EP005

Safety Leadership and Paramedic Safety Behaviour under Response Time Performance Pressure: A Conceptual Analysis



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Introduction

EMS operates under strict response time KPIs, which are associated with an inherent tension between rapid performance and safety compliance.This study proposes a conceptual framework to explain how safety leadership influences paramedic safety behaviour under KPI-driven pressure.



Figure 1. Conceptual framework development process.
An integrative approach was used to synthesise leadership, safety climate, and behavioural theories (TPB and SCT) in explaining safety behaviour under KPI-driven EMS environments.

Objectives

- To develop a conceptual framework linking safety leadership and paramedic safety behaviour
- To examine the mediating role of safety climate
- To explain behavioural mechanisms under KPI-driven pressure.

Methodology

An integrative conceptual approach was used to synthesise leadership, safety climate, and behavioural theories (TPB & SCT) in explaining paramedic safety behaviour under KPI-driven EMS environments.

Results

- ❑ Safety leadership exerts both direct and indirect effects on safety behavior
- ❑ Safety climate functions as a key mediator
- ❑ Behavioural mechanisms translate leadership into action
- ❑ KPI pressure creates performance–safety tension
- ❑ Strong leadership buffers negative effects

Discussion and Conclusion

Safety behaviour in EMS is not merely compliance—it is shaped by leadership, mediated by safety climate, and constrained by KPI-driven performance pressure. Effective leadership is critical to balance operational speed with long-term safety sustainability.

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