

# DuPont Safety Perception Survey

Survey: **University of California - Lawrence Berkeley National Lab**  
Survey Date: **18-Oct-10**  
Report: **NERSC**

## Number of Respondents

Executives	0
Managers/Supervisors	11
Hourly Workers	4
Professionals	24
No Job Category Selected	0
Total	39

# Many ways to gain insight from the DuPont Safety Perception survey:

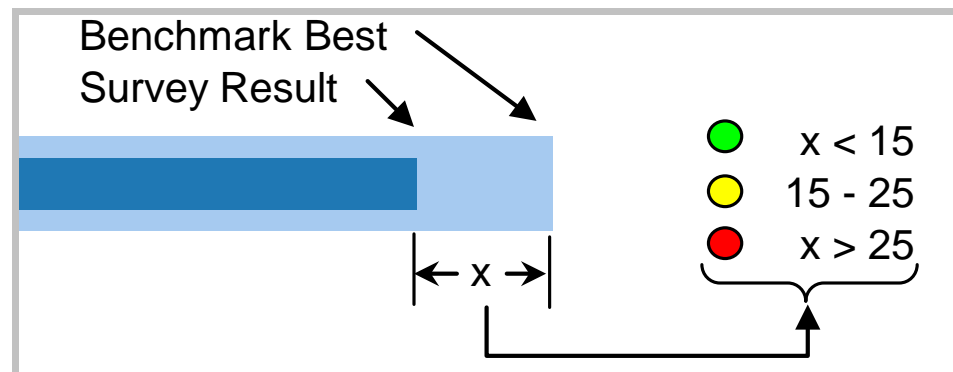
- Read the comments
- Absolute level of answers
- Comparison by role: managers, supervisors, workers, and professionals
- Comparison from one time to another (current survey vs. survey taken 2 years ago)
- Comparison to Benchmark Best
- Comparison of one location/region/business unit to others
- Upward comparison within organizational hierarchy: compare location to region; region to global; single business to business group; business group to corporate, etc.
- Comparison to industry average
- Other demographic comparisons: employees vs. contractors, experienced employees vs. new employees, etc.

# How to read this report

Your results are indicated in dark blue while our Benchmark Best scores are shown in light blue. Red, Yellow, and Green indicators are used throughout the report to indicate the difference ( $x$  in legend below) between your score and the survey Benchmark Best score. Green means you are close to the Benchmark best score

Yellow indicates that improvement is needed

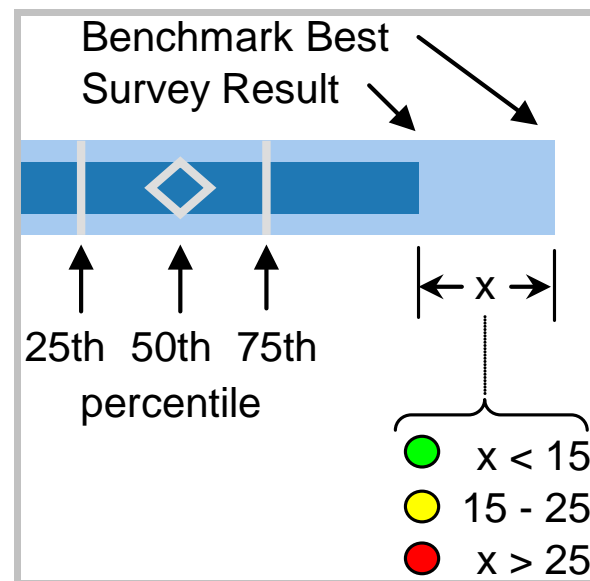
Red indicates significant deficiencies for that question



# How to read this report

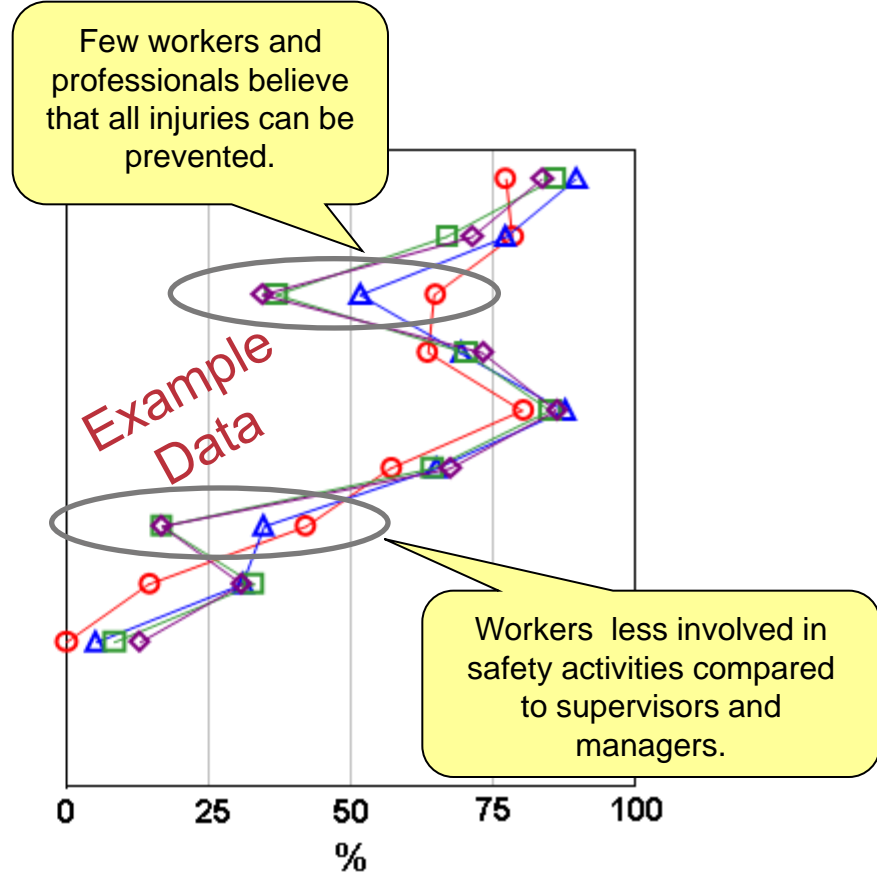
We show the 25th, 50th, and 75th percentiles of the scores of all of the organizations that have taken the DuPont Safety Perception Survey. Note: the 50th percentile is also known as the median.

This gives you an idea of the distribution of scores for each question and how you compare to not only our Benchmark Best, but also to every organization that has taken the survey.



# Look for differing perceptions among the job categories

- Priority individuals give to safety Q1
- Priority respondents think others give to safety Q2
- Belief that injuries can be prevented Q3
- Extent that safety is built in Q6
- Presence of safety values Q7a
- Influence of safety values Q7b
- Involvement in safety activities Q9a
- Extent safety rules are enforced Q14
- Recognition for safety achievements Q19

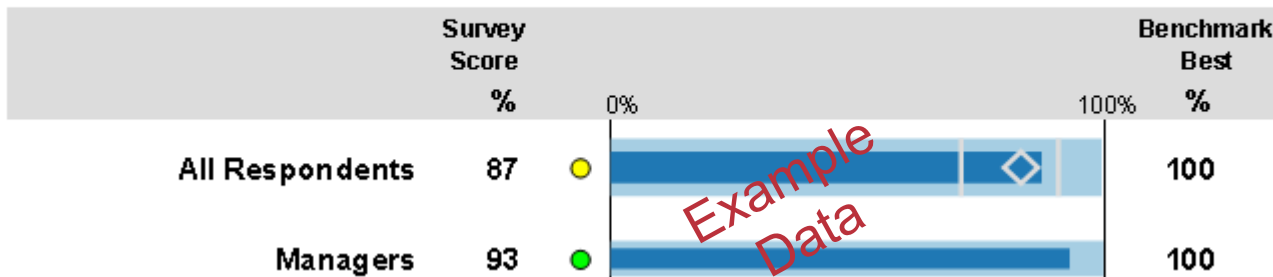


- Managers —○—
- Supervisors —△—
- Hourly Workers —□—
- Professionals —◇—

# How to read this report

To summarize each question we add the percentage of respondents that chose either the first choice or first two choices. The choice or choices to be added are marked with a <

**Question 13b: To what extent are the safety rules of your organization obeyed?**  
**Percent of respondents who say safety rules are obeyed without exception or generally:**



## All Responses

	Managers	Supervisors	Hourly Workers	Professionals	All Respondents
<b>Percent of Respondents:</b>	%	%	%	%	%
Without Exception <	10	13	18	13	15
Generally Obeyed <	83	77	66	78	72
Sometimes Followed	5	9	14	9	11
Often Not Obeyed	2	0	2	1	1
Rarely Obeyed	0	0	0	0	0

Indicates the first two choices are used for this question

**Question 2: Indicate the priority that others give to safety.**

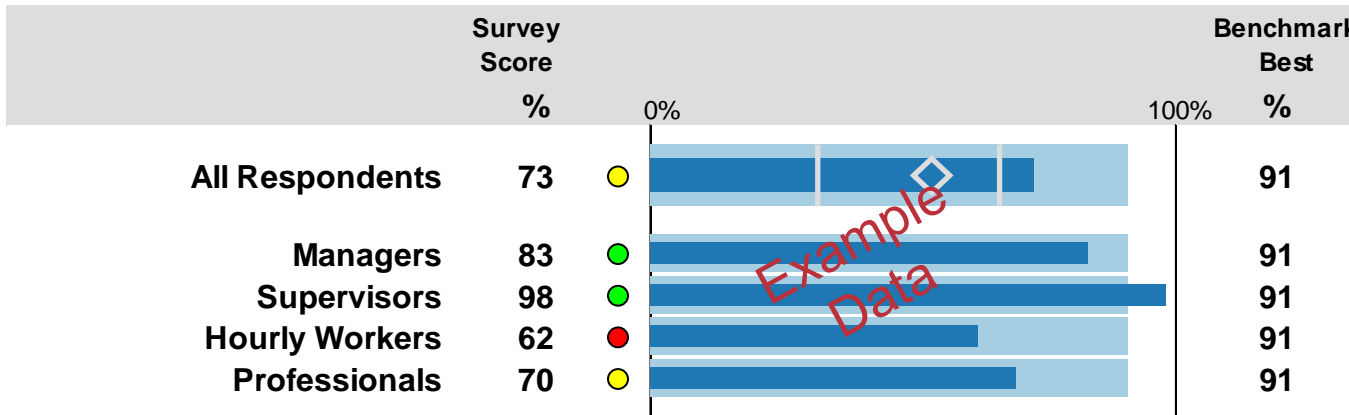
**A** 88% of managers say they themselves give safety top priority while 51% of workers think managers give safety top priority.

**B** 94% of supervisors say they themselves give safety top priority while 62% of hourly workers think supervisors give safety top priority

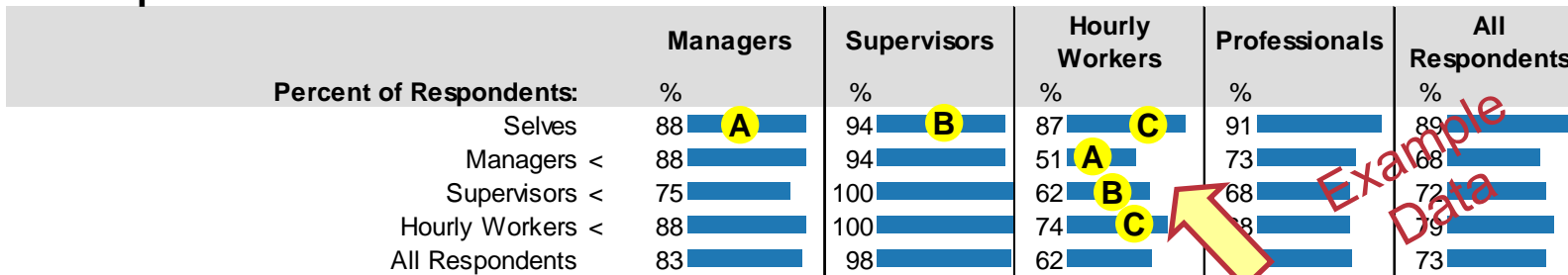
**C** 87% of workers say they themselves give safety top priority while only 74% of workers say that other workers give safety top priority

These are *perception gaps*.

