

Session 2 Summary: Prevention Stakeholders & Safety Performance Indicators

This session focused on the key players responsible for safety in an organization and the essential metrics used to measure safety performance.

1. Who is Responsible for Safety?

Safety is a **shared responsibility**, but with varying degrees of accountability. Stakeholders are divided into two main groups: Internal and External.

2. Internal Stakeholders

These are the individuals and groups within the company:

- **Employer:** Has the ultimate "**Obligation of Results**" and is responsible for creating the "**Document Unique**" (the single risk assessment document).
- **Employee:** Has the **right to refuse unsafe work** and the **duty to report hazards** and incidents.
- **HSE Committee:** Plays a **consultative role**, participating in accident analysis and providing advice.
- **Occupational Physician:** Offers **preventive advice** and conducts **medical surveillance** of employees.

3. External Stakeholders

These are the entities outside the company that influence safety:

- **Ministry of Labor:** Develops and enforces safety **legislation** and regulations.
- **Labor Inspectorate:** Conducts **compliance control** through workplace inspections and has the **power to sanction** non-compliance.
- **Social Security:** Provides **coverage for work accidents and occupational diseases (AT/MP)** and manages **financial compensation** for affected workers.

4. The Need for Safety Performance Indicators

The core principle is: "**What Gets Measured Gets Managed.**" Indicators are crucial to:

- **Track performance** over time.
- **Identify priorities** for improvement.
- Enable **benchmarking** against industry standards.

5. Key Safety Performance Indicators (KPIs)

Three primary indicators were introduced:

- **Frequency Rate (FR):** Measures how often lost-time injuries occur.
 - **Formula:** $FR = (\text{Number of Lost-Time Injuries} \times 1,000,000) / \text{Total Hours Worked}$
 - **Interpretation:** Represents the number of accidents per 1 million hours worked.
- **Severity Rate (SR):** Measures the seriousness of the injuries in terms of lost days.
 - **Formula:** $SR = (\text{Total Lost Days} \times 1,000) / \text{Total Hours Worked}$
 - **Interpretation:** Represents the number of lost days per 1,000 hours worked.
- **Average Time Lost (ATL):** Shows the average recovery time per lost-time injury.
 - **Formula:** $ATL = \text{Total Lost Days} / \text{Number of Lost-Time Injuries}$
 - **Interpretation:** Represents the average number of lost days per accident.
- The subsequent discussion focused on interpreting these results and developing **recommendations for improvement**.

Conclusion

Session 2 established a foundational understanding of the **collective responsibility for safety** through its internal and external stakeholders and introduced the **three key quantitative indicators (FR, SR, ATL)** used to monitor and drive safety performance.