

Safety and Health (S&H) Key Performance Indicators(KPI) for Deans, Directors & Head of Departments

BACKGROUND



1. Senior Management endorsed S&H KPIs for Deans, Directors & HoDs (NUS Management) in 2016.
 - a. A Sustainable S&H Culture on campus which goes beyond legal compliance.
 - b. Webpage on staff portal (https://inetapps.nus.edu.sg/osh/portal/general_safety/safetyculture.html)

DEPTS. REQUIRING REPORTING OF S&H KPIs

- 1. High hazards – such as**
 - a. Chemical hazards (e.g. PFM & toxic gases)
 - b. Radiation hazards (e.g. open lasers)
 - c. Biological hazards (e.g. BSL2+ and above)
 - d. Physical hazards (e.g. working at height)

 - 2. History of reportable accidents.**

 - 3. History of safety non-compliances.**
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ROLE OF SAFETY & HEALTH KEY PERFORMANCE INDICATORS

1. Management plays a vital role in shaping an organization's S&H culture
 - **Visible leadership needed**
2. What gets measured gets managed
 - **Safety Performance in audits & inspections**
3. Focus on proactive actions taken by Deans, Directors and HoDs to promote S&H culture and to improve S&H performance

WHO WILL BE AFFECTED?



Faculty of Arts & Social Sciences (1)	Other Faculty / School/ Dept (4)	College of Design & Engineering (10)		NUS Medicine (6)	Faculty of Science (6)	Research Centres / Institutes (15)	
Geography	Dentistry	CDE Dean's Office	Electrical & Computer Engineering	NUS Medicine Dean's Office	FoS Dean's Office	Cancer Science Institute	NUS Environmental Research Institute (NERI)
	Duke-NUS Medical School	Biomedical Engineering	Material Science Engineering	Microbiology	Biological Sciences	Centre for Advanced 2D Materials	NUSRI (Suzhou)
	Yale-NUS College (Infrastructure)	Mechanical Engineering	Built Environment	Medicine	Physics	Centre for Quantum Technologies (CQT)	Singapore Nuclear Research & Safety Initiative (SNRSI)
	Comparative Medicine	Chemical & Biomolecular Engineering	Architecture	Obstetrics & Gynaecology	Pharmacy	iHealthTech	Singapore Synchrotron Light Source (SSLS)
		Civil & Environmental Engineering	Division of Industrial Design (DID)	BSL3 Lab	Chemistry	Life Science Institute	Solar Energy Research Institute of Singapore (SERIS)
				Clinical Imaging Research Centre	Lee Kong Chian National History Museum	Mechanobiology Institute (MBI)	Temasek Laboratories
						N.1 Institute of Health	Tropical Marine Science Institute (TMSI)
							Institute for Functional Intelligent Material (iFIM)