**Percent of respondents that said others ranked safety first:**



**All Responses**



Take the time to review and understand this bottom table for Question 2 in your report. You may value safety as top priority but how does your organization perceive this?

# Benchmark Best Sites

**Our Benchmark Best sites are manufacturing sites in the oil, textile, electrical, and chemical industries. To be considered Benchmark Best, a site must meet the following size and safety performance criteria:**

- $\geq 160$  employees at the location and had a statistically significant survey response rate
- No employee or contractor fatalities in the last 5 years
- 5 year employee LWIFR  $\leq 0.25$  with no single year employee LWIFR  $> 0.50$ . LWIFR is based on 200,000 hours.
- 5 year employee TRIFR  $\leq 1.00$ . TRIFR is based on 200,000 hours.

**On-site assessments by DSR are required to verify that their Safety Leadership, Structure, and Processes and Actions are World Class.**



# Job Category Definitions

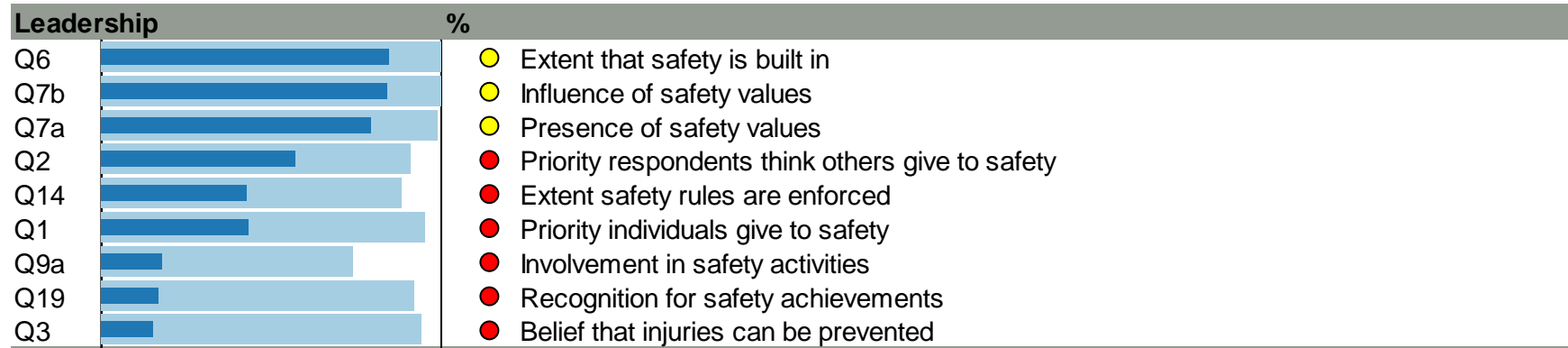
**Executive** — Scientific and Operations Division Directors, Laboratory Counsel, Associate Laboratory Directors, Deputy Lab Director, and Lab Director.

**Manager/Supervisor** — Those who provide formal supervision to others — e.g. Division Deputies, Department Heads, Group Leaders, PI's, Center Directors, Business Managers, Line Managers.

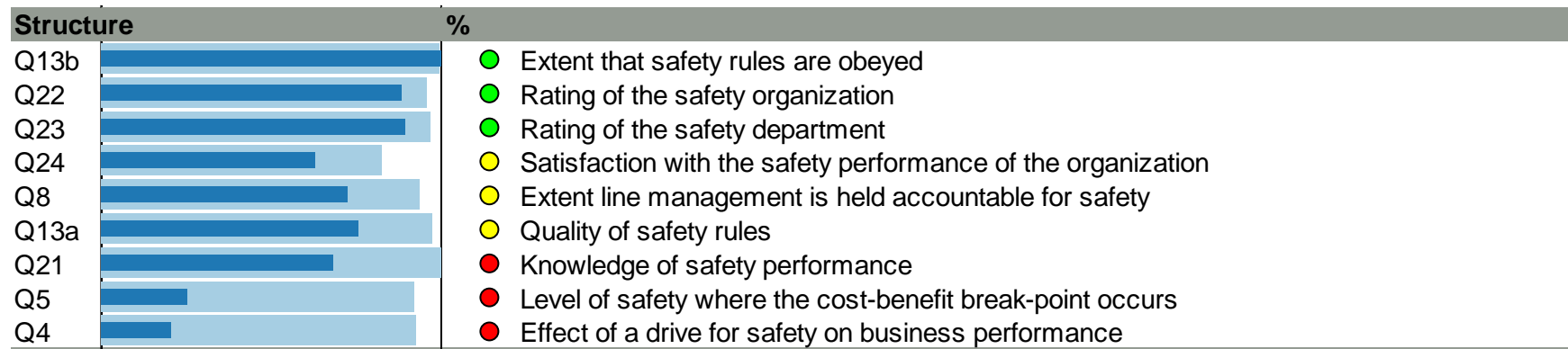
**Hourly Worker** — Skilled Crafts & Trades, Service, Represented Technicians, Clerical, Research Assistants, Occupational Health Nurse, and Student Assistants.

**Professional** — Scientists & Engineers, Research Professionals, Post Docs, Technical Professionals, Program/Project Managers, Administrative Professionals, HR Professionals, Health & Safety Professionals, Finance Professionals, Attorneys, Licensing Professionals, Internal Audit Professionals, and Engineering Associates.

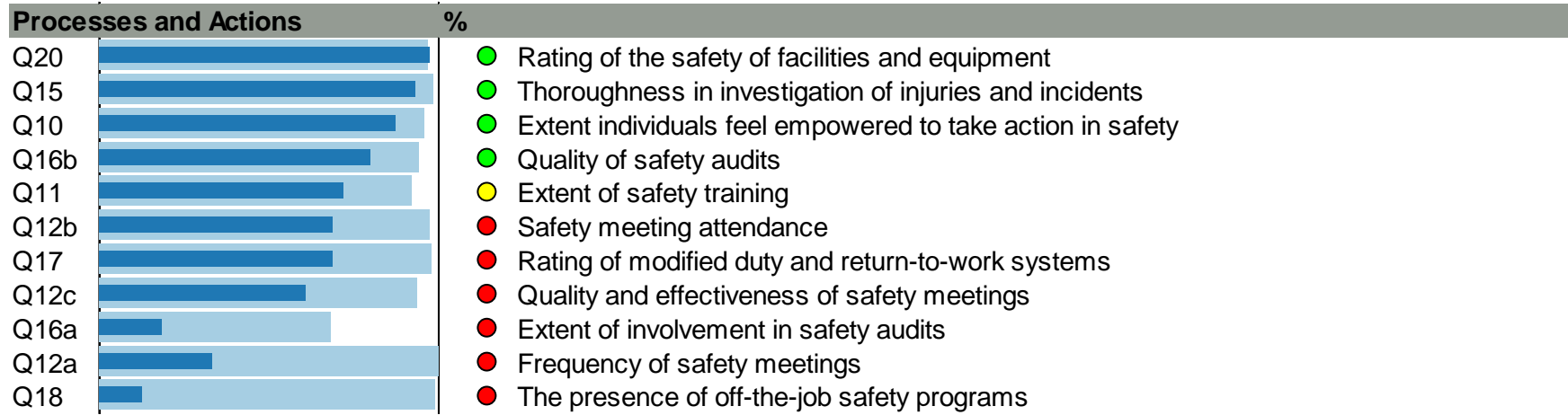
## Overall Survey Results vs. Benchmark Best, sorted by strength



## Overall Survey Results vs. Benchmark Best, sorted by strength



## Overall Survey Results vs. Benchmark Best, sorted by strength

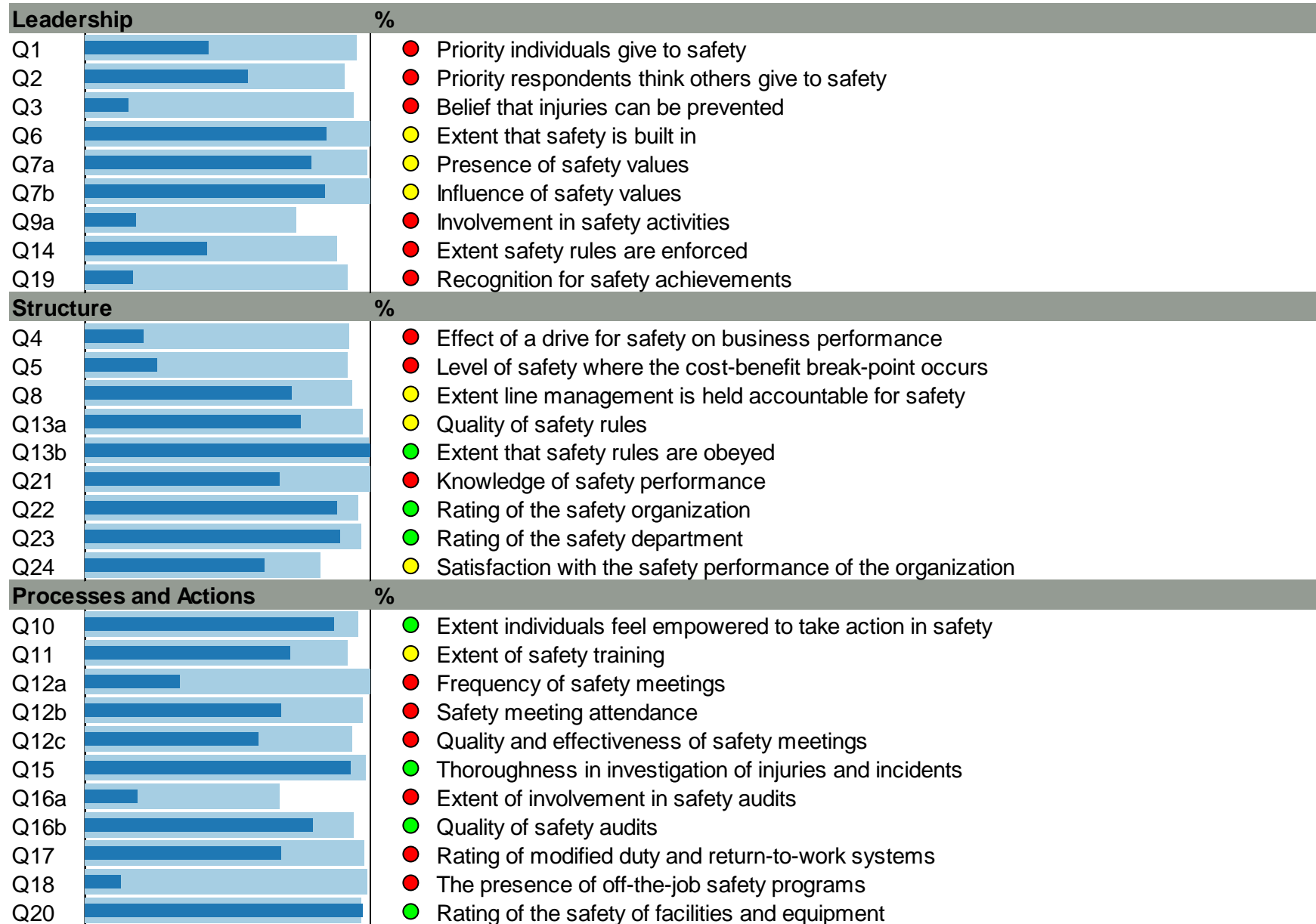


## Overall Survey Results vs. Benchmark Best, sorted by strength



### DuPont Sustainable Solutions

## Overall Survey Results vs. Benchmark Best, sorted by question number



### DuPont Sustainable Solutions

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## Survey Results by Job Category

