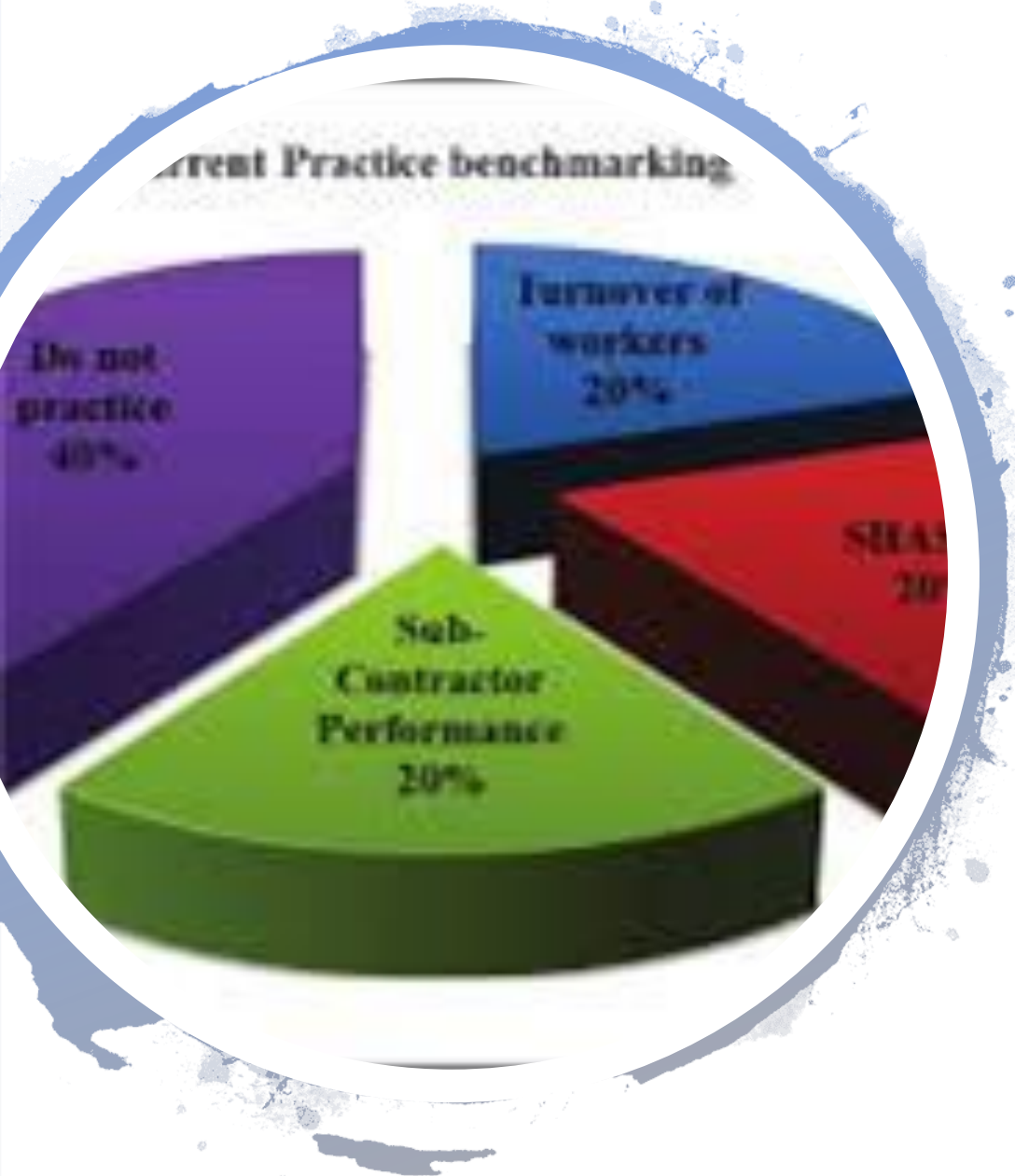


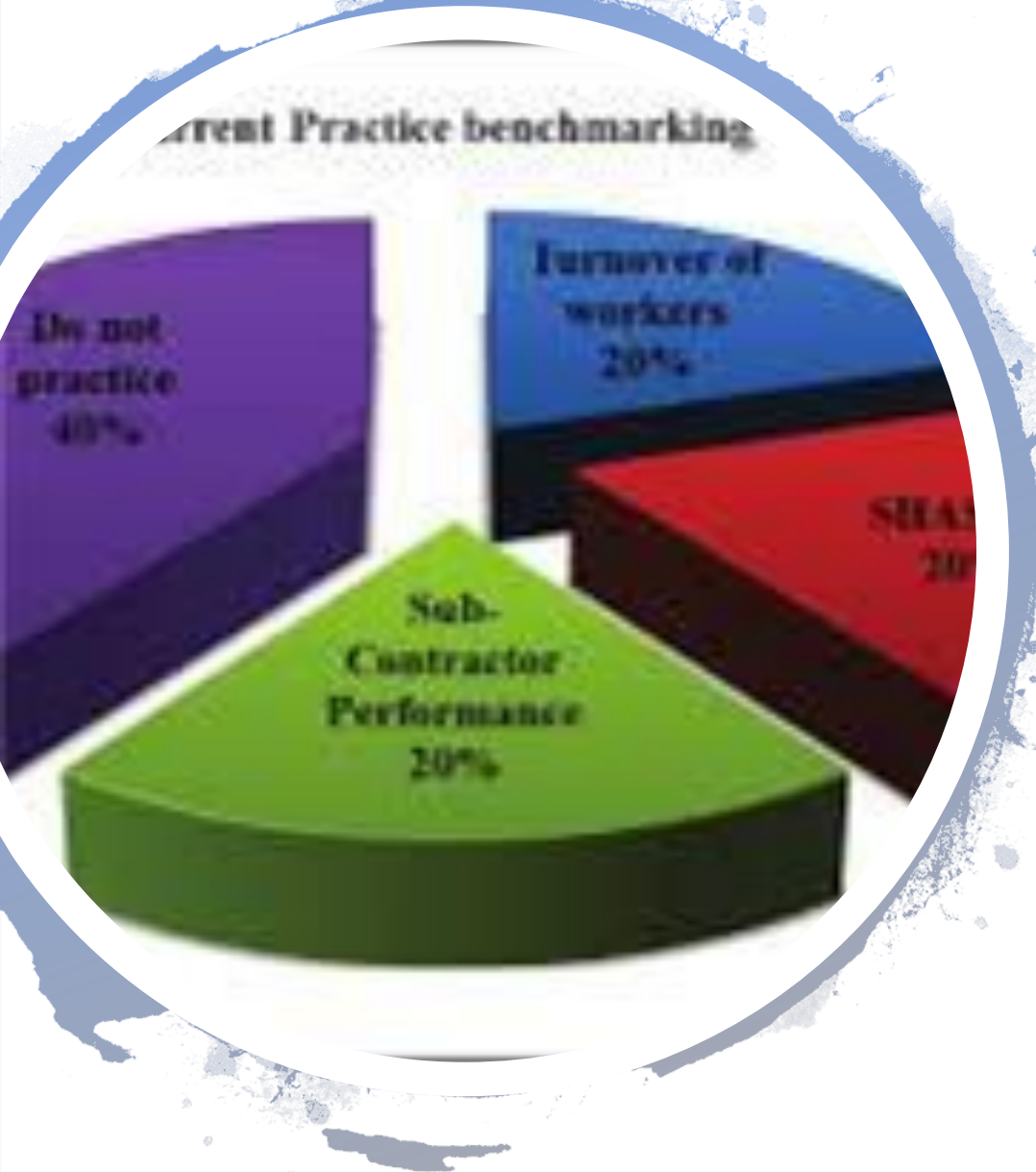


HSE Benchmarking



Managing health and safety should be just as important to organizations as managing other areas like production, finance or customer care. You may have tried benchmarking in some of these other areas, but not in health and safety. Benchmarking health and safety gives you similar advantages; it helps you :

