

BLISS Project:
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THE UNIVERSITY of TEXAS
SCHOOL OF PUBLIC HEALTH

Benchmarking Leading Indicators in Occupational Safety & Health Survey

By completing this survey you will be contributing to the development of a ground breaking benchmarking knowledge base for the State of Ohio.



After we have completed the initial phase of the study you will be given access to benchmarking data for companies in your field that may guide your efforts.

Because this is a research project the following page will ask you to provide consent if you wish to participate in the study.

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School of Public Health

INFORMED CONSENT TO PARTICIPATE IN A LEADING INDICATORS BENCHMARKING RESEARCH PROJECT

We would like to invite you to participate in a project being conducted by the University of Texas School of Public Health (UTSPH). The project is sponsored by the National Institute for Occupational Safety and Health (NIOSH) and the Ohio Bureau of Workers' Compensation (OBWC).

The project's purpose is to identify safety and health practices that reduce workers' compensation claims and costs for Ohio wholesale and retail trade companies. Identifying safety and health practices associated with reduced claims and costs allows employers to better manage safety and health for improved outcomes. If you agree to participate:


- You will be asked to complete a **12 minute survey** about your company's safety and health practices and a little about your work background and general company information.
- Individual surveys will not be shared with OBWC.
- The survey data will be compared to past and future workers' compensation data. Company data will be anonymously pooled with other companies to identify the safety and health practices most likely to reduce workers' compensation losses.
- There is little anticipated risk to you from filling out the survey. **Your name and your company's name will not be disclosed in any UTSPH, NIOSH or OBWC reports.** Data will be treated in a secure manner and will be protected to the extent provided by law.

Your participation is voluntary and you may withdraw at any time without consequence to you or your company.

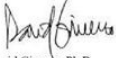
The new information gained is expected to improve our understanding of the safety and health practices that best prevent injuries and illnesses. There are no immediate direct benefits to you personally from participating.

If you have questions about this study, contact either Ben Amick or David Gimeno at the University of Texas School of Public Health (UTSPH). If you have questions about your rights as a member of this study, contact UT Compliance Hotline at 1-888-472-9868, www.uthouston.edu/compliance/reporting-issues/hotline.htm, or Mark Torrason at 513-533-8222, mht1@cdc.gov.

Thank you,



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Form Approved
OMB No. 0920-XXXX
Exp. Date xx/xx/20xx

Form Approved
UTIRB no. XXXXXX
Exp. Date xx/xx/20xx

After reading the informed consent do you agree to participate?

Yes No

[Click Here](#) to save a PDF version of the informed consent to your device.
Note: You may need to disable your pop-up blocker.


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Instructions

The University of Texas School of Public Health (UTSPH), the National Institute for Occupational Safety and Health (NIOSH) and the Ohio Bureau of Workers' Compensation (OBWC) are considering new approaches to benchmarking organizational performance in occupational health and safety and disability management. By completing this survey you can help inform what leading indicator measures to use.

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

- **This survey will take about 12 minutes to complete**
- **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**

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

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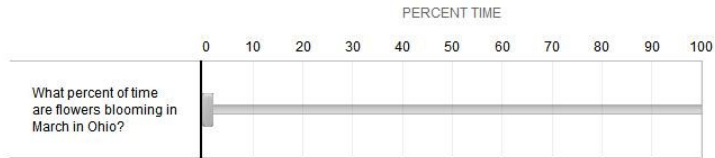
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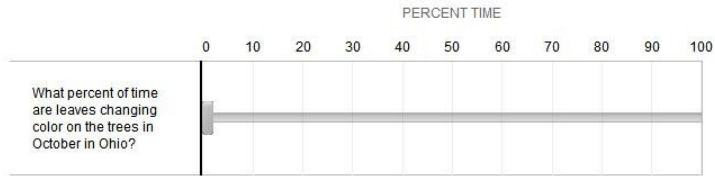
Before starting, let's practice:

Most questions will ask you about the percent of time your organization is doing something. Let's try a couple of practice questions.

Note: The desired number shows up on the right hand side of the scale.



Try entering what you think the best answer is.



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We recognize that there is no such thing as perfection in safety and health and disability management at the workplace and that fully and effectively implementing these policies and practices are hard to achieve.

Our questions ask you to critically assess the degree to which your company is actually achieving these practices at the present time; from never (0% of the time) to always (100% of the time). Please consider your response carefully and make the best judgment you can to help give us a real world perspective.