A: Executives B: Managers/Supervisors C: Hourly Workers D: Professionals

	A	B	C	D	Leadership
Q1	*	●	●	●	Priority individuals give to safety
Q2	*	●	●	●	Priority respondents think others give to safety
Q3	*	●	●	●	Belief that injuries can be prevented
Q6	*	●	●	●	Extent that safety is built in
Q7a	*	●	●	●	Presence of safety values
Q7b	*	●	●	●	Influence of safety values
Q9a	*	●	●	●	Involvement in safety activities
Q14	*	●	*	●	Extent safety rules are enforced
Q19	*	●	●	●	Recognition for safety achievements
	A	B	C	D	Structure
Q4	*	●	●	●	Effect of a drive for safety on business performance
Q5	*	●	●	●	Level of safety where the cost-benefit break-point occurs
Q8	*	●	●	●	Extent line management is held accountable for safety
Q13a	*	●	●	●	Quality of safety rules
Q13b	*	●	●	●	Extent that safety rules are obeyed
Q21	*	●	●	●	Knowledge of safety performance
Q22	*	●	●	●	Rating of the safety organization
Q23	*	●	●	●	Rating of the safety department
Q24	*	●	●	●	Satisfaction with the safety performance of the organization
	A	B	C	D	Processes and Actions
Q10	*	●	●	●	Extent individuals feel empowered to take action in safety
Q11	*	●	●	●	Extent of safety training
Q12a	*	●	●	●	Frequency of safety meetings
Q12b	*	●	●	●	Safety meeting attendance
Q12c	*	●	●	●	Quality and effectiveness of safety meetings
Q15	*	●	*	●	Thoroughness in investigation of injuries and incidents
Q16a	*	●	●	●	Extent of involvement in safety audits
Q16b	*	●	*	●	Quality of safety audits
Q17	*	●	*	●	Rating of modified duty and return-to-work systems
Q18	*	●	●	●	The presence of off-the-job safety programs
Q20	*	●	●	●	Rating of the safety of facilities and equipment

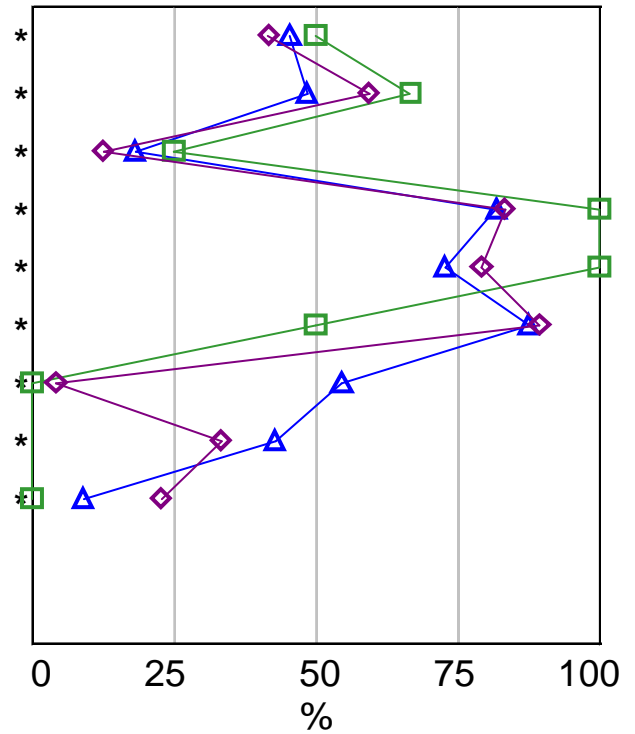
**DuPont Sustainable Solutions**

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## Job Category Comparison: Leadership

- Priority individuals give to safety Q1
- Priority respondents think others give to safety Q2
- Belief that injuries can be prevented Q3
- Extent that safety is built in Q6
- Presence of safety values Q7a
- Influence of safety values Q7b
- Involvement in safety activities Q9a
- Extent safety rules are enforced Q14
- Recognition for safety achievements Q19



- Executives\* —▲—
- Managers/Supervisors —▲—
- Hourly Workers\* —■—
- Professionals —◆—

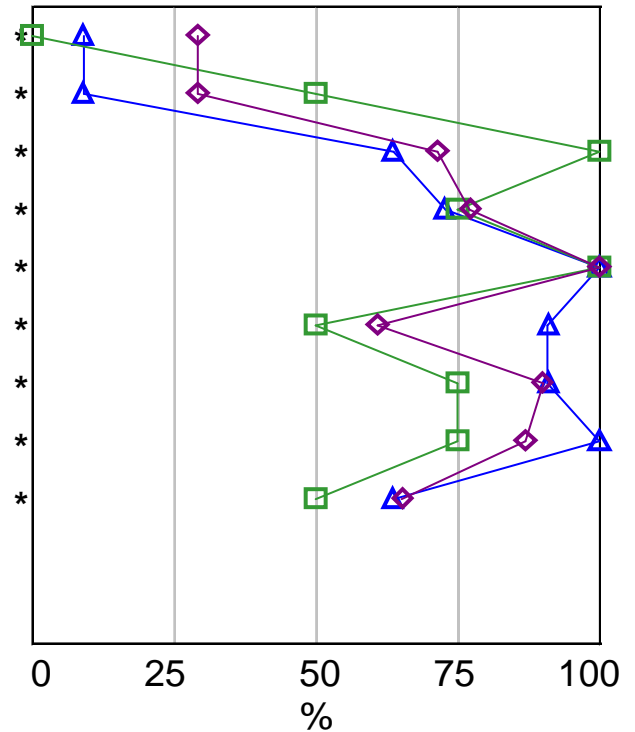
\*To ensure confidentiality, responses from groups with less than 3 respondents are not shown.





## Job Category Comparison: Structure

- Effect of a drive for safety on business performance Q4
- Level of safety where the cost-benefit break-point occurs Q5
- Extent line management is held accountable for safety Q8
- Quality of safety rules Q13a
- Extent that safety rules are obeyed Q13b
- Knowledge of safety performance Q21
- Rating of the safety organization Q22
- Rating of the safety department Q23
- Satisfaction with the safety performance of the organization Q24

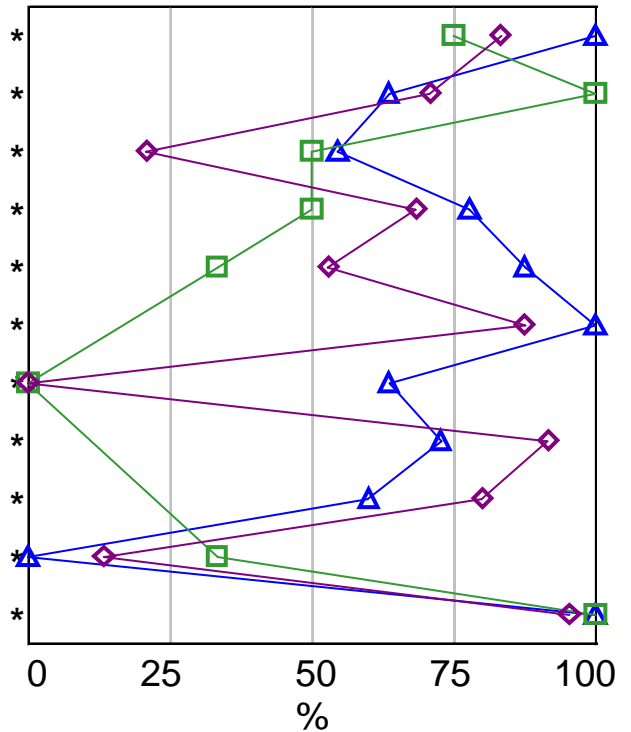


- Executives\*
- Managers/Supervisors —▲—
- Hourly Workers —■—
- Professionals —◆—

\*To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Job Category Comparison: Processes and Actions

- Extent individuals feel empowered to take action in safety Q10 \*
- Extent of safety training Q11 \*
- Frequency of safety meetings Q12a \*
- Safety meeting attendance Q12b \*
- Quality and effectiveness of safety meetings Q12c \*
- Thoroughness in investigation of injuries and incidents Q15 \*
- Extent of involvement in safety audits Q16a \*
- Quality of safety audits Q16b \*
- Rating of modified duty and return-to-work systems Q17 \*
- The presence of off-the-job safety programs Q18 \*
- Rating of the safety of facilities and equipment Q20 \*

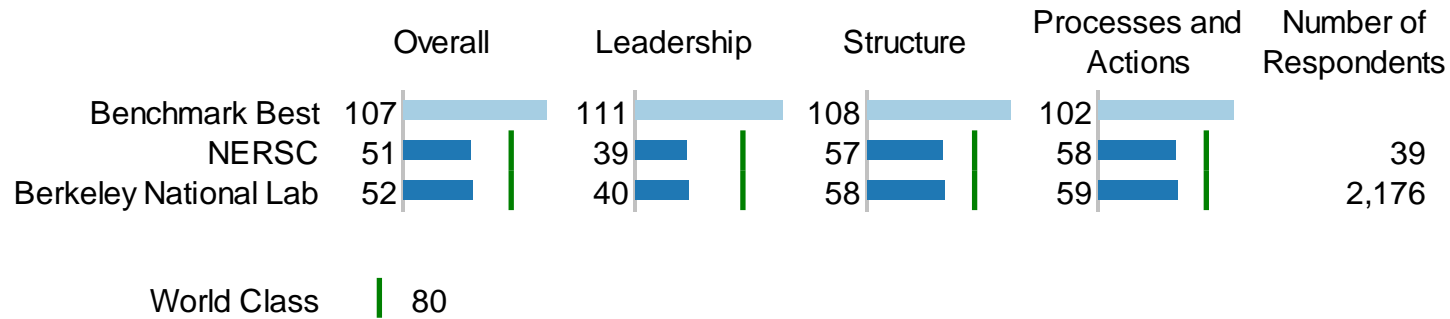


- Executives\* —
- Managers/Supervisors —▲—
- Hourly Workers\* —■—
- Professionals —◆—

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# Survey Comparison

## Relative Culture Strength

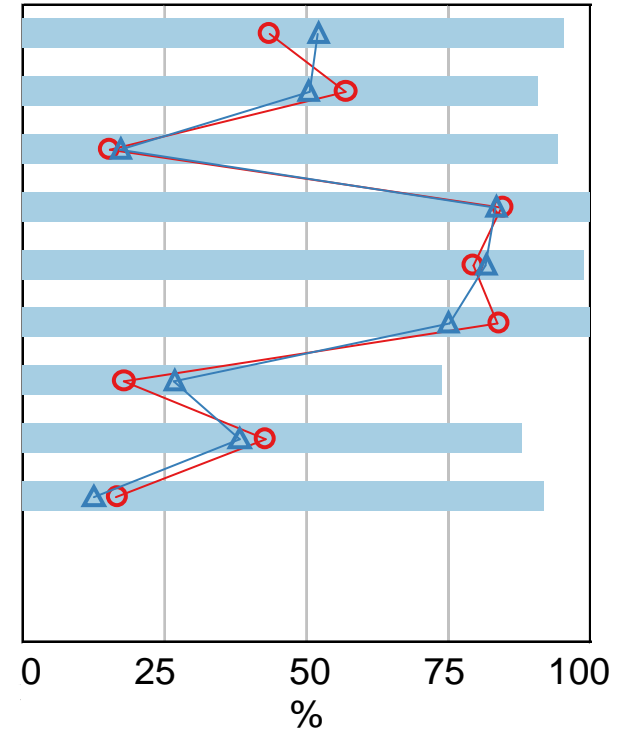


Overall Relative Culture Strength is a proprietary score that includes all of the questions from the Safety Perception Survey. The Leadership, Structure, and Processes and Actions scores are based on questions in those categories.



