Summary of Factors Included in Safety Performance Map

OHS management	Description
Objectives aligned with strategy	Setting visible, fair, and achievable objectives in line with the organization's strategy.
Action plan	Creating an annual or monthly plan of action designed to prevent safety issues and to address them.
Sufficient resource allocation	Ensuring there are resources available to perform the required safety actions, such as inspections and development work.
Monitoring	Monitoring the achievement of objectives. Monitoring allows management to demonstrate a commitment to improving safety.
Performance discussion	A discussion that can be used to encourage positive, proactive performance or find out whether an incident was due to the employee's negligent actions or, for example, a lack of adequate instructions or the right kind of work equipment.
Rewarding and sanctions	Rewarding and sanctions according to results but also rewarding based on active participation in safety actions.
OHS leadership	
Management's example	Leading by example through discussions and actions. Management's example motivates employees' commitment to safety.
Communication	Informing and two-way communication. Safety issues are addressed in everyday life, and everyone receives the necessary information regarding safety.
Transparency	Transparency in safety-related issues. For instance, accidents are reported openly.
Developing awareness and knowledge	There is an overall picture and a basic understanding of OHS, how it affects the company, and its legal requirements. High competence in OHS is not needed, but awareness of it is required.
Empowerment	Involving employees in decision making and giving them independence so that individuals can use their awareness and knowledge to benefit the community.
Structure	
Clear roles and responsibilities	Understanding one's role and responsibilities—what can be done for safety. Clear job descriptions and specifications.
Line organization responsible	The line organization is responsible for implementing safety actions.

H&S organization supporting line	The H&S organization is responsible for developing and planning safety actions as well as supporting supervisors in their safety activities.
Practical structures	OHS structures are practical and suitable for the company's needs. Either harmonization or flexibility could be required.

Processes

Internal rules	An organization's set of rules specific to operations and industry. Rules reflect legislative requirements.
Risk assessment	The process of evaluating risks to individuals' safety and health in the workplace.
Induction and training	Job induction and training in safety and health, such as occupational safety card training.
Reporting	Reporting observations, near-misses, and accidents.
Information systems	Information system as a tool for reporting and document storage.
Documentation	Documentation is available and accessible.
Development	The planning and development of safety-related actions at the workplace. Continual improvement process.
Supplier management	Ensuring the contractor has the ability to work safely.

Culture

Safety as a core business value	Safety is one of the core business values.
Fairness	The culture reflects fairness and justice. Everyone is treated the same.
Commitment	Safety is dedicated—everyone takes responsibility for their own and their colleagues' safety.
Safety as a part of everyday work	Understanding that safety is not a separate issue, but part of a job well done.
Safety in thinking	Individuals always want to make a safe choice in all situations.

Individual behavior

Safety awareness	Awareness of dangers at the workplace. Awareness of the existence of safety procedures.
Compliance	Individuals follow the rules even if they do not entirely understand why.

Self-management	The safety instructions are followed to the end, even when no one is monitoring compliance.
Understanding safety reasoning	Understanding why safety is important and why certain activities are done to improve occupational safety.
Deciding to act safely under pressure and in haste	Employees work in accordance with safety instructions, even when the work schedule is tight.
Participating	Individuals are involved, and they actively participate in improving safety in the workplace. Caring for safety matters.
Caring	Caring for each other and taking responsibility for the safety of oneself and others. Caring can be expressed, e.g., by intervening when seeing an unsafe act and by giving feedback.

Performance

Safety	The quality of an organization's safety-related work, thus the ability to lower the risk of accidents.
Quality	Safety is a component of quality.
Productivity	Safety is seen to relate to improved productivity, e.g., through less sick leave.
Reputation	Accidents could have harmful impacts on reputation. Reputation has an impact on how attractive employees see the company.
Social sustainability	The promotion of wellbeing, equity, and human rights in the organization and the society around it.
Cost management	Successful OHS management can lead to cost management through both direct and indirect costs.
Stakeholder satisfaction	Safety is seen to have an impact on stakeholder satisfaction, such as through sustainability issues.