

# Using Performance Appraisals To Hold Supervisors Accountable For Safety



December is the season of not just holidays but [performance appraisals](#). And for OHS coordinators, that typically means evaluating how well supervisors performed their safety duties in the past year. To establish real accountability, [supervisor performance appraisals](#) should be based on measurable factors that you clearly explain at the start of the year; appraisal results should also have a direct impact on bonuses, raises and other awards. There are four key metrics for measuring supervisors' safety performance:

1. Objective measures, such as performance of sound, dust or temperature level readings and other specific safety-related tasks listed in the supervisor's [job description](#);
2. Subjective measures, such as opinions of key people who work with the supervisor;
3. Quantitative measures, such as an audit score that uses a standard set or scale of numbers; and
4. Qualitative measures such a rating of how effective the supervisor's safety meetings or training sessions are.