

Leading Organizational Indicators Survey

An effort to understand the issues important
for the prevention and management of injuries and illnesses



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ID # _____

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The OLIP questionnaire can be downloaded, used, and shared as long as IWH is credited as the source, the tool is not modified, and the tool is used for non-commercial purposes. Please note the measures in this survey have not been finalized as the research is still ongoing. If you wish to modify and/or use the tool for commercial purposes, please contact ip@iwh.on.ca.

INSTRUCTIONS

The Ontario Prevention System is considering new approaches to benchmarking organizational performance in occupational health and safety and disability management. By completing this questionnaire you can help inform what leading indicator measures to use.

- **This survey will take about 20 minutes to complete**
- **Your participation is voluntary and your answers will be kept completely confidential**

In developing new benchmarking measures relevant to ALL firms in ALL sectors we need to ask some questions in different ways. Thus, some items may appear repetitive. Your patience in answering these questions is appreciated.

- **Please read the instructions for each section and each question carefully**
- **Please answer *all* questions**
- **There are no right or wrong answers, so please give us your best answer**

Please use a black or blue pen and choose any of the following options when providing your response:



Thanks for taking the time to complete this survey and for contributing to the development of a groundbreaking benchmarking knowledge base for the Province.

A handwritten signature in black ink, appearing to read 'B. Amick III'.

Benjamin C. Amick III, PhD
Senior Scientist
Institute for Work & Health

We would like to learn about your company. Your company may have more than one facility or work site. Typically, these are at different locations. Some may be in Ontario, Canada, or other countries. We are interested in the locations in Ontario.

1. What is the name of your company? *(Print the company name in the space provided)*

2. In total, how many employees work at your company in Ontario?

- less than 5 employees
- 5 to 19 employees
- 20 to 99 employees
- 100 to 299 employees
- 300 to 500 employees
- more than 500 employees

3. Does your company have more than one facility or worksite in Ontario?

- Yes
- No **➡ Skip to question 8, page 4**

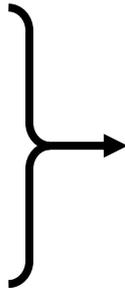
4. How many facilities/worksites does your company have in Ontario?

5. In the remainder of the questionnaire, you will be asked to answer questions about organizational policies, procedures and practices, and safety climate. As you answer these questions will you be responding for...

- ALL facilities/worksites in Ontario? **➡ Skip to question 8, page 4**
- The one specific facility/worksite where you are located? **➡ Skip to question 7, page 4**
- The multiple facilities/worksites you are responsible for in Ontario?

6. Based on your response to question 5 (above), in total, how many employees work at these facilities?

- less than 5 employees
- 5 to19 employees
- 20 to 99 employees
- 100 to 299 employees
- 300 to 500 employees
- more than 500 employees



Skip to question 8, below

7. Based on your response to question 5 (above), in total, how many employees work at this facility?

- less than 5 employees
- 5 to19 employees
- 20 to 99 employees
- 100 to 299 employees
- 300 to 500 employees
- more than 500 employees

SAFETY PRACTICES

Please rate the extent to which your company achieves the following safety practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If not applicable, please select “Never”.

	Never (0%)	Sometimes (25%)	Half of the time (50%)	Most of the time (75%)	Always (100%)
8. Unsafe working conditions are identified and improved promptly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Your company maintains excellent housekeeping.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Equipment is well maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Action is taken when safety rules are broken.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Supervisors/managers confront and correct unsafe behaviours and hazards when they occur.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Supervisors/managers are trained in job hazards and safe work practices for jobs they supervise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HEALTH AND SAFETY LEADERSHIP

Please rate the extent to which management at your company achieves the following health and safety practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If not applicable, please select “Never”.

	Never (0%)	Sometimes (25%)	Half of the time (50%)	Most of the time (75%)	Always (100%)
14. Top management is actively involved in the safety program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. The safety manager (or, the person in charge of health & safety) receives support from top management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Your company spends time and money on improving safety performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Your company considers safety to be equally important as production and quality in the way work is done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Your company analyzes injury and illness data (e.g., claims data, first aid logs) to identify causes and target solutions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. The safety program or committee has the responsibility, authority and resources to identify and address safety problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ERGONOMIC PRACTICES

Please rate the extent to which your company achieves the following ergonomic practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If not applicable, please select “Never”.

	Never (0%)	Sometimes (25%)	Half of the time (50%)	Most of the time (75%)	Always (100%)
20. Jobs are designed to reduce heavy lifting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Jobs are designed to reduce repetitive movement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Ergonomic strategies are used to improve workstation design.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Ergonomic factors are considered in purchasing new tools, equipment, or furniture.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

DISABILITY PREVENTION/ MANAGEMENT

Now, consider your company’s disability prevention approach to facilitate return to work. Please rate the extent to which your company achieves these practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If not applicable, please select “Never”.