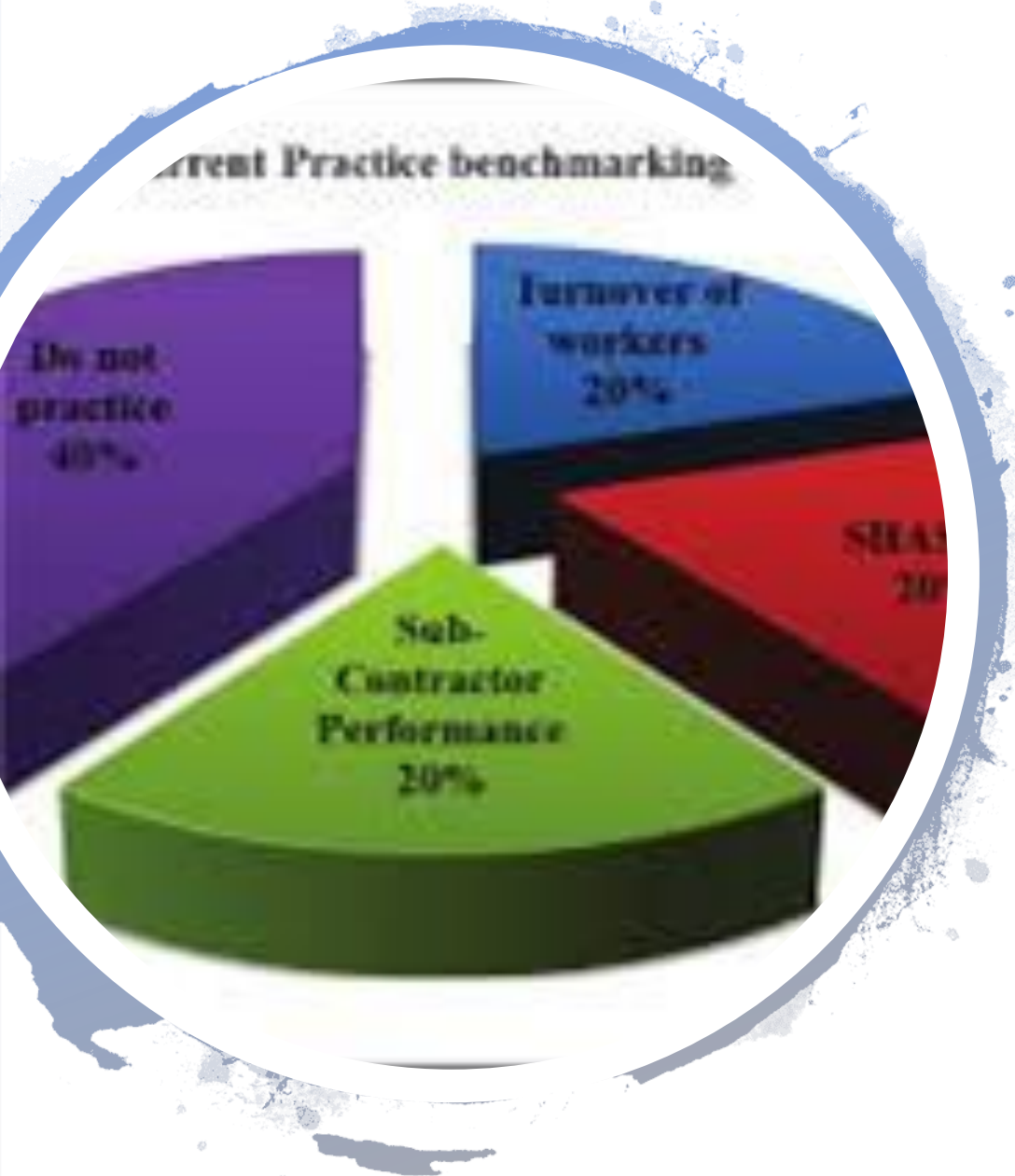
HSE Benchmarking Benefits



- improve your reputation - this is increasingly important in getting and keeping contracts;
- avoid 'reinventing the wheel's- learn from others' experience and pick up on others' good ideas by comparing how things are done;
- develop relationships with your customers and suppliers, including contractors;
- find out where you stand - you may think you're better than average, or even the best, but are you really ?
- save money and help keep your competitive edge. Savings can come, for example, from reduced insurance premiums, increased productivity and reduced staff turnover;
- improve overall management of health and safety and reduce risks to people's health and safety.

Step 1

Deciding what to benchmark



- It makes sense to prioritise. High hazard and risk topics are good places to start as these are areas where most harm could be done.
- Accident and ill-health patterns in your organisation or industry may also indicate priorities.
- Senior Management and trade association representatives may have good ideas on suitable topics for health and safety benchmarking.
- Performance data (accident and ill-health statistics,

Accident statistics can be useful but remember that they only show the 'tip of the iceberg'.



