Responsibility & Accountability

Projected Implementation Date: December 2012

This module includes:

- Setting appropriate safety and health goals.

- Assuring all employees understand their safety and health management roles and responsibilities.

- Providing sufficient resources.

- Employing appropriate tools to measure and review for continuous improvement.

- Applying positive and negative consequences relative to performance against responsibilities.

An accountability system ensures all employees understand their specific roles and responsibilities and act consistently on those responsibilities. A successful accountability system:

- Includes all employees

- Clearly identifies the work to be conducted

- Establishes goals at all levels of the organization that are:

  - appropriate

  - attainable

  - proactive

  - directly aligned with achieving the 0:50:5 goal

  - renewed at an appropriate interval

The safety and health management system (SHMS) should contain performance measures that allow timely and meaningful evaluation of and feedback on progress toward successful completion of established goals. It should also include positive and negative consequences in the evaluation process. This begins at pre-employment and evolves with the individual and the needs of the organization.

The Role of Accountability

Employees are responsible for their own safety and for looking out for the safety of their co-workers. Consistent personal accountability is the desired state. Structured accountability also

ensures personnel live up to their responsibilities through positive and negative consequences. This requires authority.

Safety and health is a line management responsibility, and accountability is the common factor that links the various components of the SHMS. Leaders at all levels are responsible for engaging and leading the workforce to achieve 0:50:5.

Leaders should be held accountable for achieving 0:50:5 by:

- Clearly defining roles and responsibilities of their employees

- Providing necessary resources

- Measuring, reviewing and continuously improving safety and health performance

- Leading by example

Managers, employees and contractors should also understand their responsibilities for ensuring the effective implementation of the **CORE**Safety SHMS as the primary tool to facilitate progress to 0:50:5.

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Expectations

2.1   Identify personal and group safety and health management responsibilities for all personnel and ensure each person is aware of and acknowledges their role and responsibilities.

2.2   Identify positive reinforcements and negative consequences specific to each person's safety and health responsibilities, i.e., what will happen if they achieve or fail to achieve expectations.

2.3   Provide time, knowledge and other resources necessary for personnel to successfully complete their safety and health responsibilities.

2.4   Periodically assess performance against target for each person and provide feedback.

2.5   Conduct a final performance review and apply consequences, as appropriate, at the end of the assessment period, e.g., shift, week, month, quarter and year.

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Regulation

Partial or full MSHA and/or OSHA regulatory requirement: ☐ Yes ✓ No

Metrics

To be determined

Resources

CORESafety resources can be found with the latest updates at:
coresafety.org/resources/module2

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Notes