monthly on 6th  
Weighted  
Score: 49 %  
Goal: 95 %



# Share Information Sustainability

- Communication
  - Positive results
    - Accomplishments
    - How do you communicate
- Strength in knowledge
  - Head in sand otherwise
- Keeps safety efforts in the fore front
- Safety does not need to be a dirty word
  - Make it what you want
    - If you only communicate the failures than that's what the perception will be.
- JHA/JSA/SOP reviewed
- Evaluation process



# Building the dashboard review

- Review where you are currently?
  - Risk assessment
  - Safety
    - Assessment survey
  - Culture
    - Evaluate
- Where do you want to be?
  - Specific goals
- How are you going to get there?
  - Actions
- Who is going to be involved?
  - Action items



# Remember

- Be specific with your goals
  - Specific goals get specific outcomes
- Involve employees
  - More receptive when safety is done with us rather than at us
- Don't hide, creates wedge in communication
  - Facilitates dis-trust



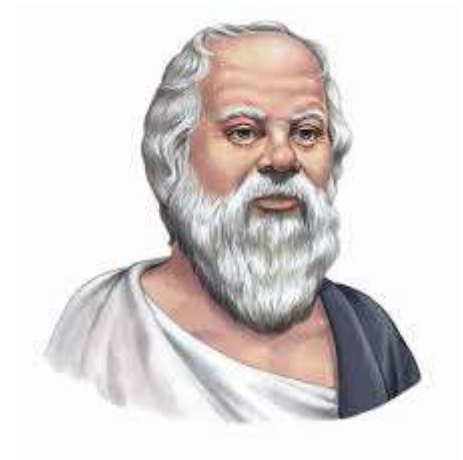


- What gets measured gets done



# Concluding thoughts

- Information is as good as the one utilizing it
- Continuous improvement
  - Audit indicators
- Ron Galle- “Standard is zero”



# Questions?



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