	Never (0%)	Sometimes (25%)	Half of the time (50%)	Most of the time (75%)	Always (100%)
24. Someone from your company contacts the employee shortly after an injury or illness to express concern and offer assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Someone from your company makes follow-up contact with employees off work due to injury and assesses their progress toward return to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Someone from your company maintains regular communication with the injured employee’s physician to facilitate return to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Claim management within your company is well-coordinated from initial injury to claim resolution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Your company makes job accommodations to enable employees to return to work (e.g., modified job duties, flexible schedule, or special equipment).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Your company consults with the employee about their own accommodation and seeks the employee’s input.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. After injured or ill employees return to work, someone from your company follows up to adjust work situations as needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PEOPLE-ORIENTED CULTURE

Please rate the extent to which your company achieves the following work environment practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If not applicable, please select “Never”.

	Never (0%)	Sometimes (25%)	Half of the time (50%)	Most of the time (75%)	Always (100%)
31. Employees are involved in decisions affecting their daily work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Working relationships are cooperative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. There is a high level of trust in the employee/employer relationship at your company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Communication is open and employees feel free to voice concerns and make suggestions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ORGANIZATIONAL PERFORMANCE

We would like to ask you to evaluate your company’s Occupational Health & Safety practices. Please rate the percent of time that each practice takes place.

	0-20%	20-40%	40-60%	60-80%	80-100%
35. Formal safety audits ¹ at regular ² intervals are a normal part of our business.	<input type="radio"/>				
36. Everyone at this organization values ongoing safety improvement in this organization.	<input type="radio"/>				
37. This organization considers safety at least as important as production and quality in the way work is done.	<input type="radio"/>				
38. Workers and supervisors have the information they need to work safely.	<input type="radio"/>				
39. Employees are always involved in decisions affecting their health and safety.	<input type="radio"/>				
40. Those in charge of safety have the authority to make the changes they have identified as necessary.	<input type="radio"/>				
41. Those who act safely receive positive recognition.	<input type="radio"/>				
42. Everyone has the tools and/or equipment they need to complete their work safely.	<input type="radio"/>				

¹ An AUDIT is a formal process of evaluating and reporting on how your organization manages health and safety in accordance with a recognized standard (i.e., CSA Z1000, OHSAS 18001 or a Health and Safety Association audit).

² REGULAR means that an audit is repeated at regular intervals. For example, once every year or once every 2 years.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Please indicate how much you disagree or agree with the following statements as they apply to your company's occupational health and safety (OHS) policy.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
43. Your company coordinates its OHS policy with other human resource policies to ensure worker commitment and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. A policy document is available to all workers reflecting management's commitment to protecting worker health and safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Your company's OHS policy commits to continuous improvement, i.e., attempting to improve beyond objectives already achieved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statements as they apply to your company's promotion of worker participation in OHS activities.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
46. Incentives are frequently offered to encourage workers to comply with OHS policies and procedures (e.g., correct use of protective equipment).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. OHS decisions are frequently based on consultations with or suggestions from workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. Periodic meetings are held between workers and supervisors/managers to make decisions that affect the organization of work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Teams of workers from various parts of your company are frequently used to solve problems about working conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statements as they apply to OHS training at your company.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
50. Workers are given sufficient OHS training when joining your company, changing worksites, or using a new technique.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. OHS training is ongoing and based on a training plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. OHS training plans are decided jointly with workers or their representatives (e.g., unions).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. Your company supports OHS training opportunities for workers (e.g., leave, scholarships).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. OHS instruction manuals or work procedures are available.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statements as they apply to internal communication and awareness at your company.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
55. OHS policies and procedures are clearly communicated in regular meetings, presentations, or campaigns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. Systems are in place to notify workers of any changes in production processes or jobs before the changes are made.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. Workers are informed about OHS hazards through written materials and meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statements as they apply to your company's planning of prevention activities.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
58. Your company has a prevention plan for dealing with OHS hazards and risks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59. Prevention plans are based on the assessment of OHS hazards and risks in all jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60. Work procedures are based on the assessment of hazards and risks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
61. Prevention plans are communicated to all workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statements as they apply to your company's emergency plan.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
62. Your company has a plan for dealing with emergency situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
63. Your company has implemented the emergency plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64. The emergency plan is communicated to all workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65. Periodic drills are conducted to test the effectiveness of the emergency plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statements as they apply to the control, monitoring, and review of OHS activities at your company.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
66. Your company's fulfillment of its OHS prevention plans is regularly checked.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67. Your company's compliance with legislation and regulations is regularly checked.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
68. The implementation and effectiveness of OHS policies and procedures are evaluated to identify corrective actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
69. There are procedures to check the achievement of OHS goals assigned to managers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
70. Systematic inspections are conducted periodically to ensure effective functioning of the OHS management system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
71. Accidents and incidents are reported, investigated, analysed, and recorded.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
72. Your company regularly conducts its own audits of the OHS management system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
73. People outside of your company (e.g., consultants, ISO auditors) periodically conduct audits of the OHS management system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statements as they apply to the benchmarking activities at your company.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
74. Your company's injury and illness rates are compared to similar companies in their industrial sector.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
75. Your company's work procedures and management practices are compared with those of other organizations to obtain new ideas about similar OHS problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statements as they apply to procurement and contracting at your company.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
76. Procedures are in place to identify hazards and risks associated with goods (e.g., raw materials, supplies, equipment) when they are purchased for the first time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
77. The hazards and risks associated with goods are controlled before the goods are used.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
78. OHS criteria are considered when contractors providing services are selected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
79. Hazards and risks arising from contractors' work are assessed and controlled before work commences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
80. The health and safety of contractors is ensured by your company's OHS procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SAFETY CLIMATE

