

Building a Safety Climate Dashboard

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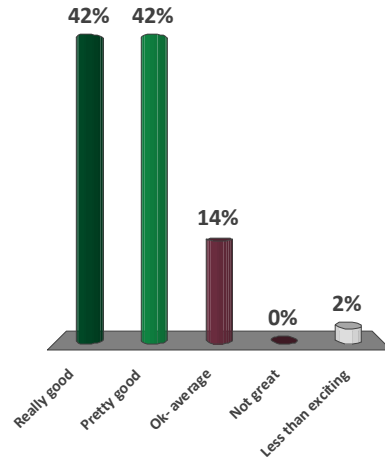
Housekeeping

- Phones please
- Slides will sent out
- Locate emergency exits
- Ask questions
- Clickers.... Are not garage door openers



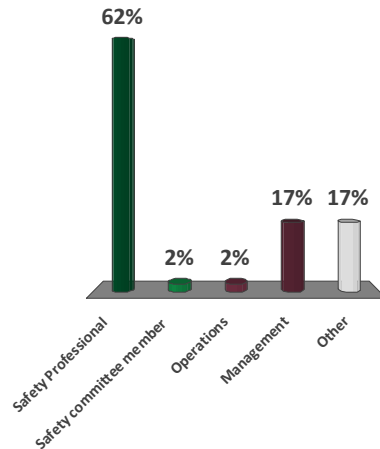
How has the conference been?

- A. Really good
- B. Pretty good
- C. Ok- average
- D. Not great
- E. Less than exciting



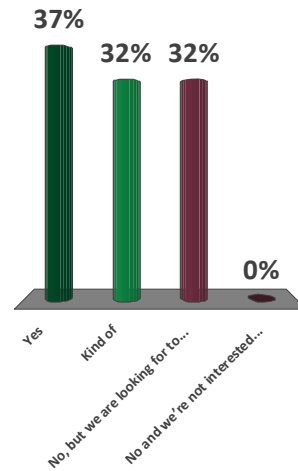
Who do I have in here?

- A. Safety Professional
- B. Safety committee member
- C. Operations
- D. Management
- E. Other



Currently does your company utilize some form of a safety climate dashboard?

- A. Yes
- B. Kind of
- C. No, but we are looking for tools to start one
- D. No and we're not interested just sitting in here to hold down the tile



Agenda


- Strength of a dashboard
- What components to have in place organizationally
- How to measure these components
- What and why we measure
- How to build a dashboard
- Benefits others have seen
 - Benchmarking

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



Foundational strengths of a dashboard

- Quantifiable information
 - Information gathering
 - Data metrics
 - Calculations
 - Goals communication
- 
- So before we build a dash board lets talk about what quality building blocks to use.
 - Lets review how you are currently doing...

Conduct assessment on current safety program

- Identify quantifiable indicators/metrics
 - In safety, what does your company do well?
 - What and why do you measure?
 - Is it measurable?
 - Can it be tracked? How are you currently tracking?
 - How is it reported and recorded?
 - Who is reporting?
 - What is the goal of each metric?



Assessment

- Critically review quality of indicators being reported
 - Is the reporting process cumbersome?
 - Preventing quality reporting
 - Is process getting completed?
 - Ex) assess investigation process
 - Who conducts and how investigations are conducted?
 - Root cause analysis
 - Corrective actions
 - Measured?



Type of indicators

- Leading
 - proactive
- Lagging
 - Reactive



Lagging indicators

- Traditional Safety metric
- Typically draws from compliance with safety rules and regulations.
 - Examples:
 - Injury frequency and severity
 - OSHA recordable injuries
 - Lost workdays
 - Worker's compensation costs



Leading indicators

- Typically a way to a preceding or indication of a future event
- Typically activities targeted towards reducing risk, exposure and incidents.
- Examples
 - Safety training
 - Corrective actions
 - Maintenance performed
 - Policy reviews
 - Employee perception surveys
 - Safety audits



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Building the dashboard

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

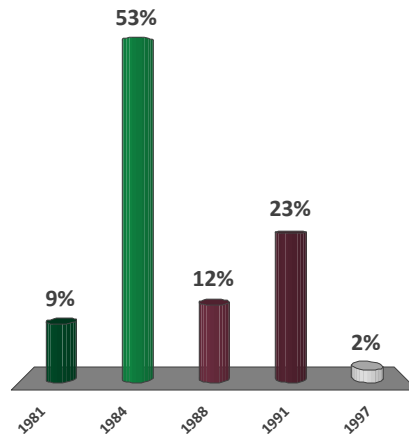


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Year Colts moved to Indianapolis?

- A. 1981
- ★ B. 1984
- C. 1988
- D. 1991
- E. 1997



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Tracking



- Assigning corrective actions
 - How do you assign?
 - Do you have a streamline process for assigning and tracking to completion task?
 - Can extract data of completion and areas of opportunity?
 - Is this info readably available?

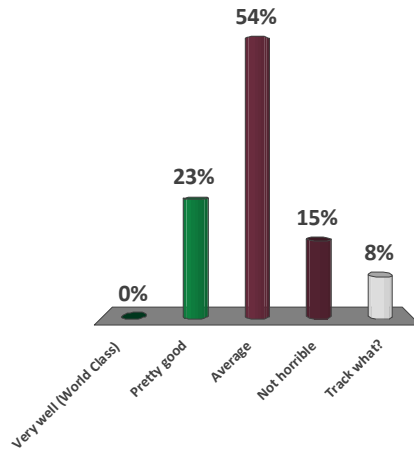
- What is convenient gets utilized?

