

## Safety Goals and Measurements

Development of specific, measurable, attainable, relevant and time-sensitive (SMART) goals is important to the success of any safety and health program. Unfortunately, many people make the mistake of focusing solely on the desired outcomes in the development of their goals. They fail to develop activity-based goals that will help them to get to those outcomes. To increase the chances of success, develop both activity-based and outcome-based goals.

Examples of outcome-based and activity based goals are below.

<b>Outcome based goals</b>	<b>Activity based goals</b>
% Reduction in OSHA recordable injuries	Investigations completed on time
%Reduction in workers' compensation claims	Investigation identifies causes
% Reduction in workers' compensation costs	Investigation identifies action plan
Reduction in vehicle accidents per mile driven	Action plan implemented
	Safety meetings held as scheduled
Improvement in corporate audit results	Agenda promoted in advance
Reduction in observed hazards	Safety records updated and posted
Reduction in average cost per claim	Inspections conducted as scheduled
Frequency of all injuries/illnesses	Inspection findings brought to closure
Severity of all injuries/illnesses	Management safety communications
Lost-time accidents	Management safety participation
	Near miss/near hit reports
	Discipline/violations reports
Absenteeism rates	
Productivity per employee rates	
Production error rates	
Incidence of workplace violence	
Incidence of accidental releases	Rate of employee Suggestions/complaints
	Resolution of suggestions/complaints
Self-audits for regulatory compliance	Safety committee initiatives
Contractor recordable injuries/illnesses	
Total manufacturing process incidents	Job safety analyses
Total transportation incidents	Employee participation rates
	Employee housekeeping
Percent safety goals achieved	Employee safety awareness
Training conducted as scheduled	Employee at-risk behavior
Safety training test scores	Supervisor/manager participation
Statistical tracking for programs	Supervisor/manager communication
Statistical process control	Supervisor/manager enforcement
System safety analyses	Supervisor/manager safety emphasis
Contractor safety activities	Supervisor/manager safety awareness
Positive reinforcement activities	Injury/illness cases reported on time
OSHA audit – no citations	Statistical reports issued on time
OSHA audit – citations, no fines	Ratio of safety and health staff to workforce
Willful violations	Safety and health spending per employee

Serious or repeat violations	Titles in safety and health library
Other-than-serious violations	Technical assistance bulletins issued
Total dollar amount of penalties	Policies and procedures updated on time
Average time to abate reported hazard	Wellness program participation rates
Average time to respond to complaint	Fire protection audit