## Survey Comparison: Leadership

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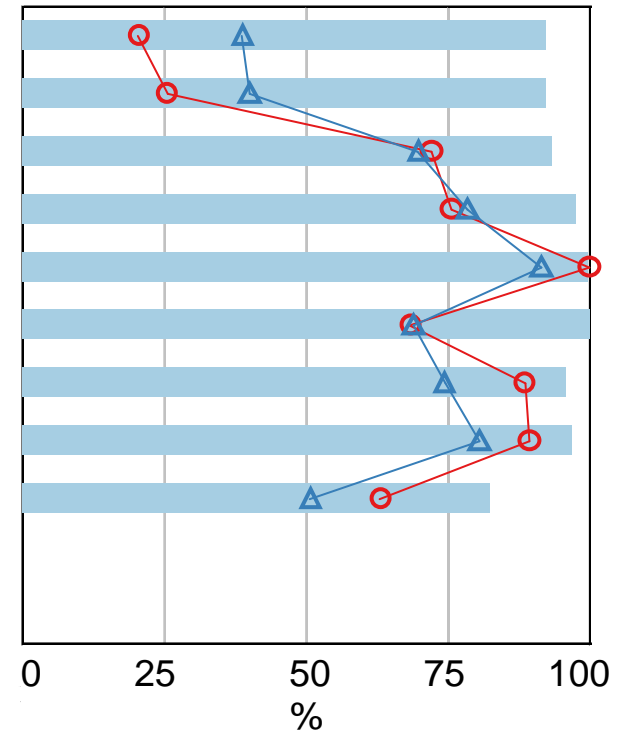
Benchmark Best █

NERSC ○

Berkeley National Lab △

## Survey Comparison: Structure

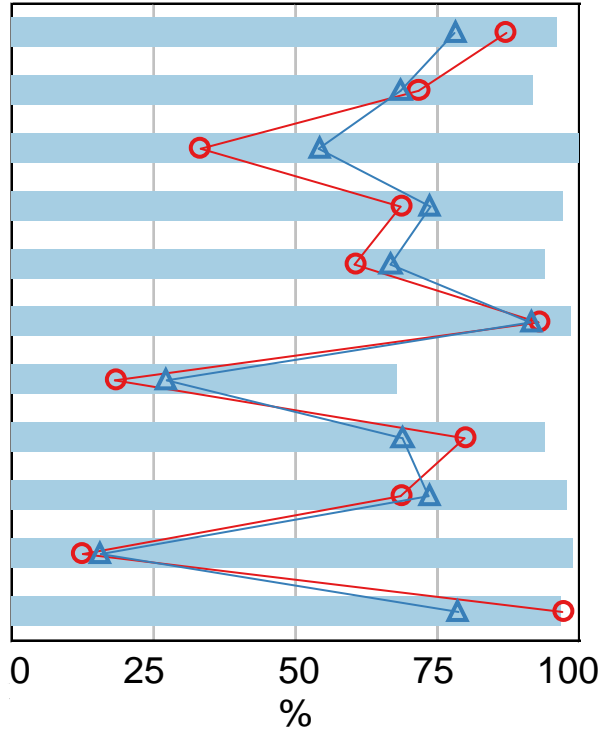
- Effect of a drive for safety on business performance Q4
- Level of safety where the cost-benefit break-point occurs Q5
- Extent line management is held accountable for safety Q8
- Quality of safety rules Q13a
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- Knowledge of safety performance Q21
- Rating of the safety organization Q22
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- Satisfaction with the safety performance of the organization Q24



Benchmark Best ■  
 NerSC ○  
 Berkeley National Lab ▲

## Survey Comparison: Processes and Actions

- Extent individuals feel empowered to take action in safety Q10
- Extent of safety training Q11
- Frequency of safety meetings Q12a
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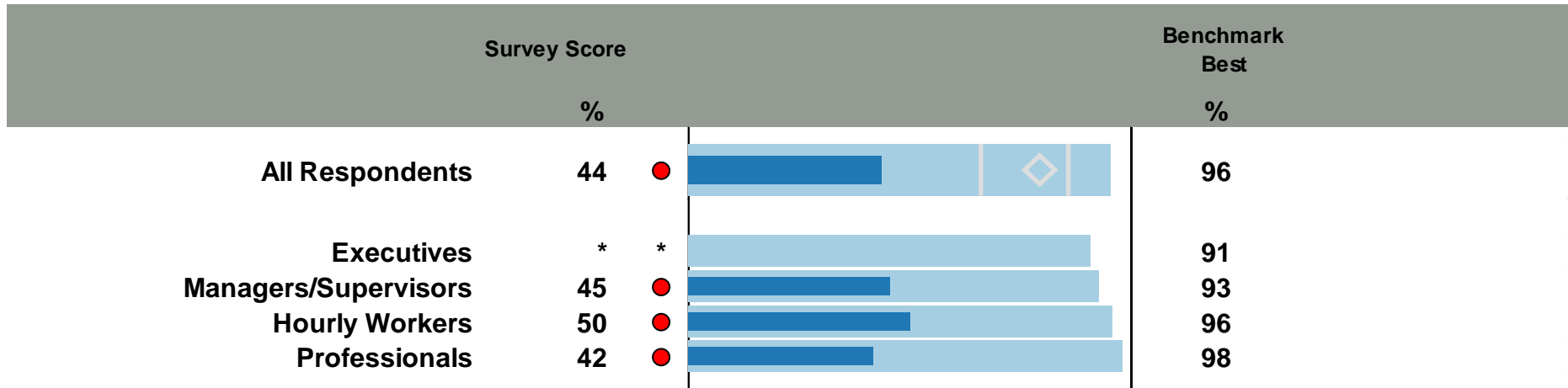


Benchmark Best █  
 NERSC —○—  
 Berkeley National Lab —△—



**Question 1: Indicate the priority you personally give to safety.**

**Percent of respondents that ranked safety first:**



**All Responses**

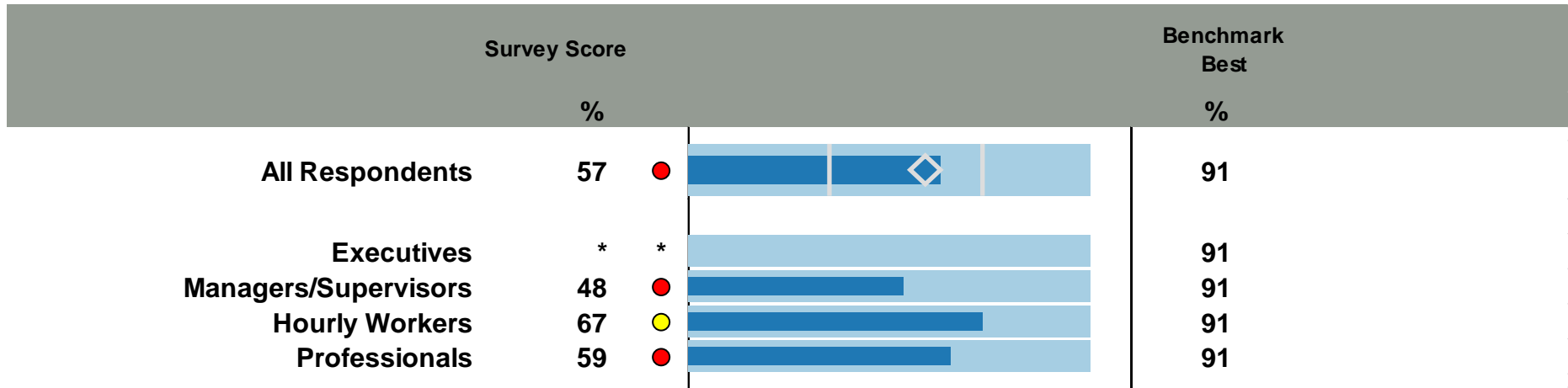
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
First <	*	45	50	42	44
Second	*	36	50	17	26
Third	*	18	0	21	18
Fourth	*	0	0	21	13
<b>Count of Responses Above:</b>	0	11	4	24	39

< Indicates what response or responses are grouped together for Benchmarking.





















\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 2: Indicate the priority that others give to safety.**

**Percent of respondents that said others ranked safety first:**



**All Responses**

	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Selves	*	45 	50 	42 	44 
Executives <	*	45 	75 	70 	63 
Managers/Supervisors <	*	45 	75 	57 	55 
Hourly Workers <	*	55 	50 	52 	53 
All Respondents	0	48 	67 	59 	57 
<b>Count of Responses Above:</b>	0	11	4	23	38

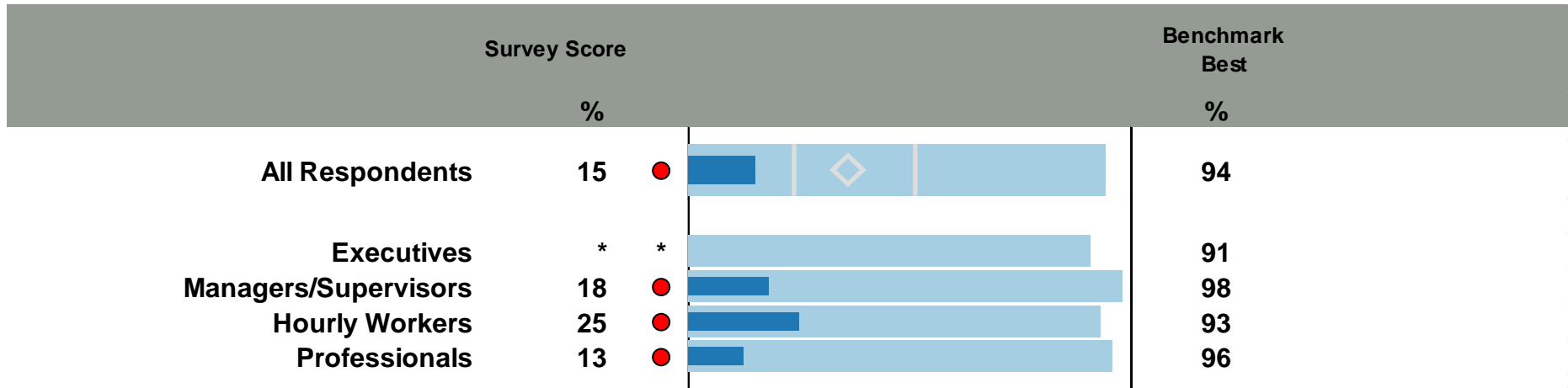
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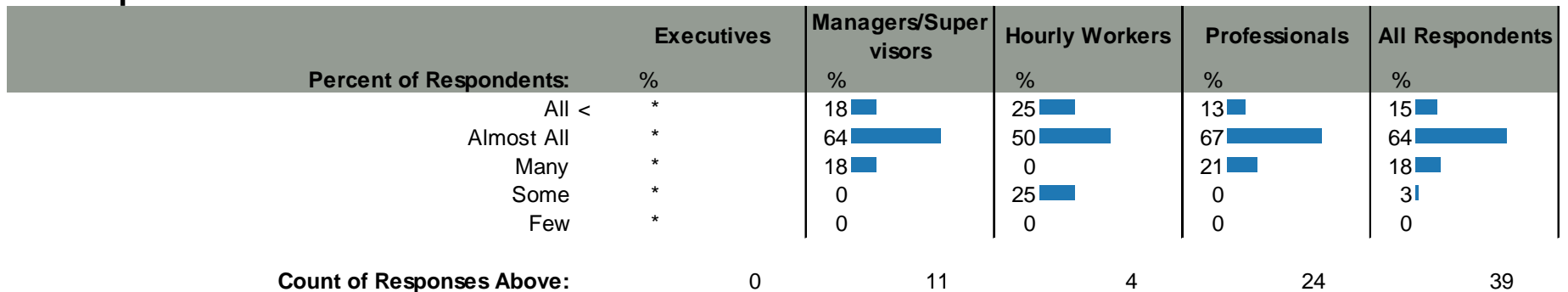


