



## Assess Your Safety Program: NCS Resources

The National Safety Council (NSC) continues to advance programming and resources for its membership to help establish and improve employer safety programs. But implementing a program is the first step in creating and perpetuating a culture of safety. Business owners rely on safety professionals to keep a constant temperature reading on their organization's safety progress, and measuring success of safety initiatives on a global level is a good way to have ready access to some handy statistical analysis.

NCS resources are available for nominal fees (reduced pricing for members), but some of their strategies are shared online for all takers. It makes good sense for safety professionals to keep a constant running tally of their success – or failure – in order to incite continuous improvement and garner more buy-in from the executive level. The NSC recently posted the following tips and resources to help you do just that:

Most Safety Professionals have an idea of the status and effectiveness of their organization's safety program. However, the true professionals know the value of being able to measure the outcomes of a program. Measurement is an important step toward continuous improvement. It helps determine where shortfalls are and, after programs have been implemented, it can help determine whether improvement has really been made.

### Incident Rate

One measure of safety performance is an Incident Rate. This rate allows you to determine how many incidents per 100 full time workers you have had. With this measure, you can compare the performance of your organization with others with your same North American Industry Classification System (NAICS) Code.

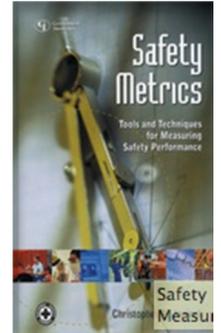
**To calculate this measure, multiply the number of OSHA recordable incidents by 200,000 and then divide that number by the total hours worked. To compare this to your NAICS code average, download the 2010 Bureau of Labor Statistics report.**

This measure has some shortcomings. First, it is a lagging indicator, calculable only after incidents have happened. Second, any incentive program based on this statistic may run afoul of OSHA's Memorandum on Employer Incentive and Disincentive Policies and Practices.

As mentioned above, unfortunately measuring safety success often requires a focus on failure as defined by incident rate. But considering that MOD rates have become key indicators of whether or not employers will be able to secure certain contracts, incident rates must be front and center in any measurement process. The NCS does offer paid resources and services to take measurement to the next level:

## Safety Metrics: Tools and Techniques for Measuring Safety Performance

This volume from the National Safety Council is a practical guide for managers who need to establish measures of their safety programs. Assuming readers have minimal exposure to statistics and safety performance measures, *Safety Metrics* is a comprehensive volume covering data collection and analysis as well as determining what information should be gathered. Each chapter includes exercises so readers can practice using these methods with correct answers presented in the appendix.



## Employee Safety Perception Survey

Would you like the National Safety Council to do some of the work for you? Many organizations have had NSC administer Employee Safety Perception Surveys in their facilities. This tool can help identify and prioritize potential problem areas while providing employees the opportunity for increased involvement in safety programs.

Once a baseline has been established, the surveys can be redone to measure progress and refocus efforts.

NSC also offers an online presentation, "[Measuring Safety Excellence](#)", which provides additional information about this NSC Service.

### Source:

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