

# Worker Safety Metrics & Guidance

Report data for the prior calendar year.

## Baselines

For the statements below, enter a number representing how many of the establishments you are reporting for that would answer “Yes”. *Example: Reporting for 5 establishments and all are yes type 5. If metric applies to 3, type 3. If none, type 0.*

\_\_\_ **B1. A written worker safety program is in place.**

Resources: [OSHA Recommended Practices for Safety and Health Programs Guidance](#)

\_\_\_ **B2. All new employees complete safety training and on-boarding as appropriate for their job function prior to starting their job. Employees receive continued safety training, including training in hazard recognition, appropriate for their job function.** *Example: Training could cover ergonomic functions; saw or knife training; PIT (Power Industrial Trucks), etc.*

\_\_\_ **B3. Employees at all levels are involved in safety investigations and knowledgeable of and involved with the safety program and communications.**

Resources:

[OSHA’s Safety & Health Topics for Meatpacking](#)

[OSHA’s Hazard Identification Training Tool](#)

[NAMI Fact Sheet Worker Safety in the Meat and Poultry Industry \(October 2016\)](#)

\_\_\_ **B4. Employees recognize hazards and improve safety as a group.**

\_\_\_ **B5. Power Industrial Trucks (PIT) operators are trained to recognize near misses and accidents prior to operating.**

Resources: [OSHA Guidance – Power Industrial Trucks \(Forklift\) eTool](#)

\_\_\_ **B6. Safety training(s) may be provided in writing or verbally. Trainees should confirm their understanding.**

\_\_\_ **B7. A safety committee or team has been established and meets regularly.**

*Best practice: Safety team meets monthly or every other week of the year. Involve employees from the floor in every department and Union presence, if applicable.*

\_\_\_ **B8. Employee safety information is incorporated in production meetings.**

*Examples: Employee safety information could include injury rates (A best practice is to look at monthly injury data and share with employees.); discussion of incidents and corrective action; and/or discussion of near miss incidents. Answers the question, “How are you communicating safety information down to the floor?” Could be a written document used in safety meetings and with the safety team.*

\_\_\_ **B9. Safety metrics are established, and performance is reviewed by upper management regularly.**

Resource: [OSHA Recommended Practices for Safety and Health Programs](#)

# Worker Safety Metrics & Guidance

## Achievements

When answering these achievement metrics to indicate yes, you will type the number of establishments for which you are reporting that would say yes.

- **Commit (C)** - Means internally the company has stated a commitment to the metric.
- **Track (T)** - Means internally the company has a mechanism for measuring/recording/reporting information supporting this metric.
- **Deliver (D)** - Means the company is meeting the internal goal(s) or commitment(s) pertinent to this metric.
- **Made Public (P)** - At the company level, information regarding this metric has been published, printed, spoken about, or posted publicly displaying the Company commitment to this metric externally. Examples: posted on the company website; included in an ESG (Environmental, Social, and Governance) report; etc.
- **N/A** - Not applicable
- **Not Reporting (NR)** - Choose not to report on this metric.

		C	T	D	P	NA	NR
Hazard Recognition	A1. All departments, lines, or areas are inspected for potential hazards monthly by the appropriate, responsible employee(s).						
	Deliver - An example is an individual must walk the area once a week and document potential hazards. Another example is 95% of reports are turned in monthly. Employee(s) who is inspecting do not have to have a specific title. Timing, frequency, and the process of inspecting for potential hazards should be determined by the company. This metric does not dictate that the inspection is done at any specific time or during any specific shift.						
	A2. Corrective actions are completed and documented within a month of the hazard identification.						
	Resource: <a href="#">OSHA Recommended Practices for Safety and Health Programs – Hazard Identification and Assessment</a>						
	A3a. Near-miss incidents are reported to designated personnel within 24 hrs; Resource: <a href="#">OSHA Near Miss Reporting Policy</a>						
	A3b. Near-miss incidents are reviewed by designated personnel on a weekly basis;						
	A3c. Appropriate personnel investigated and closed near-miss incidents in a timely manner.						
	Near miss issued immediately or completed within 24 hours with a supervisor's signature, the General's signature, up to safety department head to follow-up. Example: Fall with a knife. Is the near miss issued, reviewed, and ensured that the corrective actions are completed? Up to the Company to have definitions on what they define as a near miss.						

# Worker Safety Metrics & Guidance

		C	T	D	P	NA	NR
Hazard Recognition	A4. Supervisors lead safety huddles/toolbox chats regularly with hourly workers.						
	Resource: <a href="#">Safety Talk Ideas</a>						
	A5. Injury data is analyzed at least annually and used to set company goals.						
	<p><b>Commit</b> – injury data is used to set company goals and objectives.  <b>Track</b> – injury data is collected and analyzed.  <b>Deliver</b> – injury data is used to determine whether meeting company goals and objectives set by the company.</p> <p><i>Example: Company has a data dashboard that feeds the information to quantified hazards and how to do something actionable that will support the goals of reducing lacerations by 10%, completing a (number) of PPE walk throughs, and holding (number) of knife trainings per quarter or per shift per year. Then, as a company, are you taking the data and moving as a company to fix short-comings and continue to improve on what you are doing good?</i></p> <p>Resource: <a href="#">OSHA Near Miss Reporting Policy</a></p>						
Employee Engagement	A6. Hourly employees are encouraged to report safety incidents, as demonstrated by a written policy that is communicated to employees and provides avenues that employees can communicate to and feel encouraged to do without retaliation or discrimination.						
	A7. Hourly employees are involved in internal audits and inspections.						
	A8. Safety perception surveys are conducted regularly.						
	<b>Best practice:</b> Conduct Safety Perception surveys annually or at minimum every 18 months.						
Worker Safety Training	A9. Supervisors are trained in hazard recognition with content and frequency appropriate for their job function.						
	<p><i>Example: This could be completing a 10 hr or 30 hr OSHA Certification Training. The goal is for supervisors to understand the regulations and why the company does what it does.</i></p> <p><i>Supervisors can refer to production floor leadership (might also be known as team leaders) or those in Human Resource roles, general management/office leaders, or others who benefit from knowing about the safety rules and regulations.</i></p>						