### Question 3: To what extent can injuries be prevented?

Percent of respondents answering that all injuries can be prevented:



### All Responses

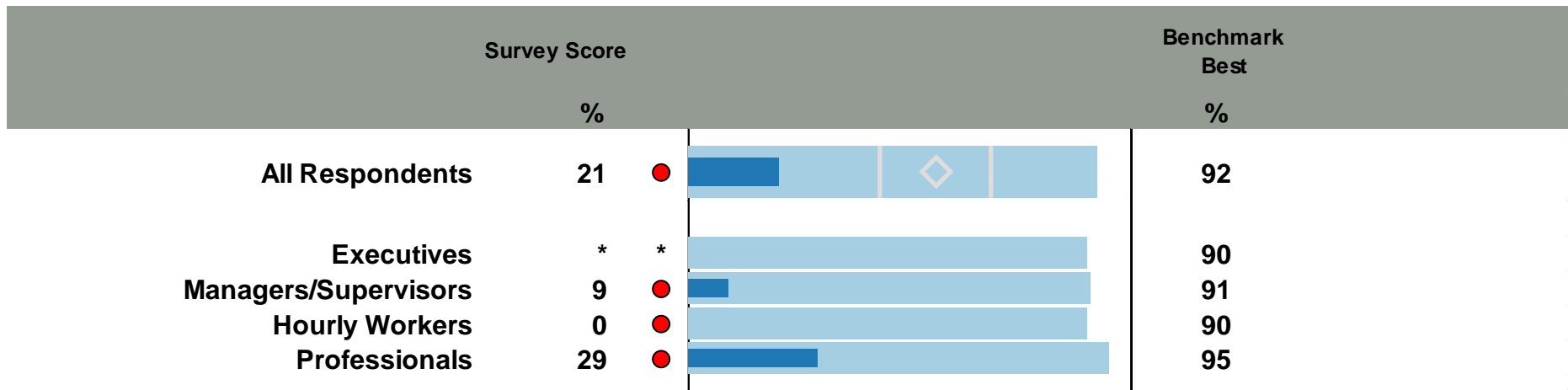


< Indicates what response or responses are grouped together for Benchmarking.

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**Question 4: How would a strong, long-term effort for safety excellence affect excellence in other areas, such as quality, productivity, costs, and profits?**

**Percent of respondents answering that the safety effort will be very helpful:**



**All Responses**

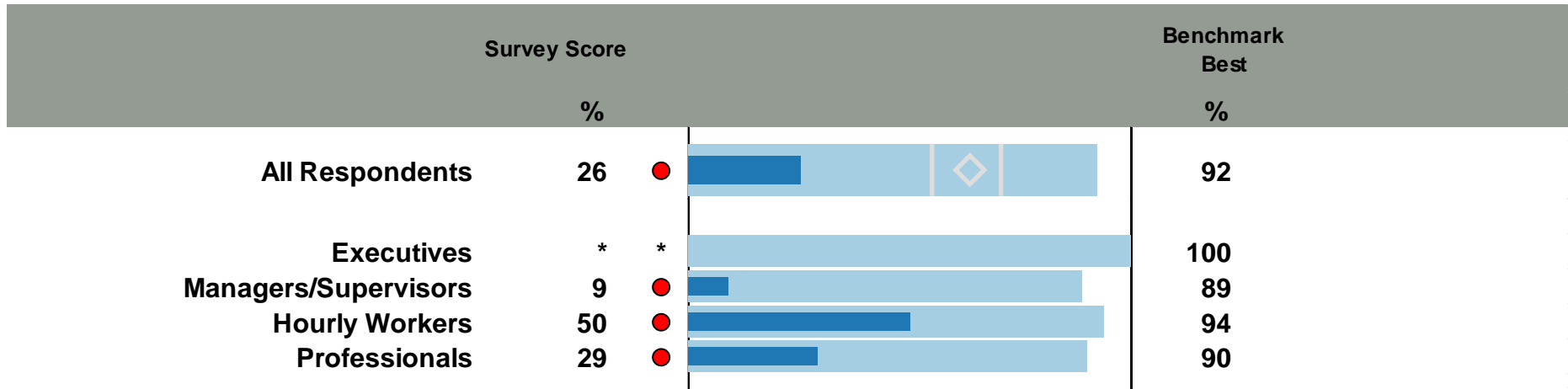
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Be Very Helpful <	*	9	0	29	21
Provide Some Help	*	73	75	29	46
Have No Effect	*	9	0	21	15
Make It Harder	*	9	0	17	13
Weaken Our Ability	*	0	25	4	5
<b>Count of Responses Above:</b>	0	11	4	24	39

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 5: At what point does safety improvement cost more than the economic benefits it provides? (Possible economic benefits of safety are reduced costs of injuries and lost working time, better morale and product quality, improved production, etc.)**

**Percent of respondents answering that within reason there is no limit:**



**All Responses**

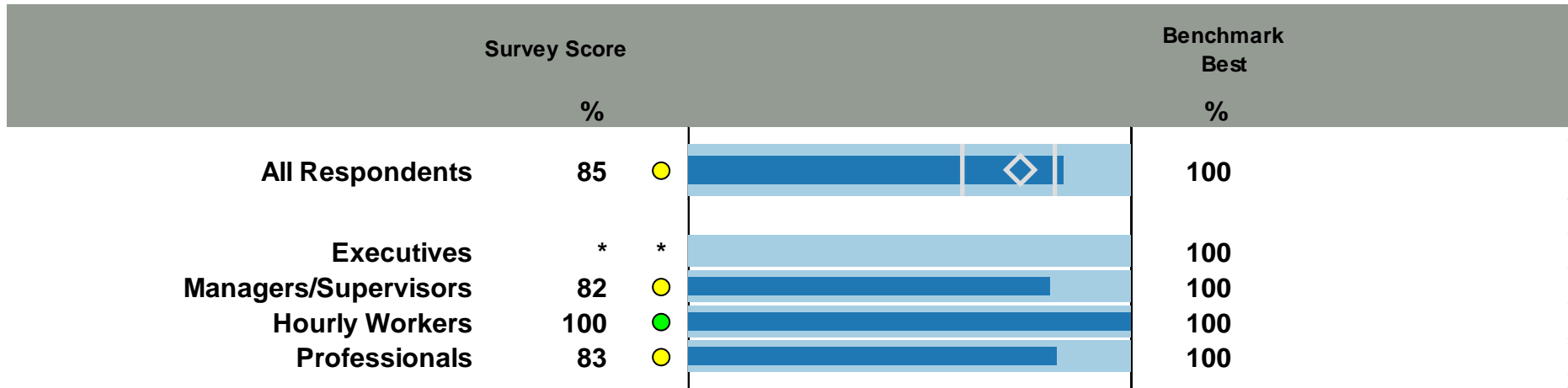
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
<b>Percent of Respondents:</b>	%	%	%	%	%
No Limit <	*	9	50	29	26
Excellent Safety	*	73	25	42	49
Good Safety	*	9	0	25	18
Average Safety	*	9	0	0	3
Always A Net Cost	*	0	25	4	5
<b>Count of Responses Above:</b>	0	11	4	24	39

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 6: To what extent in your organization is safety an integral part of equipment and facility design, operating practices, and job training-not something that is added later?**

**Percent of respondents answering that safety is thoroughly or substantially built in:**



**All Responses**

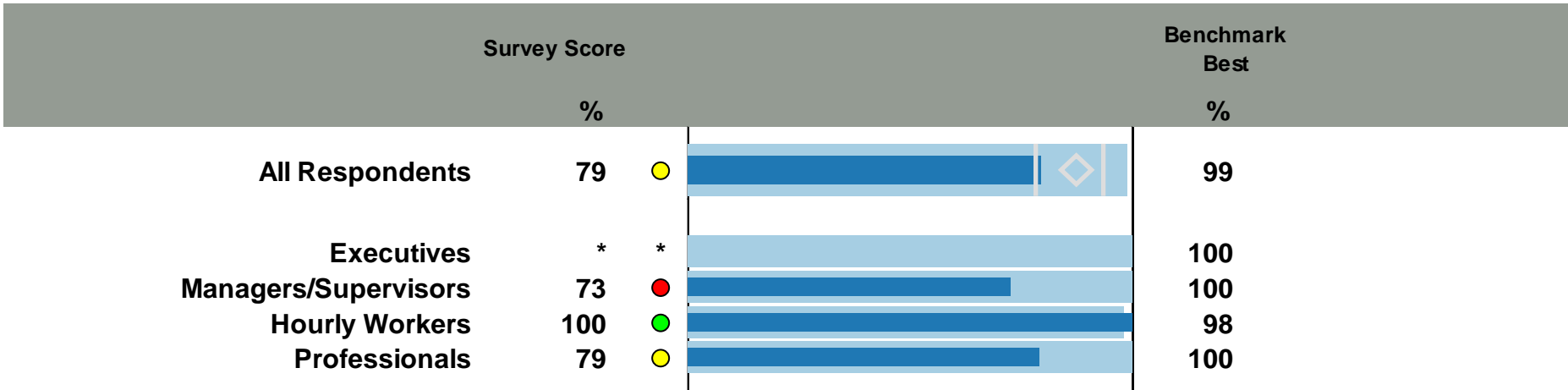
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Thoroughly <	*	36	100	29	38
Substantially <	*	45	0	54	46
Some Integration	*	18	0	13	13
Little Integration	*	0	0	4	3
No Integration	*	0	0	0	0
<b>Count of Responses Above:</b>	0	11	4	24	39
<b>"I Don't Know" Responses Excluded:</b>	0	0	0	0	0

< Indicates what response or responses are grouped together for Benchmarking.

