



Description courte: Présentation dans le cadre du congrès CARWH, Terre-Neuve

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Description:

For some years now, both researchers and practitioners interested in occupational health and safety have indicated that traditional measurements in occupational health and safety (e.g. frequency rate and gravity) have proven inappropriate, inexact, and even counterproductive, in some cases, in assessing site performance. Unlike most other business indicators, which aim at maximizing output (income, sales, benefits, etc.), HS measurement seeks to minimize results, right up to achieving non-event level (zero accidents). Since the factor or factors leading to a non-event cannot be easily singled out, it becomes necessary to ensure that all of the interacting processes, systems, and individuals operate within guidelines that keep the situation under control and make injuries improbable. From this perspective, the measurement of predictive variables yields a much more accurate and fairer assessment of OHS in organizations. Improving the results of predictive indicators supposedly produces a long-term improvement in reactive results, which plays a secondary role in confirming current performance. This represents a shift from a philosophy of performance based on output to a learning philosophy founded on the performance of processes, systems, and organizational culture.