Please indicate how much you disagree or agree with the following statements as they apply to the health and safety environment at your company.

	Strongly Disagree	Disagree	Agree	Strongly Agree
81. New employees learn quickly that they are expected to follow good health and safety practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
82. Employees are told when they do not follow good health and safety practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
83. Workers and management work together to ensure the safest possible conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
84. There are no major shortcuts taken when worker health and safety are at stake.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
85. The health and safety of workers is a high priority with management where I work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
86. I feel free to report safety problems where I work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This section asks about the role and actions of the Joint Health and Safety Committee (JHSC) or Health & Safety Representative at your company. If there is more than one JHSC at your company, these questions would apply to the JHSC most directly responsible for the facility(ies) you are reporting about.

87. Does your company have a.... (Please select one)

- Joint Health & Safety Committee (JHSC) **➡ Skip to question 89, below**
- Health & Safety Representative
- Neither a JHSC nor a Health & Safety Representative **➡ Skip to question 98, page 15**

88. Are the names of the Health & Safety Representative posted?

- Yes
 - No
 - Don't know
- ➡ Skip to question 96, page 14**

89. Are the names of the JHSC members posted?

- Yes
- No
- Don't know

90. How often does the JHSC meet?

- Monthly
- Every two months
- Quarterly
- Twice a year
- Annually
- Irregularly
- Don't know

91. How do the number of worker members on your JHSC compare to the number of management members?

- There are more worker members than management members on the JHSC
- There are fewer worker members than management members on the JHSC
- There are equal worker and management members on the JHSC

92. How are the co-chairs chosen? *(Select all that apply)*

- The worker co-chair is elected/selected by worker members on the committee
- The management co-chair is elected by management members on the committee
- Co-chairs volunteer for the role
- Co-chairs are appointed by management
- Other- *please specify* _____

93. How are the worker members selected for the committee? *(Select all that apply)*

- Worker members are selected by workers
- Worker members are selected by union
- Worker members volunteer
- Worker members are appointed by management
- Other- *please specify* _____

94. Has a worker member on your JHSC completed both basic (Part 1) and hazard-specific (Part 2) certification training?

- Yes
- No
- Don't know

95. Has a management member on your JHSC completed both basic (Part 1) and hazard-specific (Part 2) certification training?

- Yes
- No
- Don't know

We would like to ask you about duties, responsibilities, and activities of your Joint Health & Safety Committee (JHSC) or Health & Safety (H&S) Representative.

96. Does your JHSC or H&S representative conduct regularly scheduled workplace inspections?

- Yes
- No
- Don't know

97. Does management address recommendations made by the JHSC or H&S representative?

- Yes
- No
- Don't know

This section asks you a few questions about unions at your company.

98. Is any of your company's workforce represented by a union?

- Yes
 - No
 - Don't know
- 
- Skip to question 100, page 16*

99. Approximately what percent of your company's employees are unionized? _____%

In the past five years did your company experience any of the following?