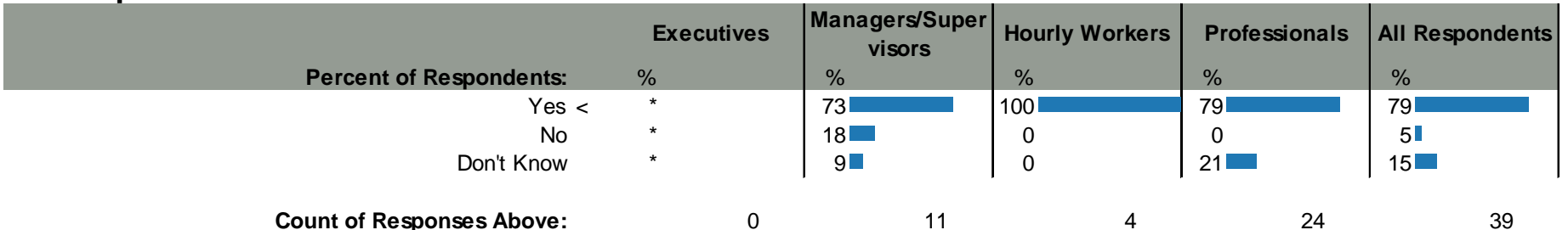
\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 7a: Does your organization have well-established, readily available, written safety values (beliefs and principles)?**

**Percent of respondents answering that safety values do exist:**



**All Responses**



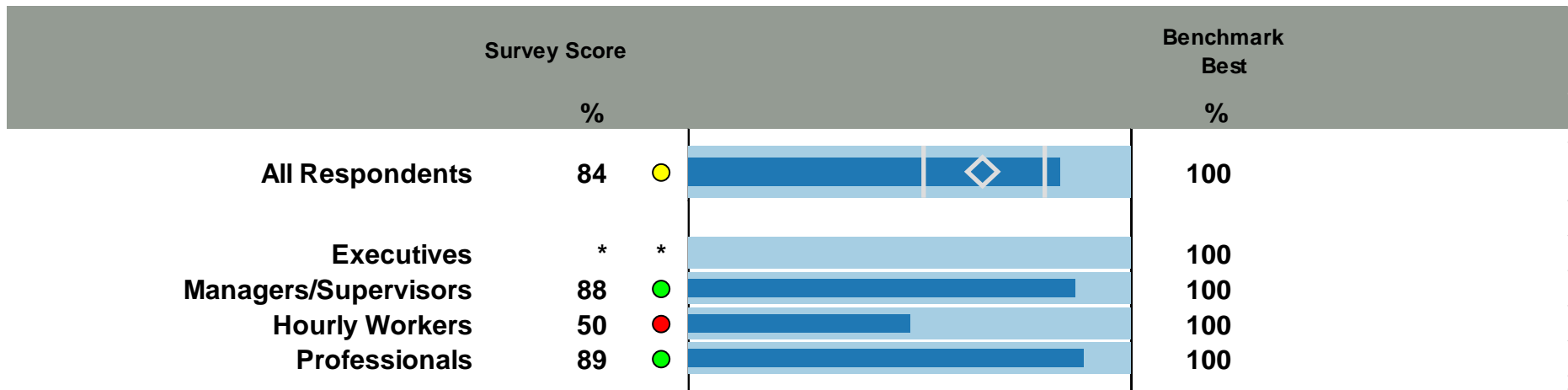
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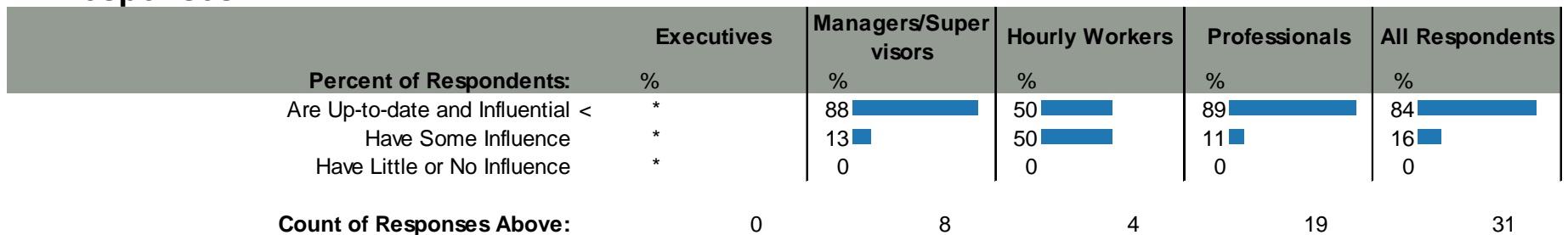


**Question 7b: Check the statement below that best describes your organization's written safety values.**

**Percent of respondents who describe current written safety values as influential:**



**All Responses**

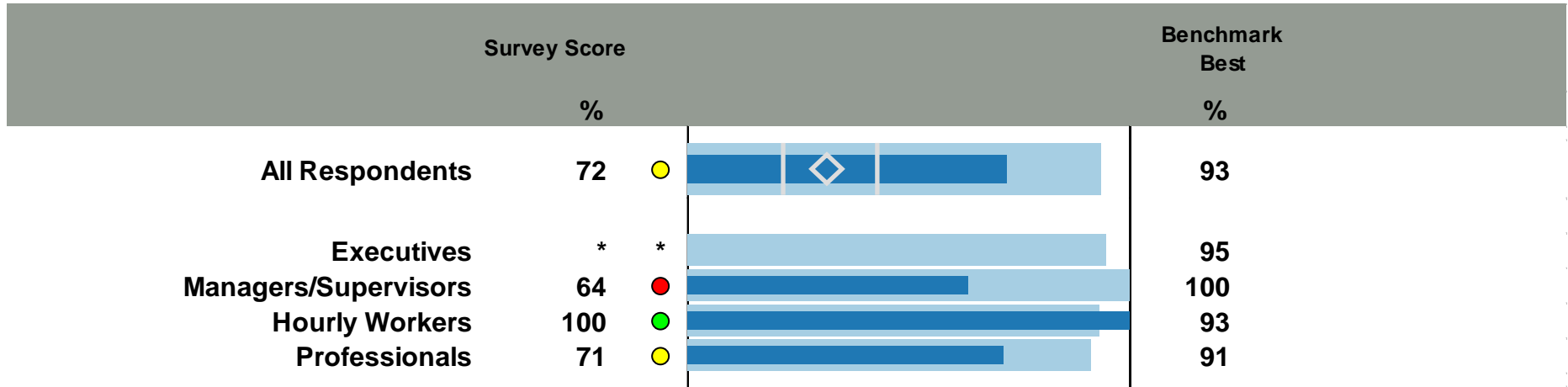


< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 8: Respond to this statement: "In my organization, supervisors and managers are held accountable for preventing injuries and safety incidents in their area, and safety performance has a direct effect on their performance rating, advancement, and pay."**

**Percent of respondents who strongly agree or agree that managers and supervisors are held accountable:**



**All Responses**

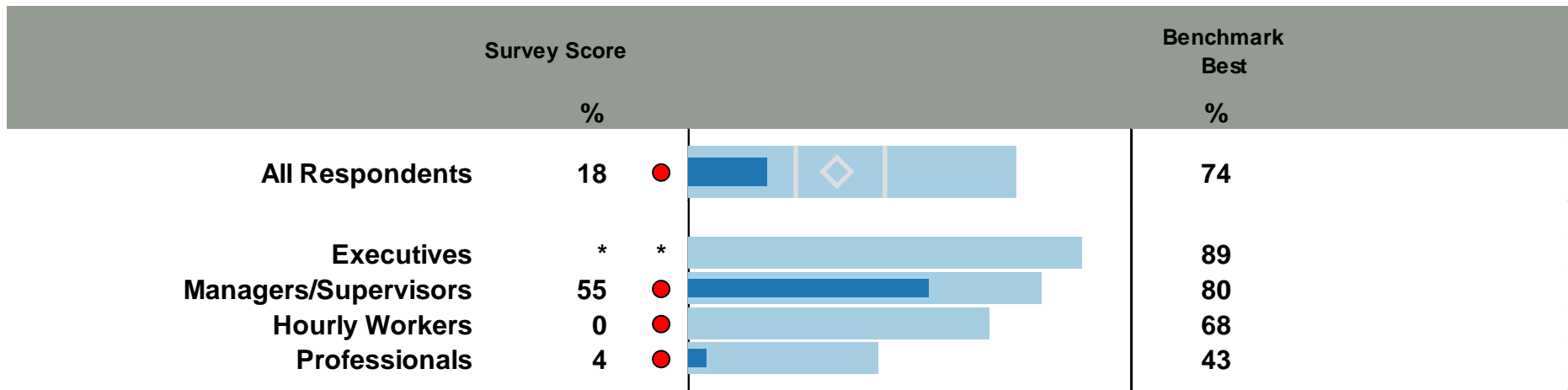
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Strongly Agree <	*	36	75	29	36
Agree <	*	27	25	43	36
Neutral	*	36	0	24	25
Disagree	*	0	0	5	3
Strongly Disagree	*	0	0	0	0
<b>Count of Responses Above:</b>	0	11	4	21	36
<b>"I Don't Know" Responses Excluded:</b>	0	0	0	3	3

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 9a: In the past year, how active were you in safety improvement activities such as serving on a committee, participating in an incident investigation, or helping put together safety rules?**

**Percent of respondents who say they are deeply or quite involved in safety activities:**



**All Responses**

		Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%	%
Deeply	< *	45	0	0	0	13
Quite	< *	9	0	0	4	5
Moderately	*	18	0	0	8	10
Not Very Much	*	18	25	42	33	
Not At All	*	9	75	46	38	
<b>Count of Responses Above:</b>		0	11	4	24	39

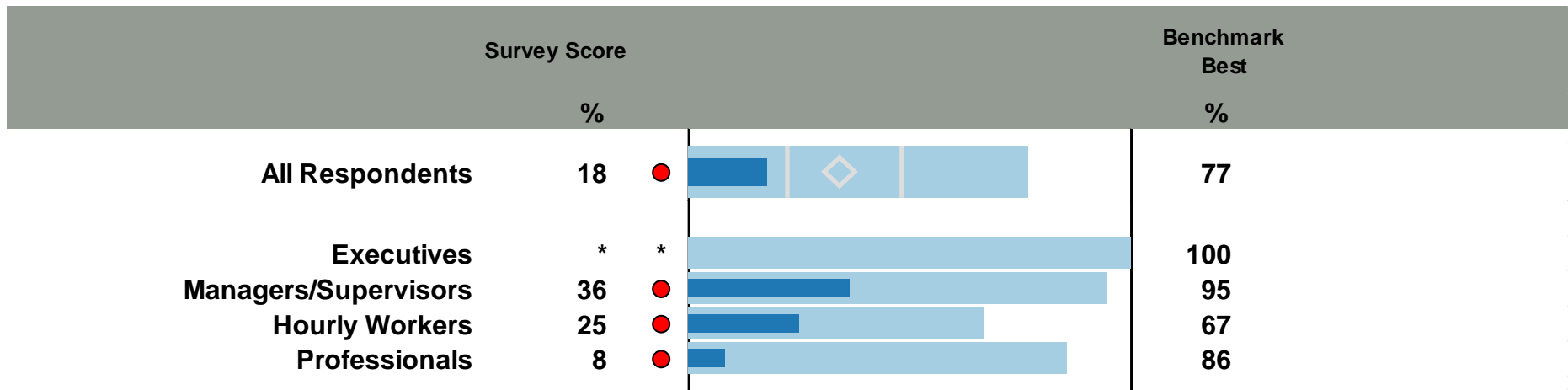
< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.



