ALS
EnviroMail™

Subcontractor Safety Performance Reporting and Positive Performance Indicators
ALS year-end reporting

BACKGROUND

Most companies have a very high focus on safety management and protection of their staff, visitors and general public. In the Oil & Gas, Water, and Mining sectors this can be even higher due to elevated risk profiles involving fire, underground mining, heavy equipment and working around water, sometimes in flood events.

Many major industry customers of ALS from the Oil, Mining, Water, and Consulting Sectors have core values or guiding principles set by their boards that involve safety.

ALS CORE VALUES AND DIVISIONAL PILLARS

ALS has the global company core value **'Safety as a Priority'.** This puts safety first to ensure the protection of staff and stakeholders is a priority. At the next level the Australian Environmental division has five key pillars in the strategic plan that drives operational focus and underpins the business culture. Safety features prominently in two of these five as follows:

> **Quality and safety compliance leadership.**
> **Sampling and logistics support to improve safety and reduce risks/costs**

There are many factors which contribute to a strong safety culture including the programme, training and leadership. If leaders in the business focus on safety, build strategy around safety/risk management and interact with staff on safety then the culture strengthens.

SUBCONTRACTOR EVALUATION

Many industry organisations (and quality systems) require contractor or subcontractor safety performance evaluation. ALS welcomes such reviews and to assist industry in tracking subcontractor safety performance will provide this information six-monthly via EnviroMailTM95, which will be updated and re-released to subscribing industry practitioners. Please feel free to share this information with relevant people in your organisation.

POSITIVE PERFORMANCE INDICATOR REPORTING

ALS implemented a Positive Performance Indicator (PPI) system globally several years ago. This tracks not only the traditional lag indicators of LTIFR, TRIFR, injury severity etc but also the lead indicators of a good safety culture including programme development, training and leadership. This produces a scorecard for each business, which resets at zero at each ALS financial year in April. This measures performance and typically increases towards financial year end given several scores are based upon passing hurdles.

The Australian Environmental Division achieved close to 3 million hours worked, LTI free until early 2017. As at 31 March 2017 the LTIFR for the Australian Environmental division is 1.2.

The Australian Scorecard for the General Manager of the Environmental Division at the end of March 2017 can be seen below. A year-end score of >90% is the objective for Environmental Australia.

ALS Group Compliance Portal
PPI Chart
Profile: Environmental - Australia
Financial Year: April 2016 - March 2017
Total Score: 95.00%
Staff hours (12 mth Rolling Average): 1,235,165
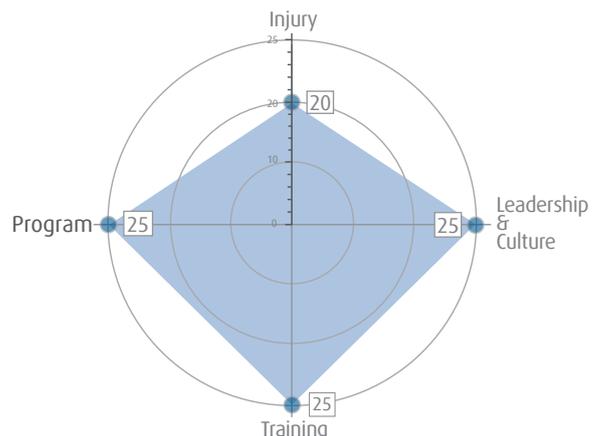
ALS PPI SCORECARD COMPONENTS

Each scorecard is cascaded through the division to management and each major site manager has a personal scorecard for his/her business and their own performance measurement. This helps ensure that the executive and senior managers in the organisation are provided regular feedback on their business performance metrics versus divisional and company targets plus relative to peers. This in turn facilitates focus, action and leadership to guide their teams on safety initiatives, training etc with the view that a good programme, good training and good leadership participation will result in ever improving injury performance outcomes.

Every year targets are reassessed and tightened, sometimes with new items implemented to continuously improve. This scorecard is provided to several major customers in an open book collaborative approach to safety and continuous improvement and we welcome discussing our safety focus and outcomes.

Note ALS definitions are based on Australian Standard AS1885 and this should be considered as some companies may use alternate definitions and calculations including reporting of LTIFR per 200,000 hours.

FUTURE INITIATIVES AND COMMUNICATION

With manual handling being a significant risk for ALS staff and customers, ALS has taken several steps over the years to engineer out risks from heavy (filled) eskies. Over the last several years, the division has progressively reduced the size of eskies (and sample containers) including contracting out the manufacturing of custom designed ALS 20 litre eskies. Soon another step in this continuous improvement will occur with the manufacture of a new ALS custom designed 15L eskies. This will further assist in 'engineering out' some of the strain risk and we look forward to sharing these improvements with our clients.

Further bottle size reductions are also underway with MBAS moving to 100mL glass benefiting manual handling and chemical usage.

If you wish to receive this update annually, please subscribe to ALS EnviroMails™.

For further information please contact your local ALS Management team.

Metric	PPI Metric Description
Injury	Total recordable injury frequency rate (divisional level TRIFR)
Injury	Significant Lost Time Injury Frequency Rate (site level SLTIFR)
Injury	Lost Time Injury Frequency Rate (divisional level LTIFR)
Injury	Average days lost per Lost Time Injury (days)(site level)
Injury	No. high potential incidents/Life Saving Rules Breaches (<12/year/div)
Leadership & Culture	Number of Presentations of a safety topic to staff (base employees and management)
Leadership & Culture	Manager participation in site safety inspections (count)
Leadership & Culture	Positive statements provided to site/area/individual regarding safety performance
Leadership & Culture	Hazard Observation Reports submitted
Program	Close out of incident reports reported on compliance portal (%)
Program	Close out of Annual Compliance Sign-off Corrective Actions (%)
Program	Load qualified first aiders onto the portal - 100%
Program	100% compliance with loss control spreadsheet
Training	New employees completed induction training in ALStar
Training	Managers completion of compliance training in ALStar
Training	2 mandatory training topics completed in ALStar