	Yes	No	Don't Know
100. A fatality?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
101. A serious injury (as defined by your company)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
102. A visit from a Ministry of Labour (MOL) inspector?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
103. Receive a written order or ticket from an MOL inspector?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
104. A Workplace Safety & Insurance Board (WSIB) Workwell Audit?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
105. Participate in a Safety Group?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
106. Participate in the Safe Community Incentive Program?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
107. Participate in WSIB's Health & Safety for New Small Businesses Program?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
108. Participate in an OHS education and training program from a Health & Safety Association ³ , other than through the programs named above?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
109. Participate in an OHS education and training program from a source other than a Health & Safety Association? <i>(please specify)</i> _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
110. A consultation from a WSIB Account Manager or Disability Prevention Specialist (by consultation, we mean advice specific to your workplace)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
111. A consultation from a Health & Safety Association consultant, other than through the programs named above, or this survey (by consultation, we mean advice specific to your workplace)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
112. A consultation from a private consultant, other than the programs named above (by consultation, we mean advice specific to your workplace)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
113. Participate in OHS initiatives arising through business associations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
114. Participate in other OHS initiatives arising external to your workplace?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

³ The Ontario health and safety associations provide training programs, products and services to the province's employers and workers. They include: Workplace Safety North, Public Services Health & Safety Association (PSHSA), Infrastructure Health and Safety Association (IHSA), Workplace Safety & Prevention Services (WSPS), Occupational Health Clinics for Ontario Workers (OHCOW), and Workers Health and Safety Centre (WHSC).

To help us create benchmarking measures, we would like to know a little about you. Please tell us a bit about your role in your company.

115. What is your role within your company?

- Owner/CEO/President/Senior Management (VP)
- Manager
- Team lead/ Supervisor
- Professional Staff
- Skilled/Trades Staff
- Administrative Staff
- Worker

116. Who do you report to?

- Owner/CEO/President/Senior Management (VP)
- Foreman/Supervisor
- Manager
- Director
- Professional Staff
- Skilled/Trades Staff
- Not Applicable

117. Have you been working as a Health and Safety professional for your company?

- Yes
- No  ***Skip to question 119, below***

118. How long have you been working in a Health and Safety role for your company?

- Less than 1 year
- 1 to 5 years
- More than 5 years

119. How long have you been working at your company?

- Less than 1 year
- 1 to 5 years
- More than 5 years

120. Are you a member of the Joint Health & Safety Committee or are you the Health & Safety representative at your company?

- Yes-- Member of JHSC
- Yes-- Health & Safety Representative
- No

121. Are you a member of a union at your company?

- Yes
- No
- Not Applicable

122. Are you...

- Female?
- Male?

123. Please indicate which industrial sector (or subsector) your organization belongs to:

- Agriculture
- Construction
- Education
- Electrical & Utilities
- Healthcare
- Manufacturing: Commercial / Industrial Services*
- Manufacturing: Durable Goods Production*
- Manufacturing: Food, Pharmaceutical & Personal Products*
- Manufacturing: Vehicle & Industrial Equipment*
- Municipal
- Pulp & Paper
- Service: Restaurant and Food Services*
- Service: Retail, Wholesale and Office*
- Service: Tourism and Hospitality*
- Service: Vehicle Sales and Services*
- Transportation
- Other (*please specify*) _____

124. The Institute for Work & Health (IWH) would like to add your survey results to the benchmarking knowledge base. This will help build a unique benchmarking knowledge base to be used by all Ontario businesses. No names or identifying information will be added to the knowledge base.

Yes, I would like my data to be included in the benchmarking knowledge base

No, I do not want my data to be included **➡ Skip to end of survey**

125. A key part of this research involves linking survey data to Workplace Safety & Insurance Board (WSIB) data. This helps determine the leading indicators related to future injuries and illnesses. If you agree to this linkage, only IWH will have access to your survey data or know if you participated.

Yes, I consent to linking my data

No, I decline **➡ Skip to question 126, below**

125a) Please enter the information below to help ensure the accuracy of the linkage.

Company phone number:	
Company postal code:	
Trade/ type of work/ rate group:	
WSIB firm number (optional):	

126. Please enter your contact details below. This information will help us manage the data when more than one respondent from the same organization completes the survey.

Your name:	
Your email address:	
Your phone number:	

127. Have you taken this survey before?

Yes

No

128. Ontario Health & Safety Associations (HSAs) have the responsibility for helping Ontario businesses improve their health and safety. If you would like an HSA consultant to contact you to discuss your health and safety programs, IWH will share your survey results and your contact information with your HSA.

Yes, I permit IWH to share my results and contact information with my HSA

No, do not share my results and contact information with my HSA

129. Can IWH follow-up with you in the future to ask you about other research opportunities and to request your input on how to improve our benchmarking information?
- Yes
 - No

THANK YOU VERY MUCH FOR YOUR COLLABORATION!

**We remind you that all collected data from the questionnaire are
CONFIDENTIAL**

To access the online survey go to: <http://www.iwh.on.ca/olipsurvey>