**Question 9b: In the last two years, have you participated in a safety committee or task team? For example, a site safety and health committee, rules/procedures committee, safe driving committee, or a task force to review area safety rules.**

**Percent of respondents answering that they are involved in a safety committee or team:**



**All Responses**

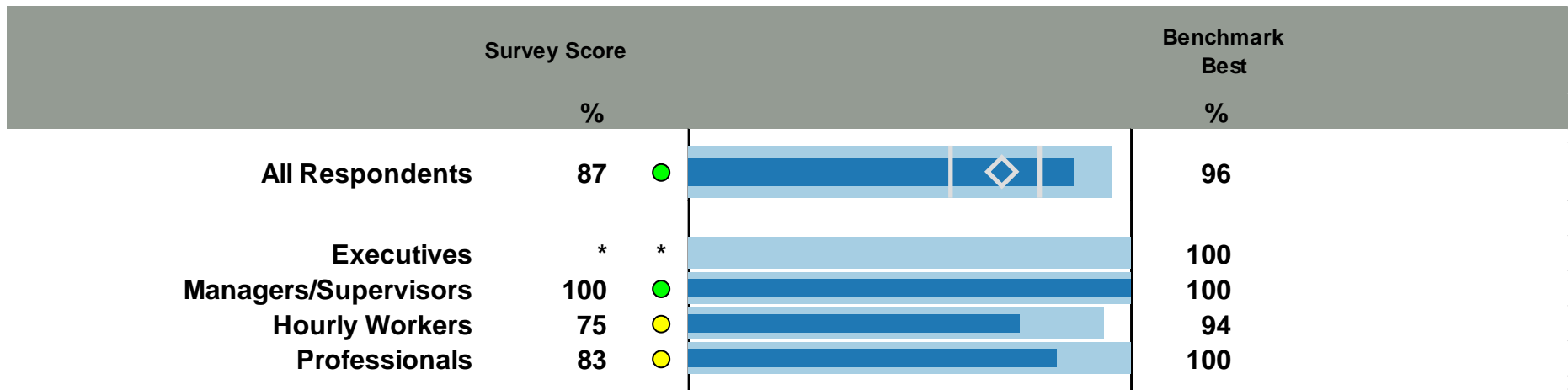
		Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%	%
Yes <	*	36	25	8	18	
No	*	64	75	92	82	
<b>Count of Responses Above:</b>		0	11	4	24	39

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 10: To what extent do you feel empowered and expected to take action to prevent injuries and ensure the safety of yourself and others? This includes stopping work, shutting down equipment, and making suggestions or taking steps to fix the safety of the job, knowing that you'll be supported by your supervision for your action.**

**Percent of respondents answering who feel fully or quite empowered:**



**All Responses**

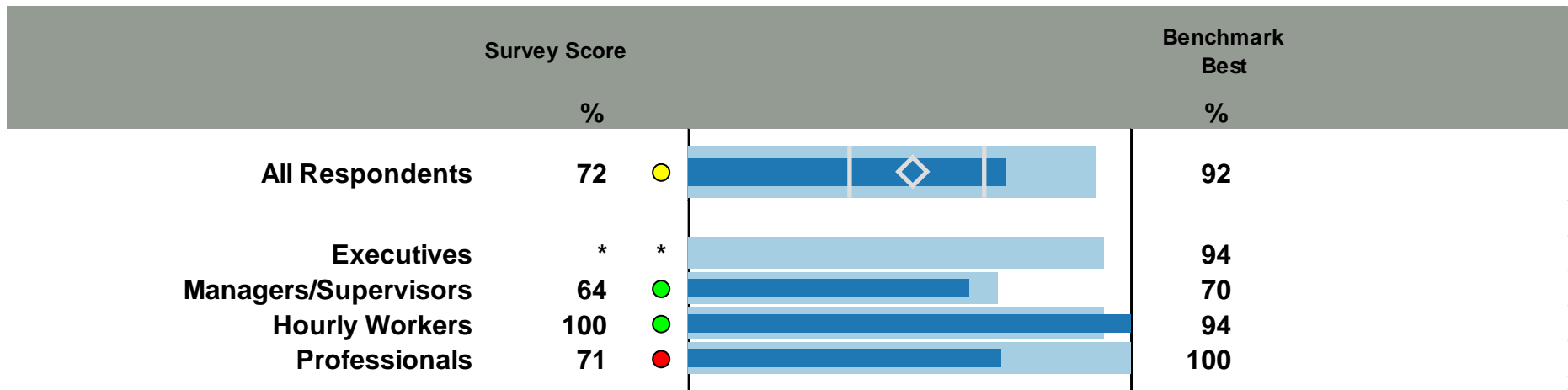
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Fully Empowered <	*	91	75	50	64
Quite Empowered <	*	9	0	33	23
Moderately Empowered	*	0	25	8	8
Not Very Empowered	*	0	0	8	5
Not At All Empowered	*	0	0	0	0
<b>Count of Responses Above:</b>	0	11	4	24	39

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Question 11: How much formal, structured training have you received in safety and occupational health in the last two years?

Percent of respondents who say their training has been extensive or considerable:



### All Responses

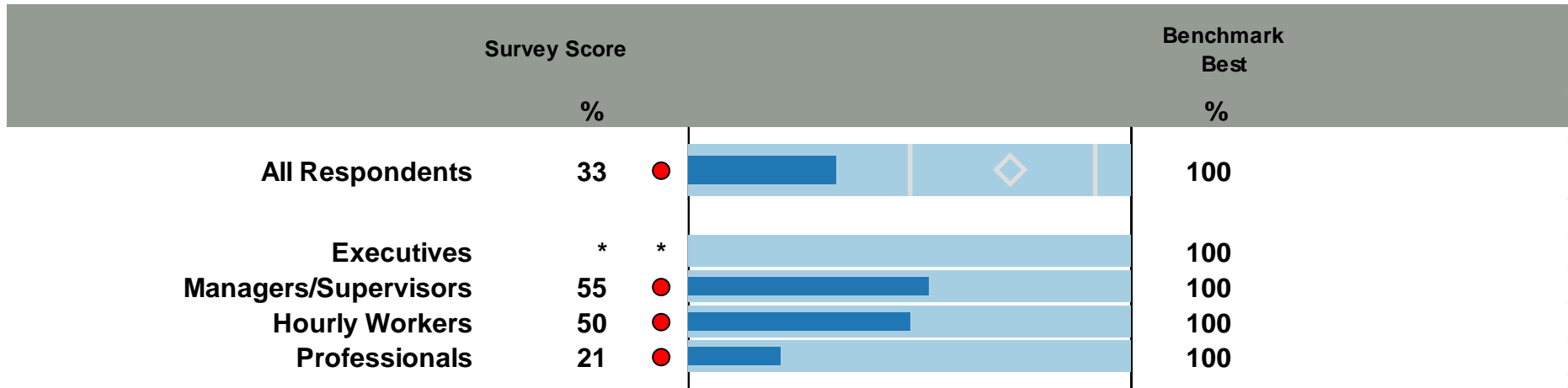
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
<b>Percent of Respondents:</b>	%	%	%	%	%
Extensive <	*	18	50	38	33
Considerable <	*	45	50	33	38
Some	*	27	0	29	26
Little	*	9	0	0	3
None	*	0	0	0	0
<b>Count of Responses Above:</b>	0	11	4	24	39

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Question 12a: How often are safety meetings held in your workplace?

Percent of respondents who say safety meetings are held weekly, bi-weekly, or monthly:



### All Responses

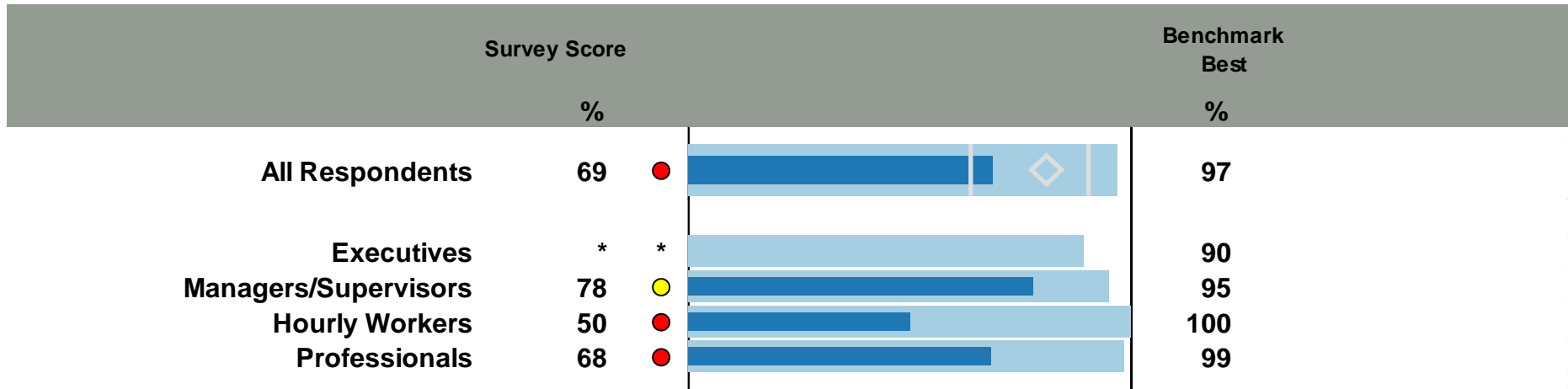
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents	
Percent of Respondents:	%	%	%	%	%	
Weekly or Every Two Weeks <	*	9	50	4	10	
Monthly <	*	45	0	17	23	
Every Two Months	*	18	25	25	23	
Less Than Every Two Months	*	9	25	25	21	
Never	*	18	0	29	23	
<b>Count of Responses Above:</b>		0	11	4	24	39

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Question 12b: Do you attend the safety meetings regularly?

### Percent of respondents answering that they attend safety meetings:



### All Responses

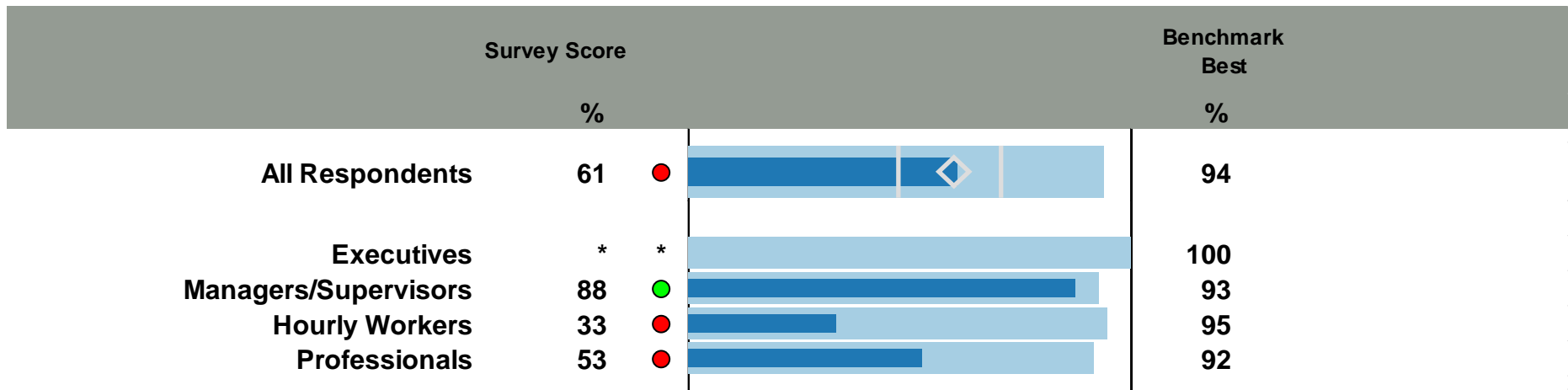
		Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%	%
Yes	<	* 78	50	50	68	69
No		* 22	50	50	32	31
Count of Responses Above:		0	9	4	19	32

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Question 12c: How do you rate the quality and effectiveness of the safety meetings?

Percent of respondents who say safety meetings are excellent or good:



### All Responses

	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Excellent <	*	25	33	12	18
Good <	*	63	0	41	43
Satisfactory	*	13	0	47	32
Poor	*	0	33	0	4
Very Poor	*	0	33	0	4
Don't Know	0	0	0	0	0

Count of Responses Above: 0 8 3 17 28

"I Don't Know" Responses Excluded: 0 1 1 2 4

< Indicates what response or responses are grouped together for Benchmarking.