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How well does your company track corrective actions/task assignment?

- A. Very well (World Class)
- B. Pretty good
- C. Average
- D. Not horrible
- E. Track what?

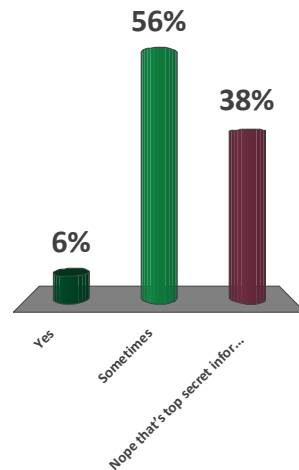


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Do you know the corrective actions closed on time rate at your company?

- A. Yes
- B. Sometimes
- C. Nope that's top secret information



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Solid blocks

- When tying together a metric ensure data has integrity
- Do we just track to track
 - Purpose
- Lets get into some dashboard options.

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 - (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		

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Building the Safety Climate Score

Climate Name: Safety Climate

Goal: %95

Red Stop: 50

Orange Stop: 75

Yellow Stop: 95

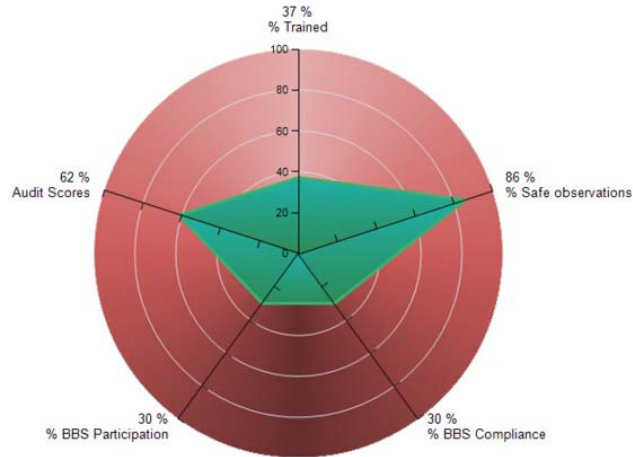
Refresh Preview

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.

Auto Weight | Make all scores count

Weight	Incident Type	Incident Goal	Name	Desc
20.00			% 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)
20.00			% Safe observations	
20.00			% BBS Compliance	
20.00			% BBS Participation	Percentage of required or volunteered employees doing observations vs expected number of employees
			% Task Reviews Completed	
20.00			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

Safety Climate

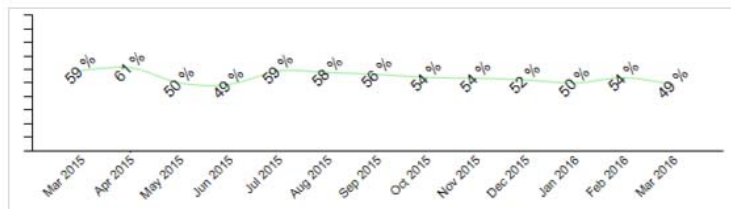


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Safety Dashboard

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



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Capitalizing on dashboard

- When you have a robust climate dashboard
 - Is it accurate?
 - Critical evaluation
 - Frequency dashboard is reviewed and communicated
 - Reviewed at management level
 - Ask the right questions?
 - Not who to blame but how and why
 - How do we fix it
 - Who we involve
 - The root cause
 - Future prevention



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.



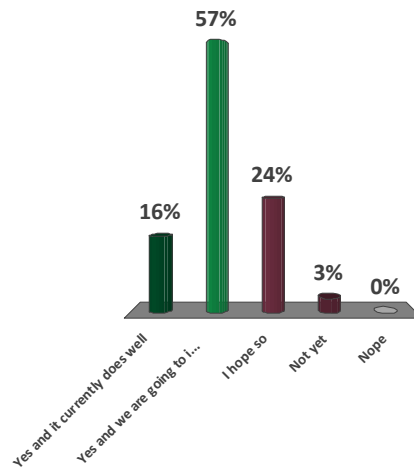
Accountability

- For success from supervisors and managers set specific goals.
- Proved education and direction on how goals are accomplished.
- Proper guidance provides opportunity to grow a positive culture.
- Tie into reviews and expectations
- Success is hard.



Will a dashboard work at your company?

- Yes and it currently does well
- Yes and we are going to implement
- I hope so
- Not yet
- Nope



