

Hydro Tasmania

SAFETY OR ENVIRONMENT BRIEF

How do we measure safety?

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Ever found yourself wondering if we're tracking WHS the right way?

The best way to measure WHS is by using a mix of both lagging (reactive) and leading (proactive) indicators. Combining the two gives us a well-rounded, effective strategy for managing WHS.

What are we actually measuring?

In high-risk industries like ours, it's common to use modern metrics like Total Recordable Injury Frequency Rate (TRIFR) and Significant Safety Lessons (SSLs or SIFs).

These are *lagging* indicators that help shine a light on our most serious incidents — and in the case of SSLs, even potential incidents. The goal? Learn from what happened (or almost happened), so we can stop it from happening again.

The power of conversation

Our top lead metric at Hydro is something simple, but powerful: safety interactions. These are the conversations we're having about WHS across the business — and yes, *what* we're talking about matters. The idea is to spark more meaningful, high-quality safety discussions that help us *prevent* incidents before they occur.

But what about hazard reporting?

Good question. Yes, hazard reporting is another valued lead indicator — but let's talk about contemporary WHS practices. You might be familiar with Bird's pyramid or Heinrich's pyramid (yep, the triangles often used to draw a relationship between reporting a number of minor incidents to preventing a number of serious ones). The thing is, contemporary research shows that investing our time in learning from SSL's (see box) is more likely to reduce incidents in the future.

And when we look at Hydro's own hazard reporting data? It turns out a lot of our conversations are focused on lower-risk hazards.

Want to dig deeper? More info [here](#), [here](#), and on [Hydro's reporting page](#).

Supercharge your SIs

Focus on the most significant risk for your team!

Look at the [incident trends](#) for your area, recent alerts, or [operational risk register](#) and target your conversations on those each month.

Do the Safety Interactions for Leaders elearn (anyone can) to brush up on the art of a great SI.