Step 2

Analyzing where you are

- You need to identify your starting position - are you meeting health and safety law or Client requirements in your chosen KPI's
- You need to think about how you will measure where you are and where you want to be..
- If you use an audit system you could use your results (sometimes these are 'scores') as a measure
- Compare your results with others who use the same system.

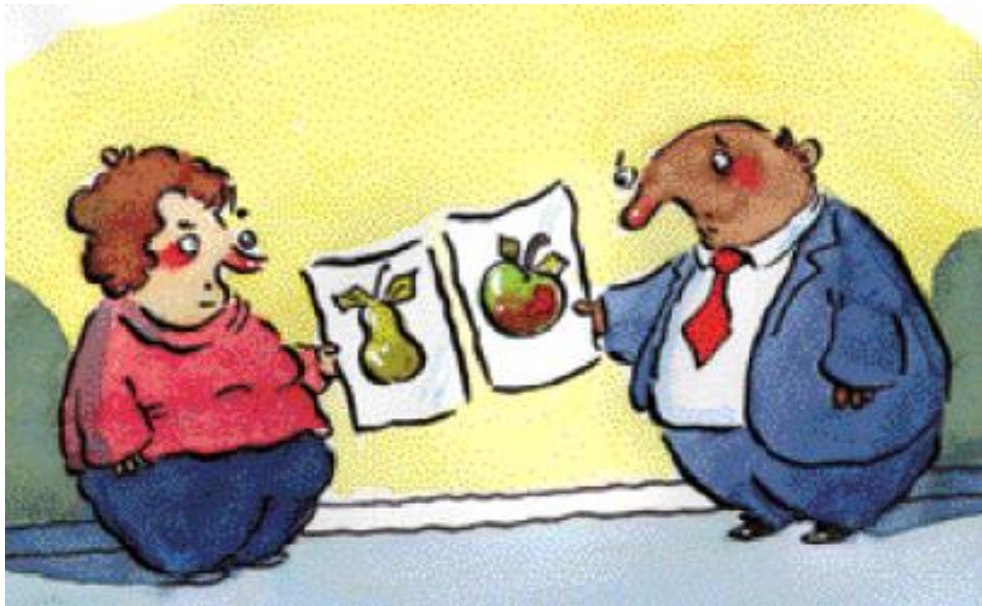
Step 3 Selecting partner(s)

Advantages and disadvantages of internal and external benchmarking

	INTERNAL	EXTERNAL
Advantages	<p><i>Easier to get at information and therefore cheaper.</i></p> <p><i>Improves consistency within a firm.</i></p> <p><i>Can help improve communication and information sharing.</i></p> <p><i>Easier to get management commitment.</i></p> <p><i>Good practice of technique before looking for an outside organisation.</i></p>	<p>With competitors <i>Easy to identify potential partners.</i></p> <p><i>Can help your competitive edge.</i></p> <p><i>Use as a marketing feature if you are the 'benchmark'.</i></p> <p>Within the same industry <i>Quite easy to identify potential partners.</i></p> <p><i>Often links already exist with potential partners.</i></p> <p><i>'Speak the same language'; share issues and concerns.</i></p> <p>Different industry <i>Potential for really innovative ideas</i></p> <p><i>No competitor problems.</i></p>
Disadvantages	<p><i>Doesn't identify overall best practice.</i></p> <p><i>Can be 'blinkerred'.</i></p>	<p>With competitors <i>Care needed with competition law.⁷</i></p> <p><i>Some potential partners may be resistant.</i></p> <p>Different industry <i>Can be difficult to identify potential partners.</i></p>

Step 4

Working with your partner



- Be realistic - don't try to do too much in one go. You need to think about how you will measure where you are and where you want to be.
- When exchanging information, you need to make sure it's comparable.
- Respect your partner'. Remember confidentiality, give and take equally
- During contact with partners make sure you really understand what they do, how they do it and why it's better.
- Decide whether you will need to visit your partner's workplace. Sharing information by phone may be enough. It is usually best to meet, so you can see for yourself, and talk to relevant people.

Step 5

Learning and acting on lessons learned

This is a key step - if you don't get this right, all the work you've done so far will be lost!

This is a key step - if you don't get this right, all the work you've done so far will be lost! Remember the purpose of health and safety benchmarking is not to copy but to learn from others, learn more about yourself and, as a result, take action to improve.

