

## Workplace Integrated Safety and Health (WISH) Assessment

### Harvard T.H. Chan School of Public Health, Center for Work, Health, and Well-being

**Assessment Introduction:** This brief survey is designed to assess the extent to which organizations effectively implement integrated approaches to worker safety, health, and well-being. The term “integrated approaches” refers to policies, programs, and practices that aim to prevent work-related injuries and illnesses and enhance overall workforce health and well-being.

This survey is meant to be completed by health and safety representatives, either in human resources or in safety, at the middle management level. There are no right or wrong answers -- Your responses are meant to reflect your understanding of policies, practices, and programs currently implemented within your organization.

**1. The following questions refer to leadership commitment. We define the term “leadership commitment” to mean the following: An organization’s leadership makes worker safety, health, and well-being a clear priority for the entire organization. They drive accountability and provide the necessary resources and environment to create positive working conditions.**

**Please indicate how often you feel your organization or its leaders do each of the following.**

	Not at all	Some of the time	Most of the time	All of the time
a. The company’s leadership, such as senior leaders and middle managers, <u>communicate their commitment</u> to a work environment that supports employee safety, health, and well-being.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The organization <u>allocates enough resources</u> such as enough workers and money to implement policies or programs to protect and promote worker safety and health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Our company’s leadership, such as senior leaders and managers, <u>take responsibility for ensuring</u> a safe and healthy work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Worker health and safety are part of the organization’s mission, vision or business objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The importance of health and safety is <u>communicated</u> across all levels of the organization, both formally and informally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The importance of health and safety is consistently <u>reflected in actions</u> across all levels of the organization, both formally and informally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**2. The following questions refer to participation. We define the term “participation” to mean the following: stakeholders at every level of an organization, including organized labor or other worker organizations if present, help plan and carry out efforts to protect and promote worker safety and health.**

**For the following collaborative activities or programs, please indicate how often you believe your organization implements each.**

	Not at all	Some of the time	Most of the time	All of the time
a. Managers and employees <u>work together</u> in planning, implementing, and evaluating comprehensive safety and health programs, policies, and practices for employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. This company has a <u>joint worker-management committee</u> that addresses efforts to protect and promote worker safety and health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In this organization, managers across all levels consistently seek <u>employee involvement and feedback in decision making</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Employees are encouraged</u> to voice concerns about working conditions without fear of retaliation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Leadership, such as supervisors and managers, <u>initiate discussions with employees</u> to identify hazards or other concerns in the work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**3. The following questions refer to policies, programs, and practices focused on positive working conditions. We define “positive working conditions” to mean: the organization enhances worker safety, health, and well-being with policies and practices that improve working conditions.**

**For each of the following policies or practices, please indicate the degree to which they are implemented at your company.**

	Not at all	Somewhat	Mostly	Completely
a. The workplace is <u>routinely evaluated</u> by staff trained to identify potential health and safety hazards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Supervisors are responsible for <u>identifying</u> unsafe working conditions on their units.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Supervisors are responsible for <u>correcting</u> unsafe working conditions on their units.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. This workplace provides a <u>supportive environment</u> for safe and healthy behaviors, such as a tobacco-free policy, healthy food options, or facilities for physical activity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

e. Organizational policies or programs are in place to support employees when they are dealing with <u>personal or family issues</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Leadership, such as supervisors and managers, make sure that workers are able to take their <u>entitled breaks</u> during work (e.g. meal breaks).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Supervisors and managers make sure workers are able to take their <u>earned times away from work</u> such as sick time, vacation, and parental leave.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. This organization ensures that <u>policies to prevent harm</u> to employees from abuse, harassment, discrimination, and violence are followed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. This organization has <u>trainings for workers and managers</u> across all levels to prevent harm to employees from abuse, harassment, discrimination, and violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. This workplace provides support to employees who are returning to work after time off due <u>to work related health conditions</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. This workplace provides support to employees who are returning to work after time off due <u>to non-work related health conditions</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This organization takes <u>proactive</u> measures to make sure that the employee's <u>workload is reasonable</u> , for example, that employees can usually complete their assigned job tasks within their shift.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Employees have the <u>resources</u> such as equipment and training do their jobs safely and well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. All employees in this organization receive <u>paid leave</u> , including sick leave.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**4. The following questions refer to comprehensive and collaborative strategies. We define this term to mean the following: employees from across the organization work together to develop comprehensive health and safety initiatives.**

**For the following collaborative or comprehensive policies, programs, or practices, please indicate the degree to which your company implements each.**

	Not at all	Somewhat	Mostly	Completely
a. This company has a comprehensive approach to promote and protect worker safety and health. This includes collaborative efforts <u>across departments</u> as well as education and programs for individuals <u>and</u> policies about the work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. This company has a comprehensive approach to worker well-being. This includes collaboration across departments in efforts to <u>prevent</u> work-related illness and injury and to <u>promote</u> worker health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. This company coordinates policies, programs, and practices for worker health, safety, and well-being <u>across departments</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Managers are <u>held accountable</u> for implementing best practices to protect worker safety, health, and well-being, for example through their performance reviews.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Managers are <u>given resources</u> , such as equipment and trainings, for <u>implementing best practices</u> to protect and promote worker safety, health, and well-being.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. This company prioritizes protection and promotion of worker safety and health when <u>selecting vendors and subcontractors</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**5. The following questions refer to adherence. We define the term “adherence” to mean the following: the organization adheres to federal and state regulations, as well as ethical norms, that advance worker safety, health, and well-being.**

**For each of the following statements, please indicate the degree to which you believe your company adheres to or prioritizes standards and regulations.**

	Not at all	Somewhat	Mostly	Completely
a. This organization complies with standards for <u>legal</u> conduct.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. In this organization, people <u>show sincere respect</u> for others’ ideas, values, beliefs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. This workplace <u>complies</u> with regulations aimed at eliminating or minimizing potential exposures to recognized hazards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. This company <u>ensures</u> that safeguards regarding worker confidentiality, privacy and non-retaliation protections are followed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The wages for the lowest-paid employees in this organization seem to be <u>enough to cover basic living expenses</u> such as housing and food.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6. The following questions refer to data-driven change. We define this term to mean the following: regular evaluation guides an organization’s priority setting, decision making, and continuous improvement of worker safety, health, and well-being initiatives.**

**Please indicate the degree to which your company does each of the following.**

	Not at all	Somewhat	Mostly	Completely
a. The effects of policies and programs to promote worker safety and health are <u>measured</u> using data from multiple sources, such as injury data, employee feedback, and absence records.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Data from multiple sources on health, safety, and well-being are <u>integrated and presented</u> to leadership on a regular basis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Evaluations of policies, programs, and practices to protect and promote worker health are used to <u>improve future efforts</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Integrated data on employee safety and health outcomes are <u>coordinated across all relevant departments</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>