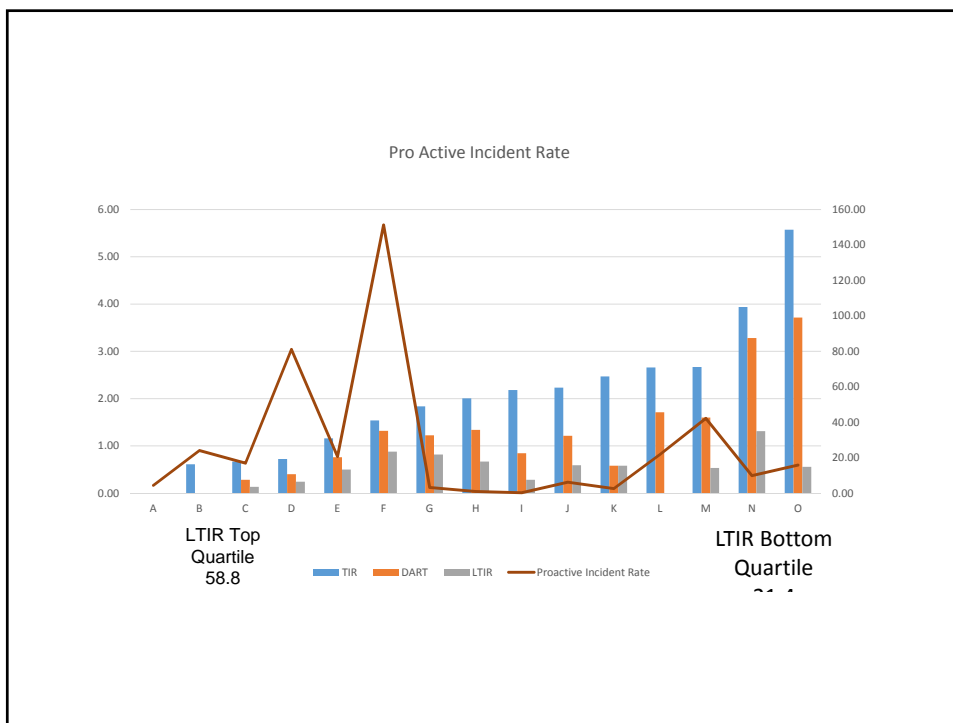
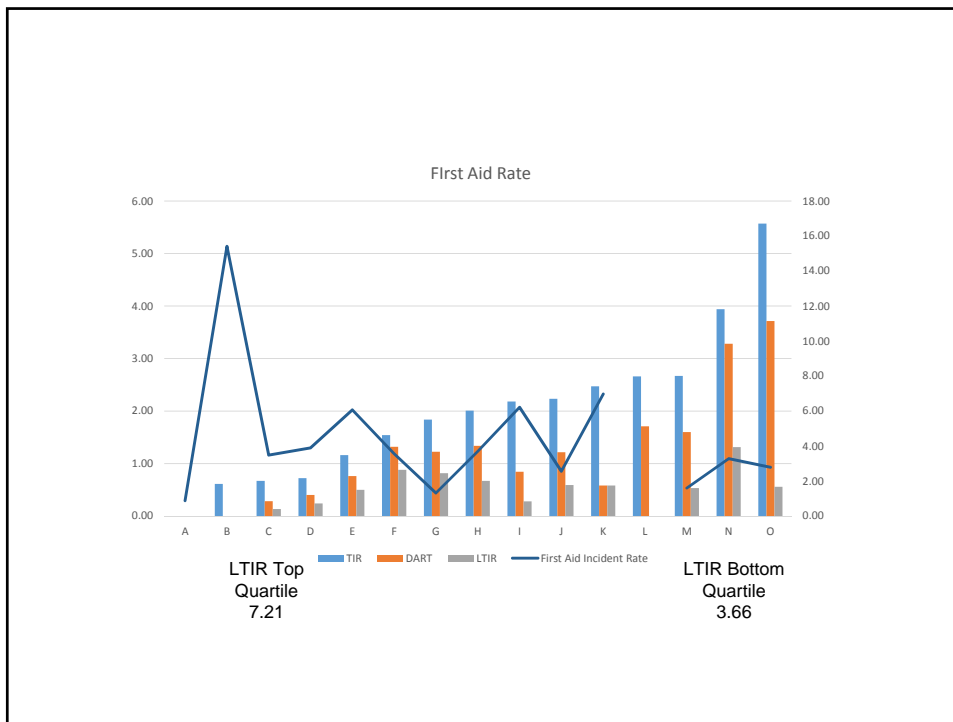
Remember