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Safety Training

To begin, we want to know about the training that your company uses to achieve and maintain its workplace safety and health performance. Please rate the extent to which your company actually achieves these practices from 'Never', or 0% of the time, to 'Always', or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100
1. Employees are trained in safe work practices for the job hazards they will encounter.											
2. Supervisors are trained in job hazards and safe work practices for jobs they supervise.											
3. Employees and supervisors are trained in how to read material safety data sheets.											
4. Individuals with assigned safety and health responsibilities are provided the knowledge and skills needed to perform them.											
5. New employees receive safety and health training before they are allowed to begin work around the hazards.											

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Safety Diligence

Next, we want to know about the level of diligence that your company is able to maintain in addressing safety and health issues. Please rate the extent to which your company actually achieves these practices from "Never", or 0% of the time, to "Always", or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100
6. Your company maintains accurate housekeeping.											
7. Equipment is well maintained.											
8. Unsafe working conditions are identified and improved promptly.											
9. Employees use personal protective equipment when required.											
10. Health and safety performance is part of the supervisor's annual performance appraisal.											
11. Supervisors/managers confront and correct unsafe behaviors and hazards when they occur.											
12. Action is taken when safety rules are broken.											
13. Employees are encouraged to promptly report unsafe conditions arising from job tasks.											
14. Written action plans are used to address your company's safety and health objectives.											
15. Employee activity is monitored in hazard prevention and control activities.											
16. Your company uses multiple practices to help employees focus on safety and health issues.											

You have completed about 25% of the survey

Done

Internet 50%

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Hazard Detection & Control

Now, consider the practices at your company used to identify and control workplace injury and illness hazards. Please rate the extent to which your company actually achieves these practices from 'Never', or 0% of the time, to 'Always', or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100	
17. Health and safety incidents are investigated for root causes.												
18. Job hazard analysis is performed for all jobs.												
19. Engineering controls are used for all applicable hazards (e.g. special tools, equipment, or work station design).												
20. Safety and health rules and work practices are fully operational.												
21. Applicable Occupational Safety and Health Administration (OSHA) mandated programs are fully implemented.												
22. Your company is fully prepared to deal with all emergency situations it may encounter (e.g., robbery, fire or tornado).												
23. A documented procedure is used for tracking hazard correction.												

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Health and Safety Leadership

Now, consider the extent to which your management strives to achieve and support excellence in safety and health performance. Please rate the extent to which your company actually achieves these practices from 'Never', or 0% of the time, to 'Always', or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100
24. Your company analyzes injury and illness data (e.g., claims data, time and cost) to identify the causes and target solutions.											
25. Your company spends time and money on improving safety performance.											
26. The safety program or committee has the responsibility, authority and resources to identify and address safety problems.											
27. The safety manager (or the person in charge of health & safety) receives support from top management.											
28. Your company considers safety to be equally important as production and quality in the way work is done.											
29. Top management is actively involved in the safety program.											
30. Top management values and facilitates employee involvement in safety and health issues.											
31. Managers and supervisors ensure the resources (budget and time) needed to properly support your company's safety and health program.											
32. The responsibilities and tasks of your safety and health program are actually assigned and communicated to specific individuals or positions.											

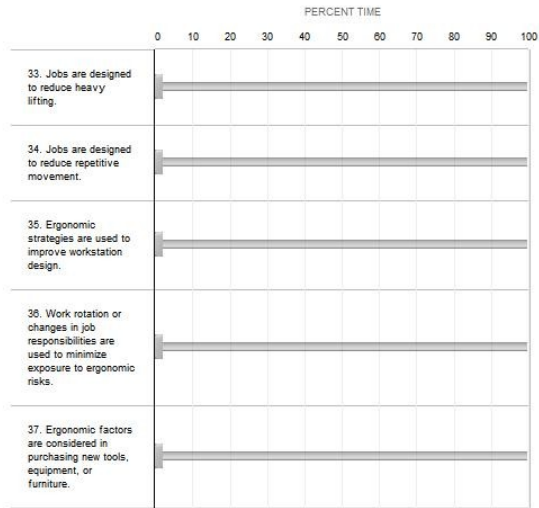
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Ergonomic Practices

Now, consider the extent to which your management strives to achieve and support excellence in safety and health performance. Please rate the extent to which your company actually achieves these practices from 'Never', or 0% of the time, to 'Always', or 100% of the time.