Devise an action plan, based on your findings. It's important to make sure your plan fits in with the 'culture' of your organisation.

Make your action plan SMARTT (Specific, Measurable, Agreed, Realistic, Trackable and Timebound)

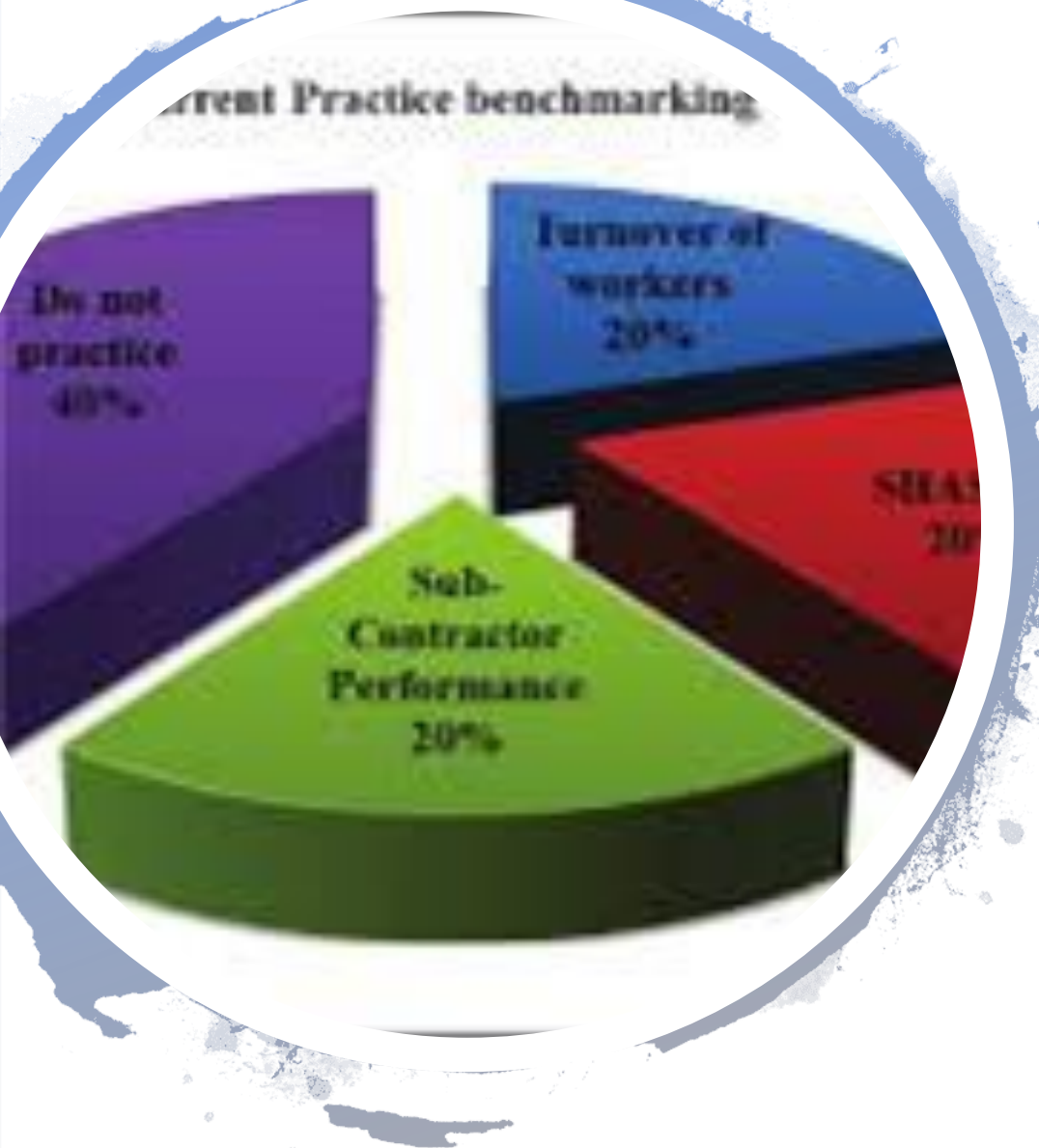
Identify what you need to do, who should do it and when

Implement your action plan and regularly review progress with it.