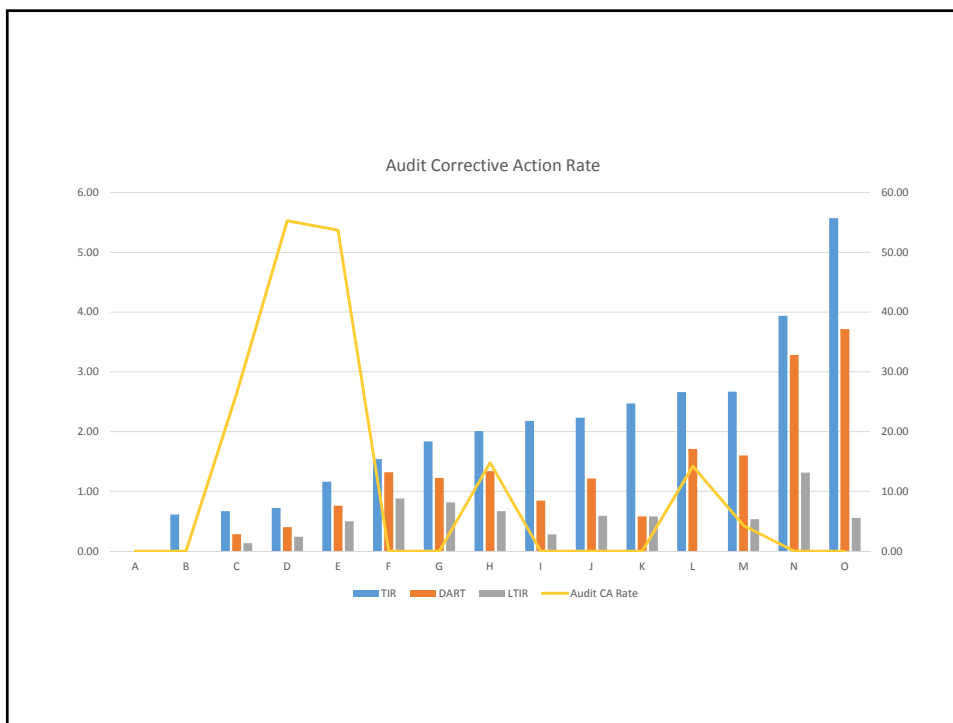
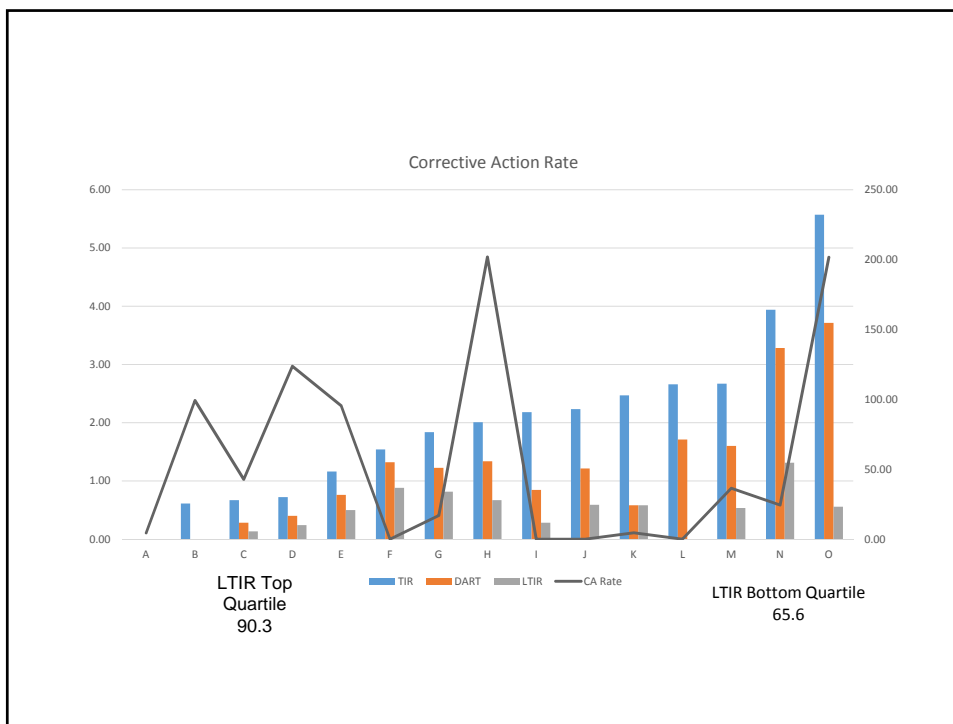
- Be specific with your goals
 - Specific goals get specific outcomes
- Involve employees
 - More receptive when safety is done with us rather than at us
- Don't hide, creates wedge in communication
 - Facilitates dis-trust

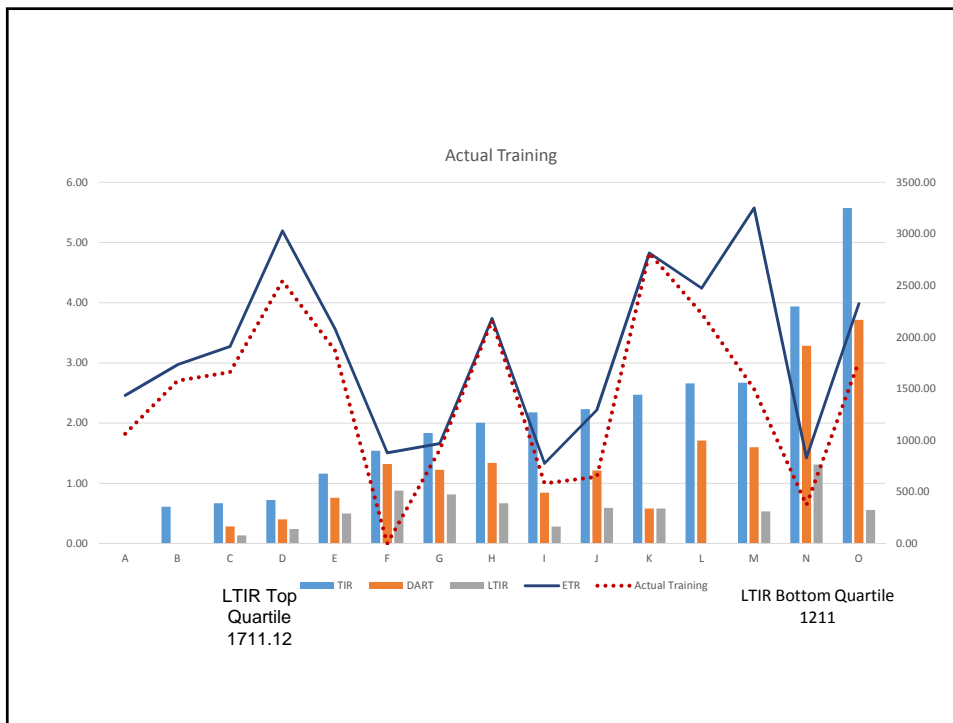
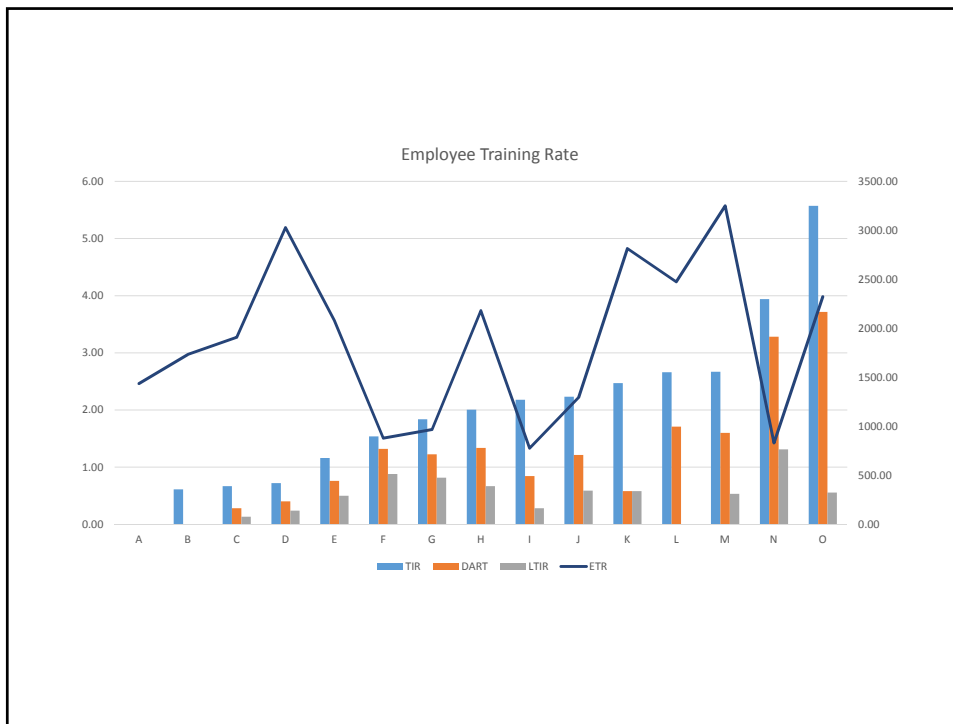