You have completed about 50% of the survey



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Disability Case Management

Now, consider the ways your company attempts to manage the process after an accident or illness occurs to minimize work disability. Please rate the extent to which your company actually achieves these practices from "Never" or 0% of the time, to "Always" or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100
35. Someone from your company contacts the employee shortly after an injury or illness to express concern and offer assistance.											
36. Your company provides information to the treating physician about the requirements of the injured employee's job.											
40. Treating physicians are asked to identify employee restrictions and capacities and to report a target return to work date.											
41. Someone from your company makes follow-up contact with employees off work due to injury and assesses their progress toward return to work.											
42. Someone from your company maintains regular communication with the injured employee's physician to facilitate return to work.											
43. Long duration claims are evaluated to determine whether more intensive services are required.											
44. Claim management within your company is well-coordinated from initial injury to claim resolution.											

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Proactive Return To Work

Next, consider the practices your company uses to facilitate bringing injured employees back to work. Please rate the extent to which your company actually achieves these practices from 'Never', or 0% of the time, to 'Always', or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100
43. Your company makes job accommodations to enable employees to return to work (e.g., modified job duties, flexible schedule, or special equipment).											
46. Your company provides information to newly injured employees that facilitates their return to modified work available to accommodate work restrictions.											
47. Your company consults with the employee about their accommodation needs and needs the employee input in the accommodation process.											
48. Departments within your company cooperate in order to bring injured employees back to work in a timely manner.											
49. When employees return to modified duties, your company develops a plan to transition employees back to regular job duties.											
50. After injured or ill employees return to work, someone from your company follows up to adjust work situations as needed.											
51. Rehabilitation professionals are used when needed to evaluate work capacity and develop rehabilitation plans to enable return-to-work.											
52. When injured or ill employees don't return to their former job, your company provides retraining.											

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Wellness

We would like to know the extent to which your company has become involved in actively promoting employee health and wellness. Please rate the extent to which your company actually achieves these practices from 'Never', or 0% of the time, to 'Always', or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100
53. The company commits resources to support health promotion and wellness activities.											
54. Employees are screened for health or disability risks on a continuing basis.											
55. Employees are provided with personal data about their specific health risk factors.											
56. Supervisors are trained to recognize job performance problems that may indicate employee difficulties (such as substance abuse, depression, stress, personal problems).											

You are nearly finished with the survey!

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People-Oriented Culture

Consider the management culture and work environment of your organization. Please rate the extent to which your company actually achieves these practices from 'Never', or 0% of the time, to 'Always', or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100
37. Working relationships are cooperative.											
38. Employees are involved in decisions affecting their daily work.											
39. Your company shares information about the financial status and productivity needs of the company with employees.											
40. Communication is open and employees feel free to voice concerns and make suggestions.											
41. There is a high level of trust in the employee/encouragement relationships in your company.											
42. Employees are formally included in your company's goal setting and planning process.											
43. Employees have some control over the work process and productivity outcomes.											
44. Supervisors and managers are trained in interpersonal skills such as effective communication and conflict management.											

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Overall, in the past 3 years, has your company's workforce:

- Decreased in numbers
- Stayed the same
- Increased in numbers

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

- Yes
- No
- Don't know

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What proportion of your total workforce is represented by a union?

- 0 - 5%
- 6 - 10%
- 11 - 15%
- 16 - 20%
- 21 - 30%
- 31% or more

How many unions are involved?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Please rate the extent to which union involvement positively impacts your company's efforts in each of these areas from 'Never', or 0% of the time, to 'Always', or 100% of the time.

PERCENT TIME

	0	10	20	30	40	50	60	70	80	90	100
Union involvement enhances the effectiveness of your occupational safety and health efforts.											
Union involvement facilitates return-to-work outcomes.											

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What is your role within your company?

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

How long have you been working at your company?

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

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

- Yes
- No

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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

Are you...

- Male
- Female

Please enter any comments about health and safety in your company you consider important and that the survey did not cover.

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We are also doing research on how best to collect benchmarking data. To answer this question we will need up to 5 persons in your company to complete a shorter version of the same survey you completed. **If 300 or more employees work at your company** we would like to invite you to participate in this separate survey.

Would you be willing to be contacted to learn more?

Yes

No

THANK YOU VERY MUCH FOR YOUR COLLABORATION!

We remind you that all collected data from the survey is SECURE

Once the study phase is complete, a link to an INDUSTRY SUMMARY REPORT will be made available to you.

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We thank you for your time spent taking this survey.
Your response has been recorded.

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