



# Positive Performance Indicators

## What is a Positive Performance Indicator?

Positive Performance Indicators (PPIs) are measures of actions or initiatives introduced to prevent workplace injury and disease.

OHS performance measurement has traditionally focused on measuring the outcomes of poor OHS practices. PPIs are proactive measures that are used to control loss or damage. PPIs can be used as a gauge of good practice by measuring how well arrangements for workplace health and safety are performing.

## OFSC Positive Performance Indicators

The Office of the Federal Safety Commissioner has prepared a list of possible PPIs that could help building and construction companies to enhance their OHS performance. The list also provides measures for each of the indicators and a best practice benchmark. It is the responsibility of each company to determine the acceptable benchmark to be reached that would indicate an improvement in the organisation's OHS performance.

## Why use Positive Performance Indicators?

PPIs are used to measure how well arrangements for workplace health and safety are working. They allow an organisation to measure activities undertaken, which are designed to positively impact on their OHS performance.

## Which Positive Performance Indicators should be used?

PPIs tend to be specific to an organisation, and are more focused on areas of risk and/or specific OHS goals. They should be reviewed regularly to remain relevant to the needs of the organisation and reflect changing circumstances at each workplace or site.

### For further information you can:

- visit the FSC website at [fsc.gov.au](http://fsc.gov.au)
- contact the FSC Assist Line on 1800 652 500
- contact the OFSC via email at [ofsc@deewr.gov.au](mailto:ofsc@deewr.gov.au)

This information is correct as of 10 April 2007

**Produced by the Office of the Federal Safety Commissioner**

The material contained in this fact sheet is for general information only. It does not reflect all the technicalities of the relevant law and you should seek legal advice in relation to your particular circumstances. The Australian Government, its employees and agents do not accept any liability for action taken in reliance on this document and disclaim all liability arising from any errors or omissions contained in this document.

**FSC2008.01**



Category	PPI	Measure	Best Practice Benchmark
Risk management	Supervisor inspections	Number of supervisor inspections completed	At commencement of every shift
	Risk assessments	Percentage of planned risk assessments completed	100%
	Subcontractor job safety analysis/safe work method statements	Percentage reviewed by head contractor to establish that all hazards and risks have been identified	100%
	Hazards	Percentage of reported hazards rectified within the defined timeframe	100% completed as identified in the organisation's OHS management system
Management of work processes	Project incident reporting	Percentage of incident reports acted upon by the relevant project manager	100%
	Senior management	Percentage of incidents reported and acknowledged by senior management	100%
	Safety committee meetings	Number of safety committee meetings held for minimum duration with specified timeframe	As identified in the organisation's OHS management system
Participation, communication and skills/psycho-social working environment	Induction	Percentage of employees that have received site specific OHS induction	100%
	OHS training	Number of employees/managers that have completed OHS training appropriate to their OHS responsibilities	All
	Training - managers	Percentage of managers that have received OHS training	100%
	Induction - subcontractors	Percentage of subcontractors inducted into the project site, including completion of Job Safety Analysis/Safe Work Method Statements	100%
Planning, design and procurement	Contracts	Percentage of contracts with OHS clauses	100%
	Design changes	Percentage of design changes made to address identified OHS issues over the life of the project	100%
	Procurement	Number of instances where procurement decisions are based on OHS considerations over the life of the project	All
Monitoring and review	Workplace inspections	Number of inspections by management and OHS representatives completed against a pre-agreed number	All inspections by management and OHS representatives completed as agreed
	Internal OHS audits	Number of internal audits completed	All internal OHS audits completed as identified in the OHS project plan
	Tool box talks	Number of tool box talks conducted during a defined period	All tool box talks completed as identified in the OHS project plan
	Review of audit reports	Number of internal audit reports reviewed by senior management	All