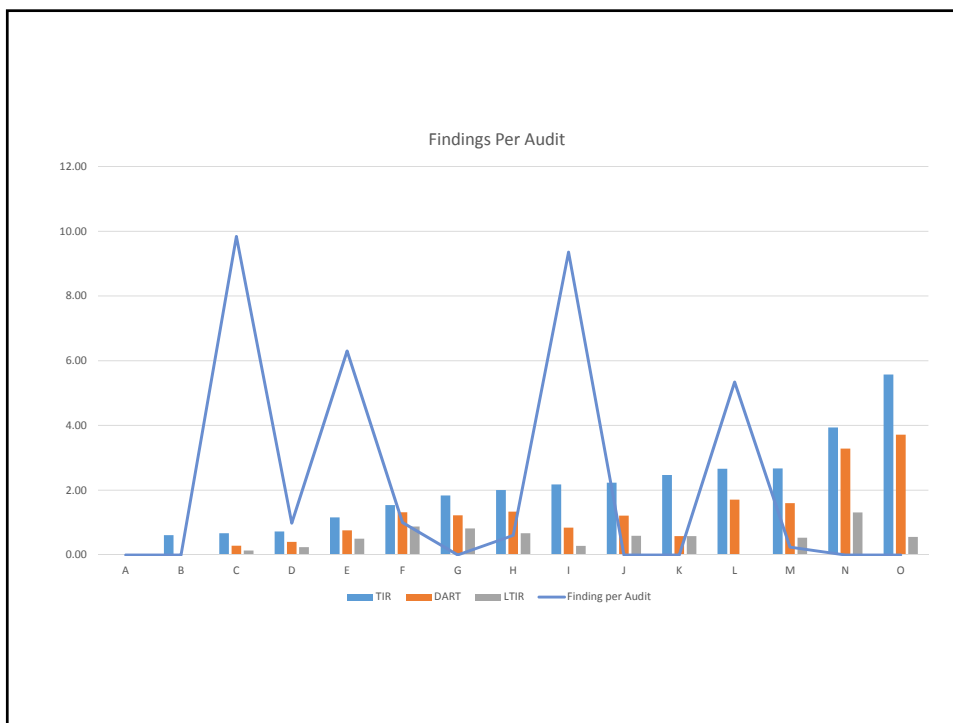
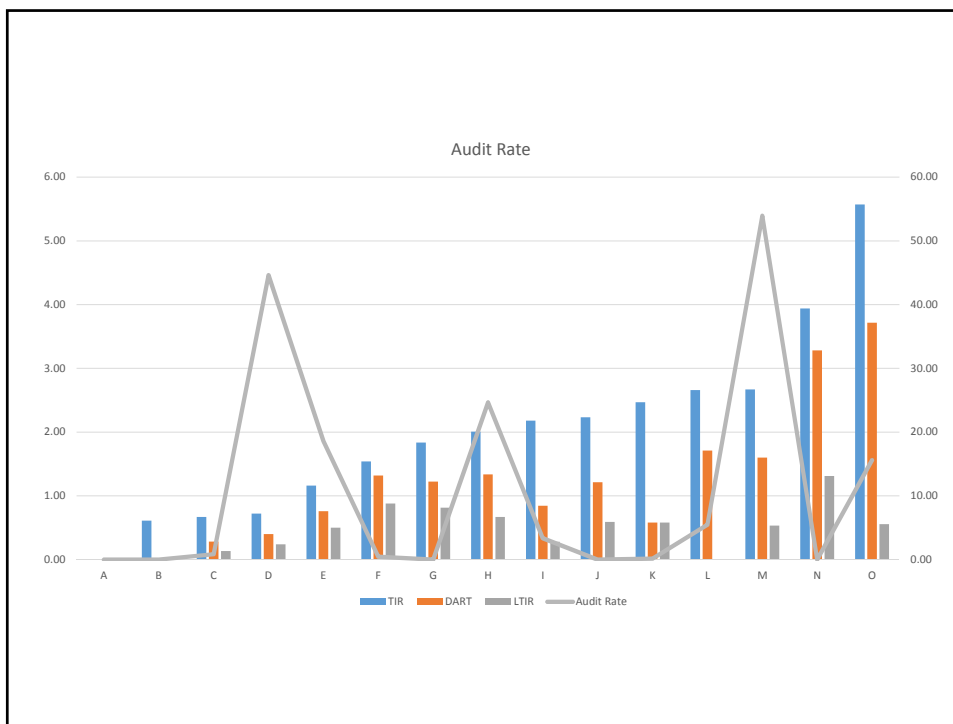
- What gets measured gets done

