

IWH Organizational Performance Metric (IWH-OPM)

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Please answer the following questions based on your organization's health and safety practices. If your organization has many locations, please base your answer on the site you work from regularly.

**If you do not know the answer to the question, please leave the question blank.
Please answer the questions in regards to the percent of time that each practice takes place.**

Health and Safety Practices	80% - 100% (4)	60% - 80% (3)	40% - 60% (2)	20% - 40% (1)	0% - 20% (0)
1. Formal safety audits at regular intervals are a normal part of our business.	<input type="checkbox"/>				
2. Everyone at this organization values ongoing safety improvement in this organization.	<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"/>				
4. Workers and supervisors have the information they need to work safely.	<input type="checkbox"/>				
5. Employees are always involved in decisions affecting their health and safety.	<input type="checkbox"/>				
6. Those in charge of safety have the authority to make the changes they have identified as necessary.	<input type="checkbox"/>				
7. Those who act safely receive positive recognition.	<input type="checkbox"/>				
8. Everyone has the tools and/or equipment they need to complete their work safely.	<input type="checkbox"/>				

For the purposes of this survey an audit means a formal process of evaluating and reporting on how the organization manages health and safety in accordance with a recognized standard (ie: CSA Z1000 OHSAS 18001 or a professional health and safety audit). Regular means that an audit is repeated at regular intervals; e.g, once every year or once every 2 years.

Scoring the IWH-OPM

For each item in the IWH-OPM, you could have responded in one of five categories representing the percent of time each practice takes place in your organization: 0-20%, 20-40%, 40-60%, 60-80%, or 80-100%.

Each option corresponds to a score from 0 to 4 (0 = 0-20%, 4 = 80-100%). Your total score is the sum of each question divided by the number of questions. So if your scores looked like this:

Item 1: 3
Item 2: 3
Item 3: 2
Item 4: 3
Item 5: 2
Item 6: 2
Item 7: 4
Item 8: 3,

Your total final score would be $3 + 3 + 2 + 3 + 2 + 2 + 4 + 3 = 22/8$ items = 2.75

Interpreting your score

We use 'red', 'yellow' and 'green' to guide you in interpreting your final OPM score on a 0- to 4-point scale.

Green (OPM final score is equal to or greater than 3): You are performing well overall. Keep doing what you are doing and strive for excellence.

Yellow (OPM final score is equal to or greater than 2 but less than 3): Specific health and safety practices in your organization may need some improvement. Consider if the lower scored items in your survey should be a focus area for your company. Review your practices and policies, and consider consulting a health and safety professional for information about how to improve.

Red (OPM final score is less than 2): Your work in health and safety likely needs attention and improvement. It is recommended that you contact a health and safety professional for further assistance. Review your practices and policies, and identify the health and safety organization most appropriate to offer you guidance. For example, your province may have dedicated organizations to assist you. A health and safety professional can help point you in the right direction.

Benchmarking your score

If you'd like to see how your organization's score compares to that of others in your sector, please go to <http://www.iwh.on.ca/iwh-opm-questionnaire> to benchmark your score. Please note that only IWH-OPM scores from Ontario organizations are currently available for benchmarking purposes, so you will only be able to compare your performance with Ontario firms in a similar sector.