LIST UPDATED 1 JAN 2023

SAFETY AND HEALTH KPIS FOR DEANS, DIRECTORS AND HEAD OF DEPARTMENTS

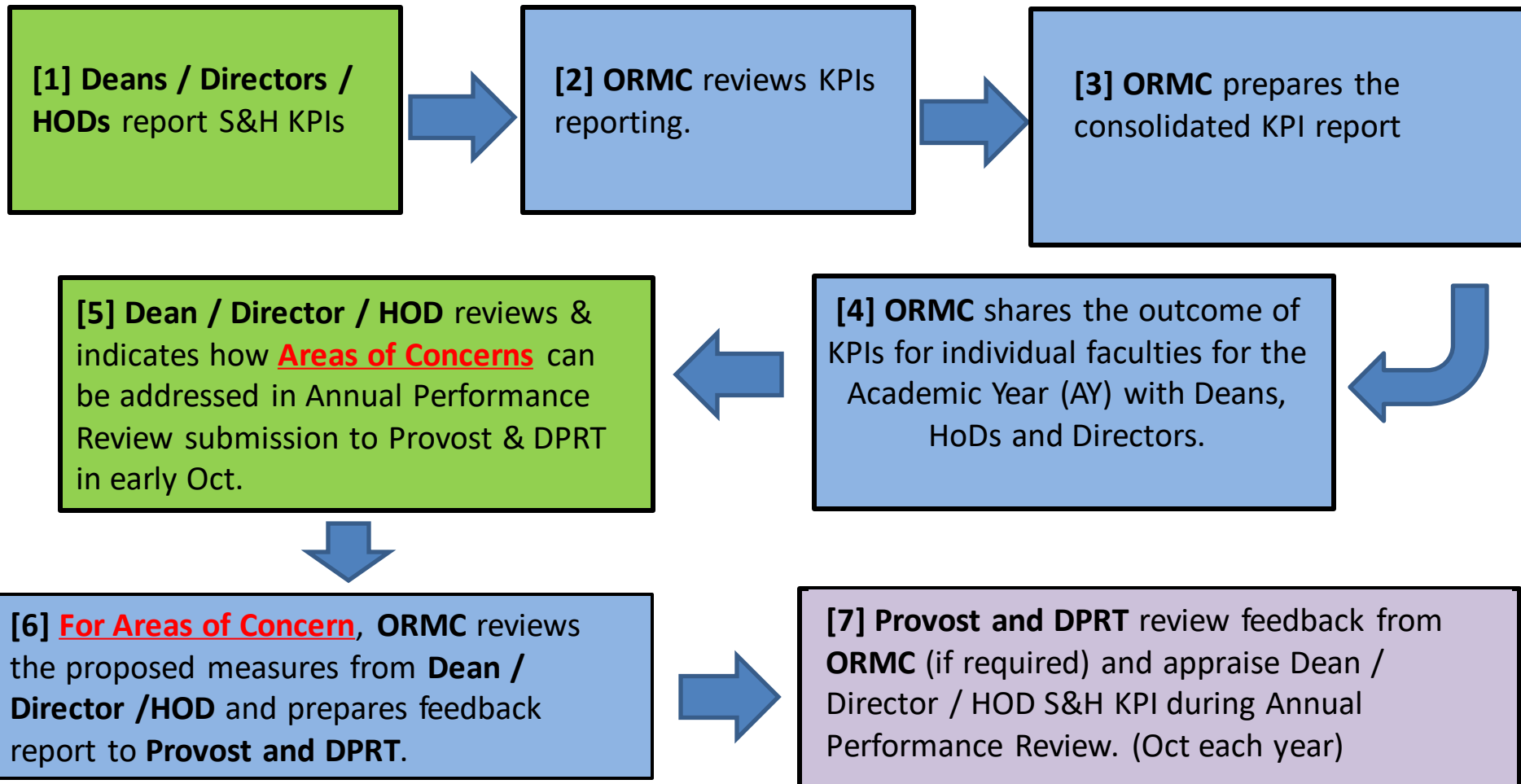


Objective	KPI Reported
<p>1. <u>Visible and active leadership in S&H</u></p> <p>Events where Deans, Directors and HoDs participated and emphasized the importance of Safety;</p>	<ul style="list-style-type: none">i. Types of Event; andii. Details of the Event
<p>2. <u>Safety & Health Performance from ORMC inspections/audits</u></p> <p>How departments fare in</p> <ul style="list-style-type: none">a. PI / Dept audits; andb. Unannounced / Night inspections?	<ul style="list-style-type: none">i. CAT A Findings (System gaps); andii. CAT B Findings (Non-compliance)
<p>3. <u>Faculty / Dept specific Safety & Health KPIs</u></p> <p>To address risk areas which are unique to a department.</p>	<ul style="list-style-type: none">i. Status of Progress; andii. Details

S&H KPIs ASSESSMENT CRITERIA

Descriptor	Green (Meet/exceed requirements)	Amber (Area for Improvement)	Red (Area of Concern)
KPIs Report submission	Complete submission	Partial submission	No submission
1. Visible leadership demonstration - Active personal participation which does not include responsibilities required under DSHMS	≥ 2 events	1 event	0 event
2. Safety & Health Performance from ORMC inspections/audits - Department audit outcome - PI audit outcome	≤ 1 Cat A/B high risk finding (Dept. Audit)	>1, ≤ 4 Cat A/B high risk findings (Dept. Audit)	> 4 Cat A/B high risk findings (Dept. Audit)
	% of PIs with: 1. High risk finding: <5% 2. Medium risk finding: <10% 3. Low risk finding: <20%	% of PIs with: 1. High risk finding: 5 - 10% 2. Medium risk finding: 10 - 30% 3. Low risk finding: 20-50%	% of PIs with: 1. High risk finding: >10% 2. Medium risk finding: >30% 3. Low risk finding: >50%
3. Specific KPIs to address risk areas	≥ 2 events or KPIs	1 event or KPI	0 event or KPI
4. Lagging Indicators - reportable incident to regulator and/or RMSC - misconduct cases involving NUS staff & students	Nil / Non-systemic	Core elements of the control system are deficient	Core elements of the control system are absent

METHODOLOGY OF REVIEW



CONCLUSION

1. Deans, Directors & HoDs to develop S&H objectives and KPIs to submit them as part of the work plan.
2. Deans, Directors & HoDs to report these KPIs to ORMC once every six months (in January & July).
3. Provost and DPRT may require school/faculty/RIRC – develop specific S&H KPIs depending on their particular risk factor (accident statistics, etc)

Thank You