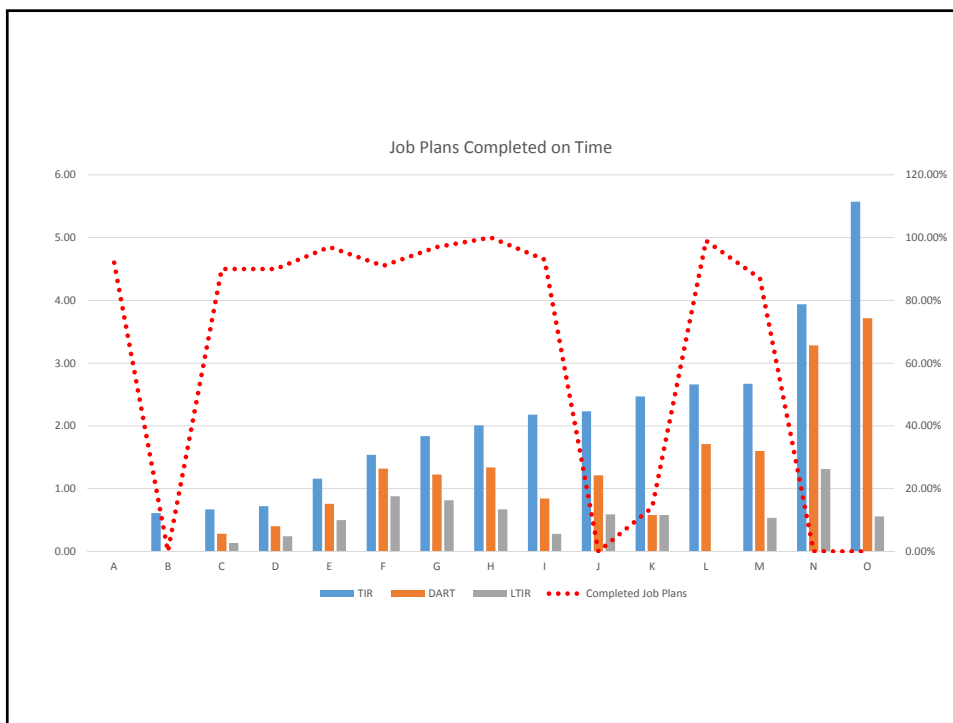
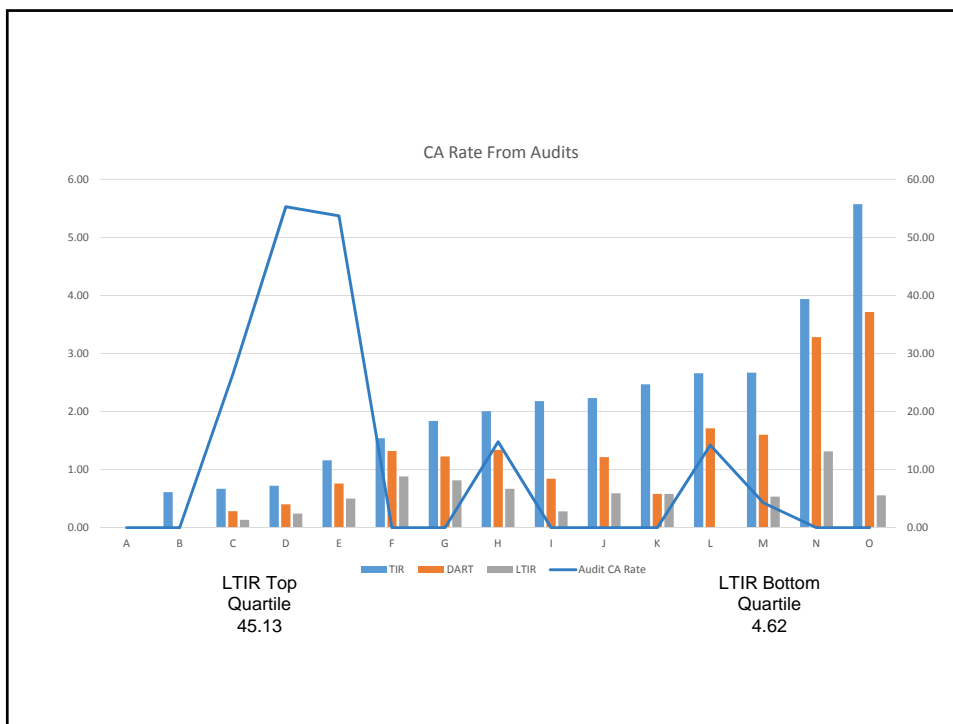


