

Institute for Work & Health (IWH) OLIP Scorecard

The IWH OLIP scorecard can be used to assess how well your organization is performing on each leading indicator measure from the Ontario Leading Indicators Project (OLIP) questionnaire. An organization's individual results can **be compared with absolute cut-offs**. We use three colours (green, yellow, and red) to help you better understand your results.

- **Green indicates a score of 75 percent or greater.** Your organization is performing well in this area. Keep doing what you are doing and strive for excellence.
- **Yellow indicates a score of 50 percent to less than 75 percent.** Your organization may need improvement in this area. Consider if this should be a focus area for your organization. Review your practices and policies and consult your HSA's website for information about how to improve. If you need further guidance, consider contacting your HSA directly.
- **Red indicates a score of less than 50 percent.** Your organization likely needs to pay attention and seek to improve this area. Consider if this should be a focus area for your organization. Review your organization's practices and policies, consult the information available on your HSA's website for guidance, and contact your HSA. (Contact information is provided below).

OLIP Leading Indicators Scorecard			
Measures	Low score range	Medium score range	High score range
Organizational Policies and Practices (OPP) (See Note Below About OPP Scoring)			
Health & safety practices	< 2.0	2.0 - 2.99	≥ 3.0
Health & safety leadership	< 2.0	2.0 - 2.99	≥ 3.0
Ergonomics	< 2.0	2.0 - 2.99	≥ 3.0
Disability management/prevention	< 2.0	2.0 - 2.99	≥ 3.0
Employee engagement	< 2.0	2.0 - 2.99	≥ 3.0
Organizational Performance Metric (OPM)			
	< 2.0	2.0 - 2.99	≥ 3.0
Occupational Health & Safety Management System (OHSMS)			
OHS policy	< 2.0	2.0 - 2.99	≥ 3.0
Worker participation	< 2.0	2.0 - 2.99	≥ 3.0
OHS training	< 2.0	2.0 - 2.99	≥ 3.0
Communication	< 2.0	2.0 - 2.99	≥ 3.0
Preventive & protective actions	< 2.0	2.0 - 2.99	≥ 3.0
Emergency response	< 2.0	2.0 - 2.99	≥ 3.0
Monitoring & review	< 2.0	2.0 - 2.99	≥ 3.0
Benchmarking	< 2.0	2.0 - 2.99	≥ 3.0
Procurement & contracting	< 2.0	2.0 - 2.99	≥ 3.0
Safety Climate (scored out of 3)			
	< 1.5	1.5 - 2.25	≥ 2.26
*See colour-coding for the JHSC Index below			

The score range is 0 (lowest) to 4 (highest) for all measures, except the Safety Climate which is 0 (lowest) to 3 (highest).

How do we calculate scores and determine colour coding for the JHSC Index?

The JHSC Index contains items considered essential for JHSCs. Each item receives a score of one, and the scores are summed. **A green colour code is assigned only if every question is answered positively.** There are 4 items applicable to organizations with 5-19 employees and 10 items applicable to organizations with 20+ employees. Some of the items are considered most important to JHSC function (highlighted in blue below). If any *one* is not answered positively by the respondent then the colour code assigned is **red**.

JHSC Index (for organizations with 5-19 employees)

#	Survey Question
1	Does your company have a Health & Safety Representative (HSR)?
2	Is the name of the HSR member posted?
3	Does your HSR conduct regularly scheduled workplace inspections?
4	Does management address recommendations made by the HSR?

Colour coding cut-offs for JHSC Index scores (for organizations with 5-19 employees) (*score range is 0 to 4)

- **RED** = total score is less than 3; OR scores 0 in any of above items 1, 3, or 4
- **YELLOW** = total score is 3; AND scores 1 in all of above items 1, 3, and 4
- **GREEN** = total score is 4

JHSC Index (for organizations with 20+ employees)

#	Survey Question
1	Does your company have a Joint Health & Safety Committee (JHSC)?
2	Are the names of the JHSC members posted?
3	How often does the JHSC meet?
4	How do the number of worker members on your JHSC compare to the number of management members?
5	How are the co-chairs chosen?
6	How are the worker members selected for the committee?
7	Has a <u>worker member</u> on your JHSC completed both basic (Part 1) and hazard-specific (Part 2) certification training?
8	Has a <u>management member</u> on your JHSC completed both basic (Part 1) and hazard-specific (Part 2) certification training?
9	Does your JHSC or H&S representative conduct regularly scheduled workplace inspections?
10	Does management address recommendations made by the JHSC or H&S representative?

Colour coding cut-offs for JHSC Index scores (for organizations with 20+ employees) (*score range is 0 to 10)

- **RED** = total score is less than 7; OR scores 0 in any of above items 1, 3, 4, 7, 8, 9 or 10
- **YELLOW** = total score is 7 to 9; AND scores 1 in all of above items 1, 3, 4, 7, 8, 9 and 10
- **GREEN** = total score is 10

Get information on [how we calculated scores for the other OLIP survey measures.](#)

For information about your Health & Safety Association's programs and services, contact:

- Infrastructure Health & Safety Association (IHSA) at www.ihsa.ca
- Public Services Health & Safety Association (PSHSA) at www.pshsa.ca
- Workplace Safety North (WSN) at www.workplacesafetynorth.ca
- Workplace Safety & Prevention Services (WSPS) at www.wsps.ca