Remember continuous improvement



HSE Benchmarking Examples



- Incidents
- Audits Results
- Inspections Observations
- Training
- Fuel Consumption
- Waste Accumulations
- Electricity Consumption
- TBT,s
- Result from Culture Surveys.
- HSE Cost
- NCRS.
- Consultant Observations.
- Etc Etc

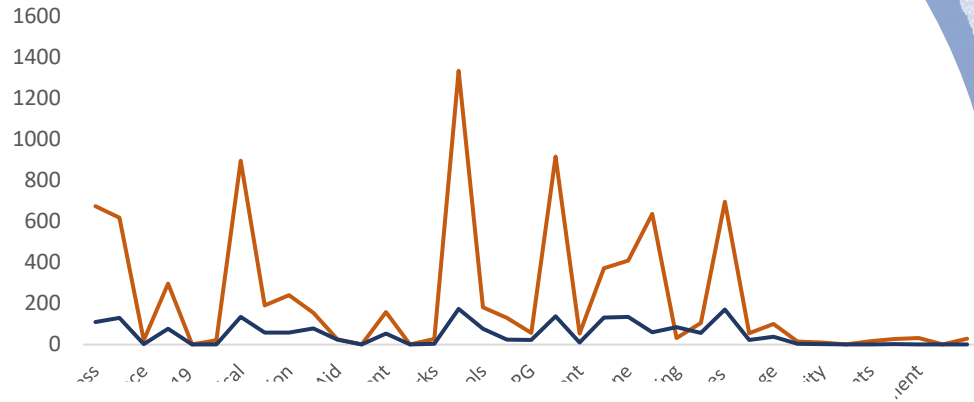
Benchmark Statistic

Statistics

- Frequency Rates per 1 million hrs
- Incidents Rates per 100,000/200,000 persons
- Correlations data

Corrélation Matrix CONS 1 CONTR 1

CONS 1 OBS	1	0.9
CONTR 1 OBS	0.9	1



Example frequency rates

Riddor Injury and Frequency Rates 2013/14p for reported injuries

Industry ^a	Major or Specified injuries				Over-7-day injuries			
	Riddor		ASHE	HOUR03	Riddor		ASHE	HOUR03
	Nos	Rate ⁵	Frequency Rate		Nos	Rate ⁵	Frequency Rate	
A - Agriculture, Forestry And Fishing	292	193.84	1.00	0.85	470	312.00	1.61	1.36
B - Mining and Quarrying	114	100.03	0.47	-	246	215.85	1.01	
C - Manufacturing	3 159	120.79	0.59	0.63	10 436	399.03	1.94	2.10
D - Electricity, Gas, Steam And Air Conditioning	90	52.56	0.27	-	173	101.04	0.52	
E - Water Supply; Sewerage, Waste Management	578	285.23	1.35	-	1 811	893.70	4.24	
F - Construction	1 900	150.09	0.73	0.77	3 293	260.12	1.27	1.33
G - Wholesale And Retail Trade; Repair Of Motor Vehicles	2 202	61.31	0.36	0.39	7 364	205.04	1.22	1.30
H - Transportation And Storage	2 175	181.17	0.87	0.97	8 483	706.61	3.41	3.77
I - Accommodation And Food Service	1 099	78.53	0.52	0.54	3 746	267.67	1.78	1.85
J - Information And Communication	169	17.68	0.10	0.10	477	49.91	0.27	0.27
K - Financial And Insurance Activities	129	12.15	0.07	-	309	29.09	0.16	
L - Real Estate Activities	45	16.79	0.10	-	160	59.70	0.34	
M - Professional, Scientific And Technical	151	9.99	0.06	0.06	256	16.93	0.10	0.09
N - Administrative And Support Service Activities	862	77.04	0.45	0.49	2 261	202.07	1.18	1.29
O - Public Administration And Defence; Compulsory Social Sec	1 171	64.96	0.35	0.39	3 699	205.21	1.11	1.22
P - Education	1 686	57.09	0.39	0.40	3 041	102.98	0.70	0.73
Q - Human Health And Social Work Activities	2 370	64.26	0.39	0.42	11 238	304.72	1.86	1.99
R - Arts, Entertainment And Recreation	484	82.36	0.57	-	740	125.92	0.87	
S - Other Service Activities	201	38.51	0.25	-	513	98.30	0.63	