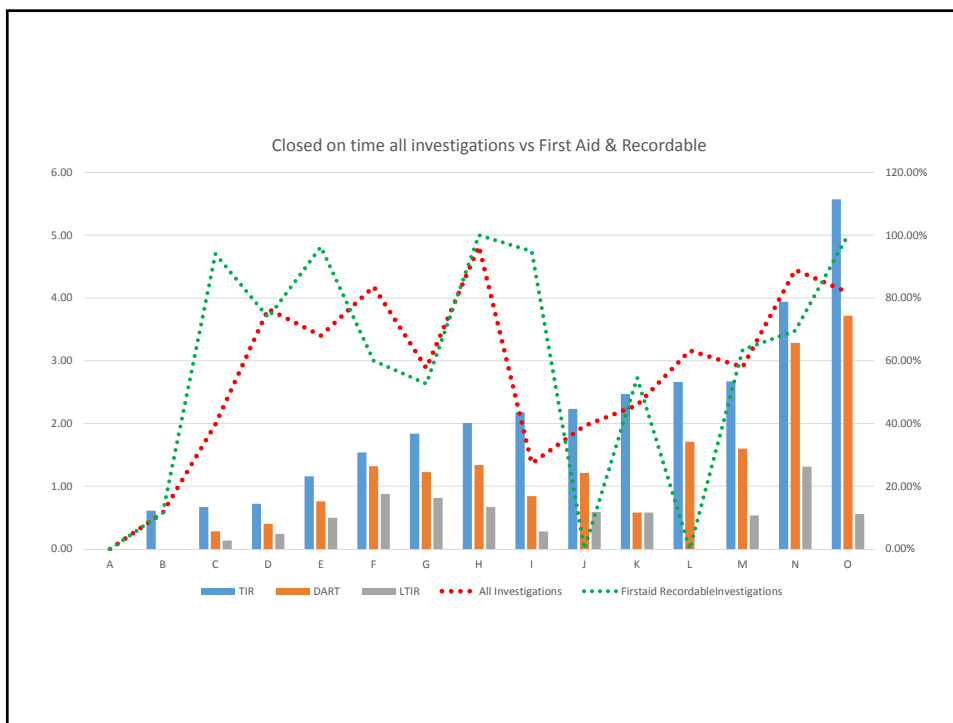
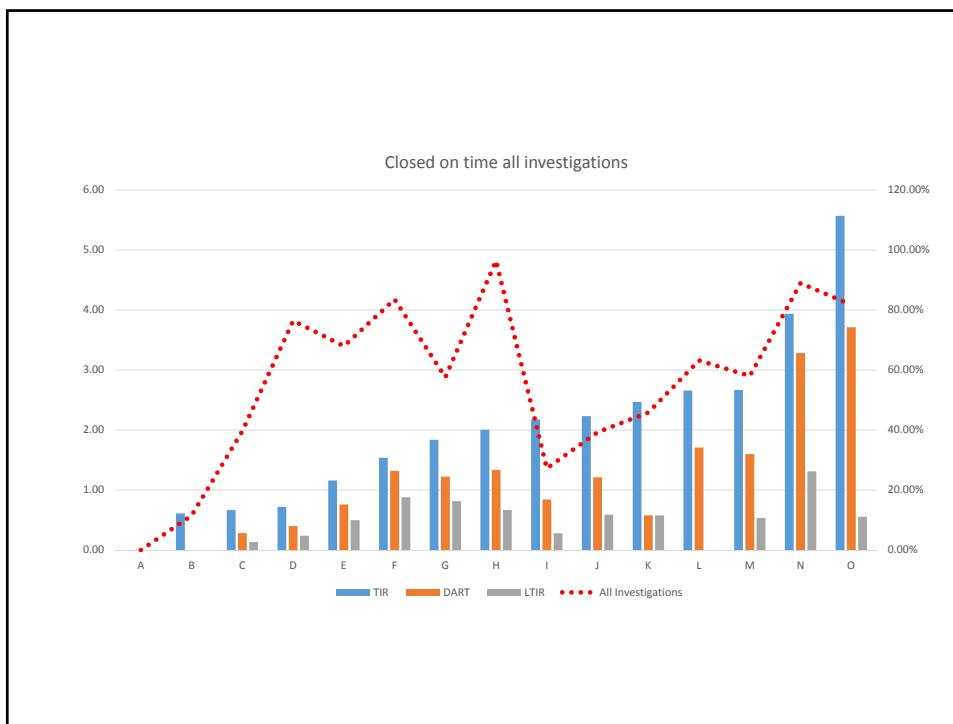


