



SAFETY CULTURE ASSESSMENT

Instructions:

- To be completed by the person most knowledgeable of the organization's health and safety program.
- To be completed by an independent auditor as part of certification process. The results are NOT included in the final audit score, rather they are used to support an understanding of the health & safety program relative to the organization and continuous improvement.
- Rate the statements in regards to the percentage of time that each practice takes place at your organization. If the organization has numerous locations, ratings should be based on the locations audited.
- There are no right or wrong answers. Based on your knowledge of the organization you should be able to respond to all 12 Objectives.
- The Safety Culture Assessment was developed for Manitoba in collaboration with the Institute of Work and Health. It provides Manitoba workplaces with a tool which can further an understanding of their safety culture and contribute to continuous improvement.

	Health & Safety Objectives	0 (0%-20%)	1 (21%-40%)	2 (41%-60%)	3 (61%-80%)	4 (81%-100%)	Numeric Score
1	Formal safety audits at regular intervals are a normal part of our business.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	Everyone values ongoing safety improvement in this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	This organization considers safety at least as important as production and quality in the way work is done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	Workers and supervisors have the information they need to work safely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5	Employees are always involved in decisions affecting their safety and health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6	Those in charge of safety have the authority to make the changes they have identified as necessary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7	Those who act safely receive positive recognition.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8	Everyone has the tools and/or equipment they need to complete their work safely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9	Actions are taken to prevent future incidents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10	Top management is actively involved in the safety program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11	Communication is open and employees feel free to voice concerns and make suggestions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12	There is a high level of trust in the employee/employer relationship at your company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

INTERPRETING YOUR RESULTS & DEVELOPING CORRECTIVE ACTIONS

After completing the above assessment, corrective actions should be developed for the objectives requiring improvement. Corrective actions should be prioritized in an order that is most efficient and makes sense for your organizations specific needs. Special attention should be given to contributing factors. For example, Objective 10 – 'Managements involvement' will be a necessary step before Objective 12 – 'building trust' can be improved which will lead to improvements to Objective 2 – 'Valuing ongoing safety improvement'. Look at the areas where your organization is performing well and discuss the efforts and actions that have led to those successes. Apply those same principles to the low scoring objectives in order to foster improvements. Continue to strive for excellence in all areas, include the objectives scored high. Continuing success requires maintenance in all areas.

Very rarely will an organization achieve a perfect score. This tool is used to assist you in measuring the current position of culture in your organization and guide you on where you can improve.

CONTINUING EDUCATION & IMPROVEMENT

For more information on how to improve, contact CSAM. Follow up questions are available for each objective to assist in providing a better understanding of the contributing factors that affect each objective. The follow up questions also include recommendations for improvement and additional information on each objective. The follow up questions will assist you in identifying contributing factors to your performance that can assist you in developing and implementing corrective actions. CSAM offers a workshop where a facilitator will guide you through each objective and work through recommendations for improvement based in your organizations unique assessment results.