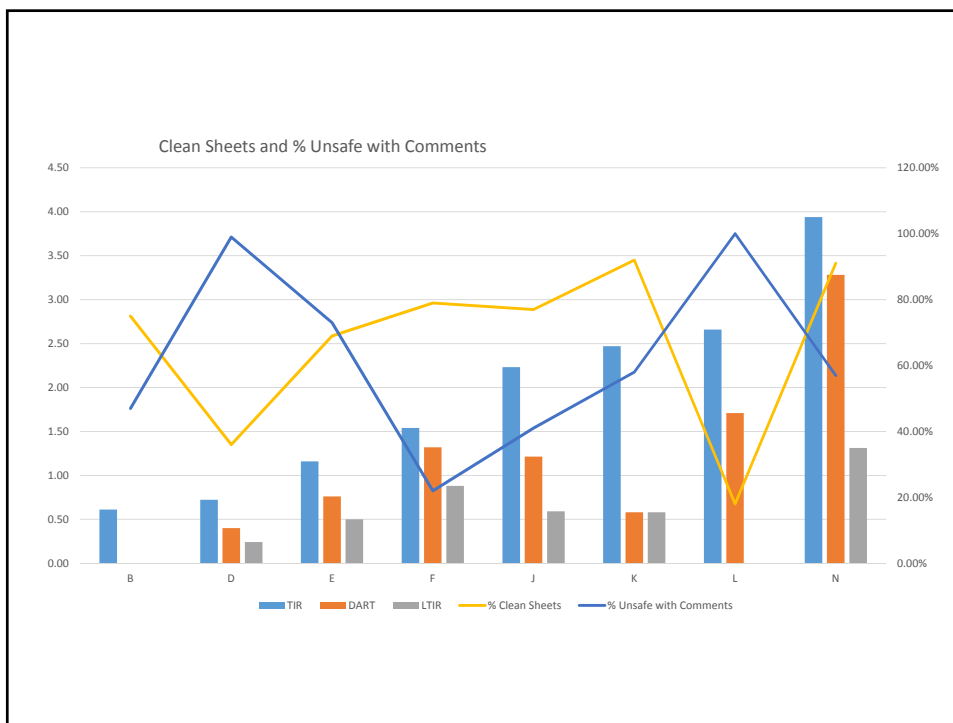
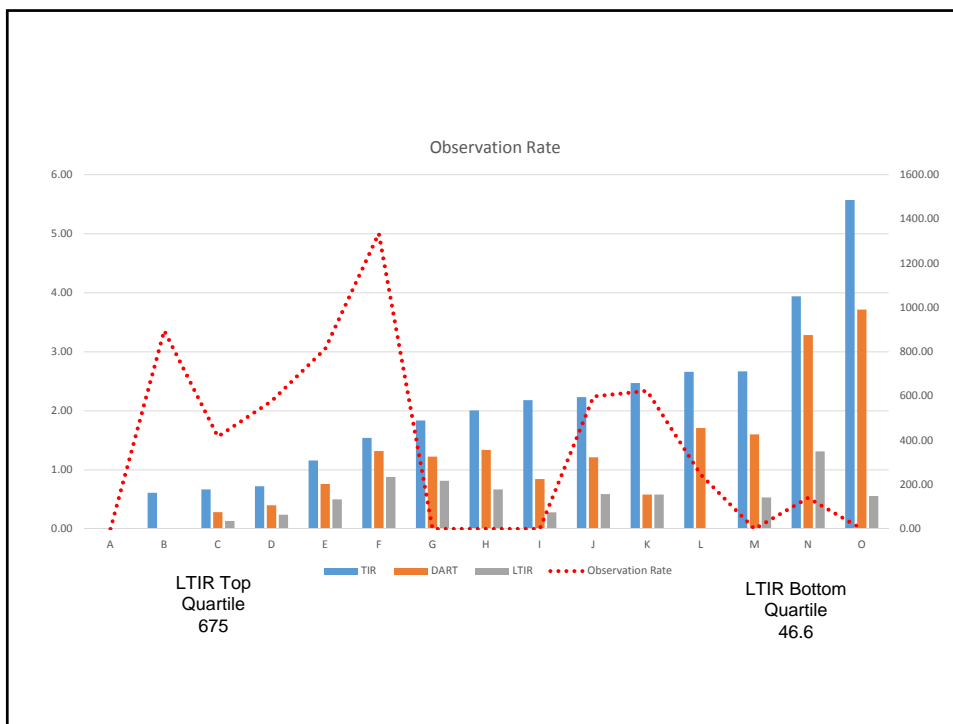




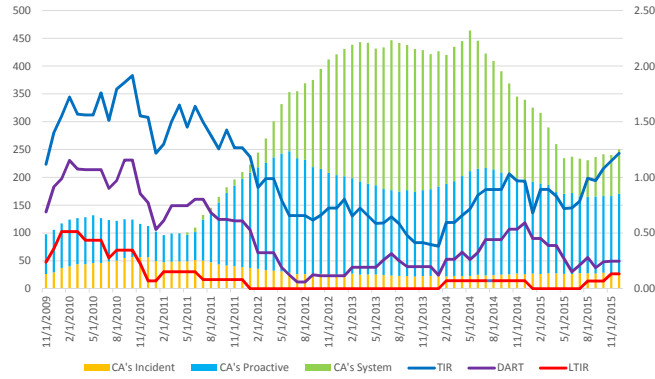






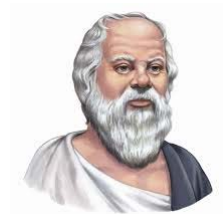


Incident Investigations; Observations & System Inspections (Audits) Combined Effect



Concluding thoughts

- Information is as good as the one utilizing it
- Continuous improvement
 - Audit indicators



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