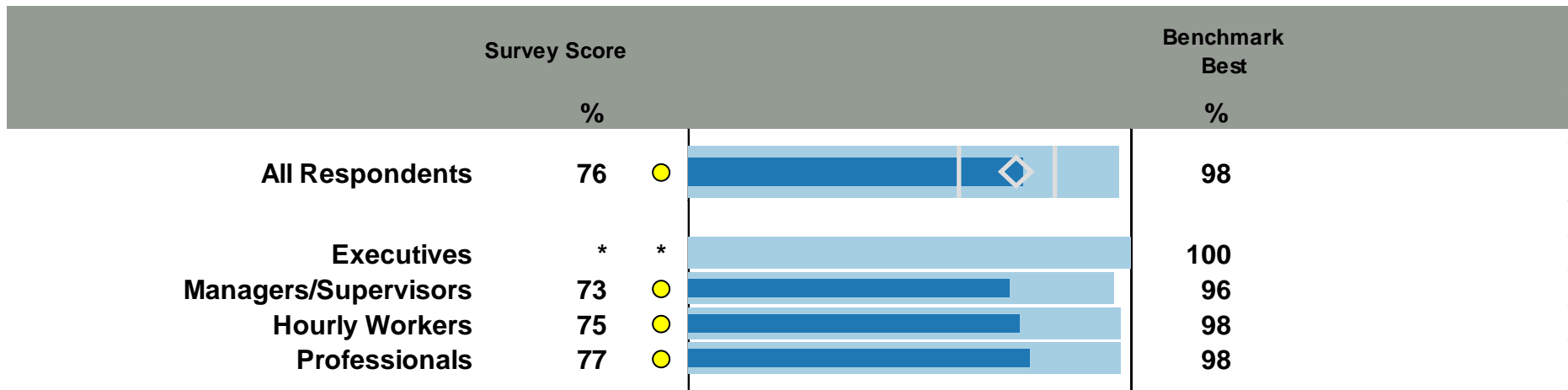
\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

### DuPont Sustainable Solutions


















**Question 13a: What is the quality of the safety rules in your organization? High-quality rules are up-to-date and clearly written and help people do their work well and safely.**

**Percent of respondents who say quality of rules is excellent or good:**



**All Responses**

	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Excellent <	*	18 	50 	50 	41 
Good <	*	55 	25 	27 	35 
Satisfactory	*	9 	0	23 	16 
Poor	*	18 	0	0	5 
Very Poor	*	0	25 	0	3 
Don't Know	0	0	0	0	0

**Count of Responses Above:** 0                      11                      4                      22                      37

**"I Don't Know" Responses Excluded:** 0                      0                      0                      1                      1

< Indicates what response or responses are grouped together for Benchmarking.

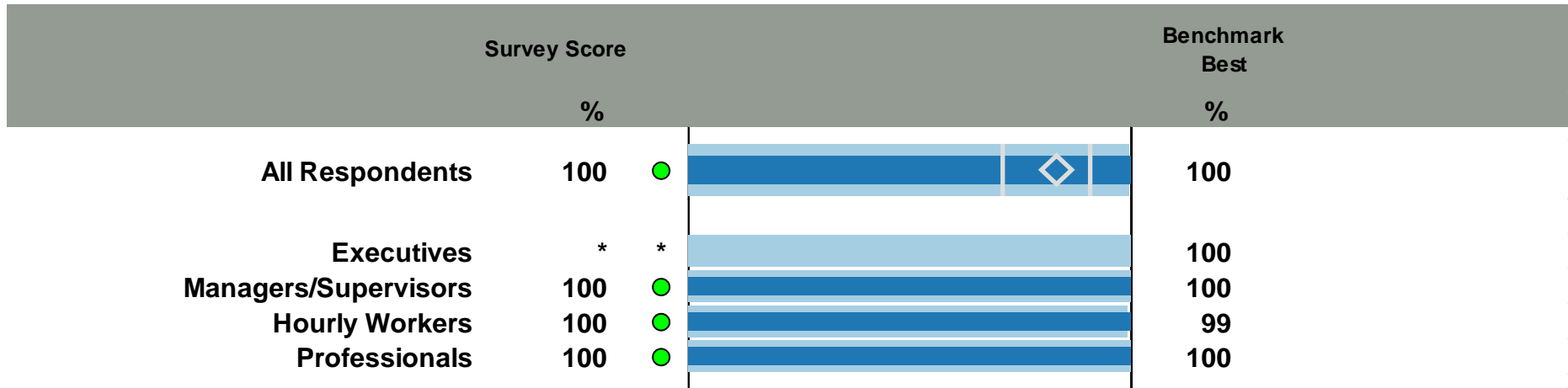
\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**DuPont Sustainable Solutions**



### Question 13b: To what extent are the safety rules of your organization obeyed?

Percent of respondents who say safety rules are obeyed without exception or generally:



### All Responses

	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Without Exception <	*	0	50	22	18
Generally Obeyed <	*	100	50	78	82
Sometimes Followed	*	0	0	0	0
Often Not Obeyed	*	0	0	0	0
Rarely Obeyed	*	0	0	0	0
<b>Count of Responses Above:</b>	0	11	4	23	38
<b>"I Don't Know" Responses Excluded:</b>	0	0	0	0	0

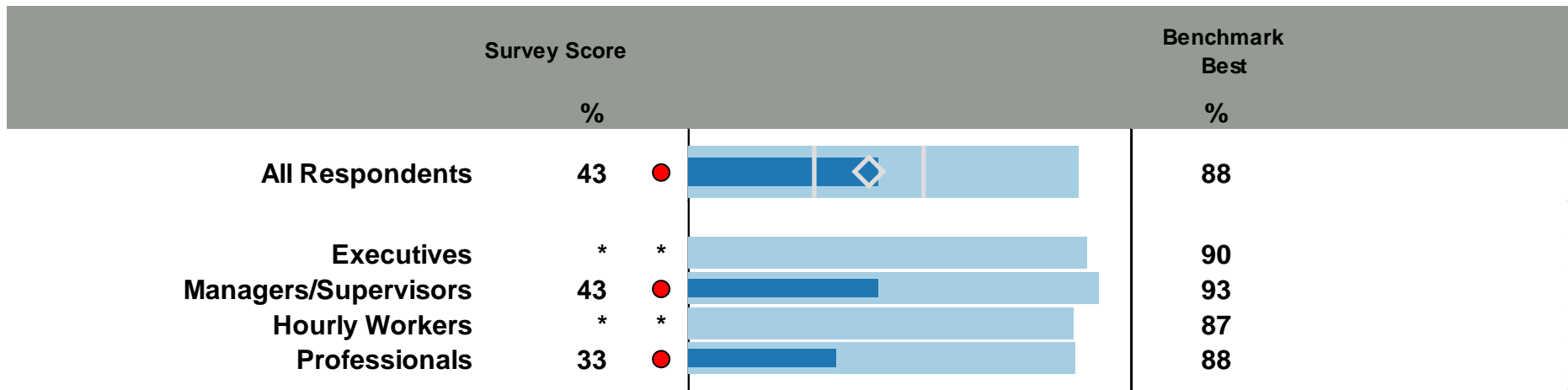
< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.



**Question 14: How is disciplinary action used when people don't follow safety rules? "Disciplinary action" could range from a verbal caution through more severe action such as termination.**

**Percent of respondents answering how disciplinary action is used for safety violations:**



**All Responses**

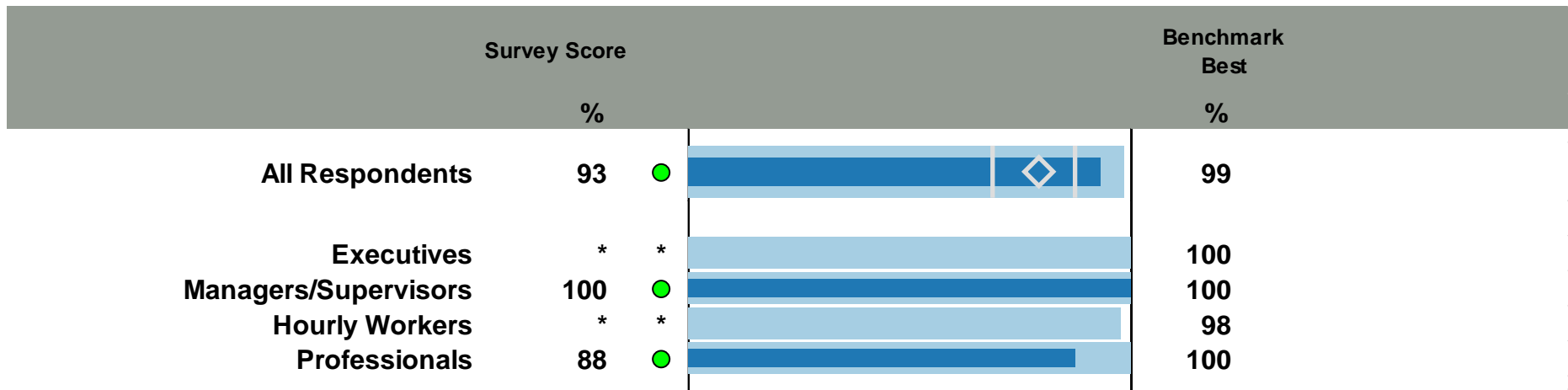
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
For all Infractions <	*	43	*	33	43
Only for Serious Infractions	*	57	*	67	57
Inconsistently	*	0	*	0	0
Seldom	*	0	*	0	0
<b>Count of Responses Above:</b>	0	7	1	6	14
<b>"I Don't Know" Responses Excluded:</b>	0	4	3	17	24

< Indicates what response or responses are grouped together for Benchmarking.











\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Question 15: To what extent are injuries, safety incidents, and near misses investigated and the recommendations acted upon?

Percent of respondents who say all or most incidents are investigated:



### All Responses

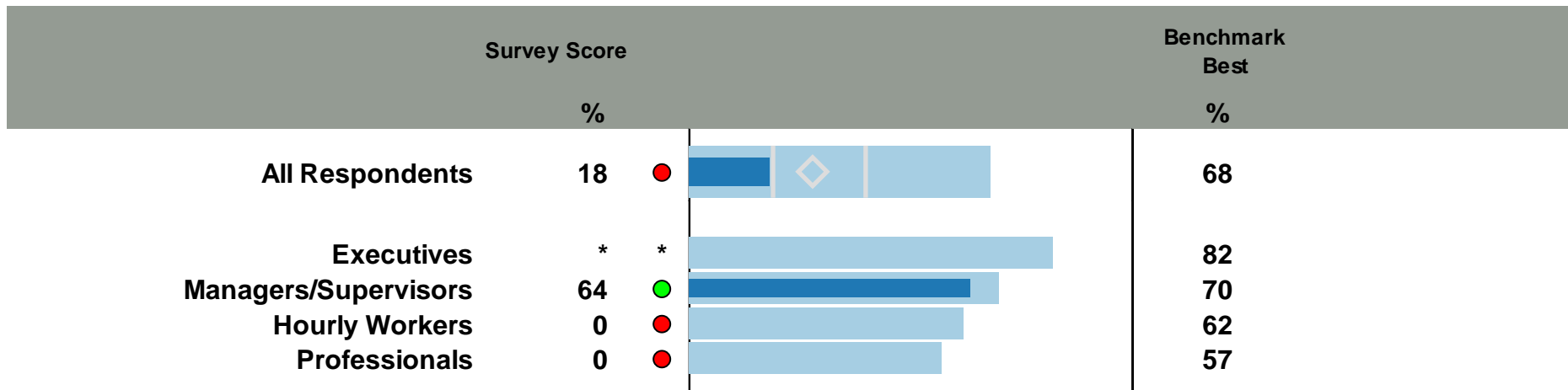
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
All Investigated <	*	64 	*	81 	72 
Most Investigated <	*	36 	*	6 	21 
Many Investigated	*	0	*	0	0
Only Serious Incidents	*	0	*	6 	3 
Seldom Investigated	*	0	*	6 	3 
<b>Count of Responses Above:</b>	0	11	2	16	29
<b>"I Don't Know" Responses Excluded:</b>	0	0	2	7	9

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 16a: To what extent are you personally involved in organized, regularly scheduled safety audits (observation of work activity) and inspections of the workplace?**

**Percent of respondents who say they are regularly or somewhat involved:**



**All Responses**

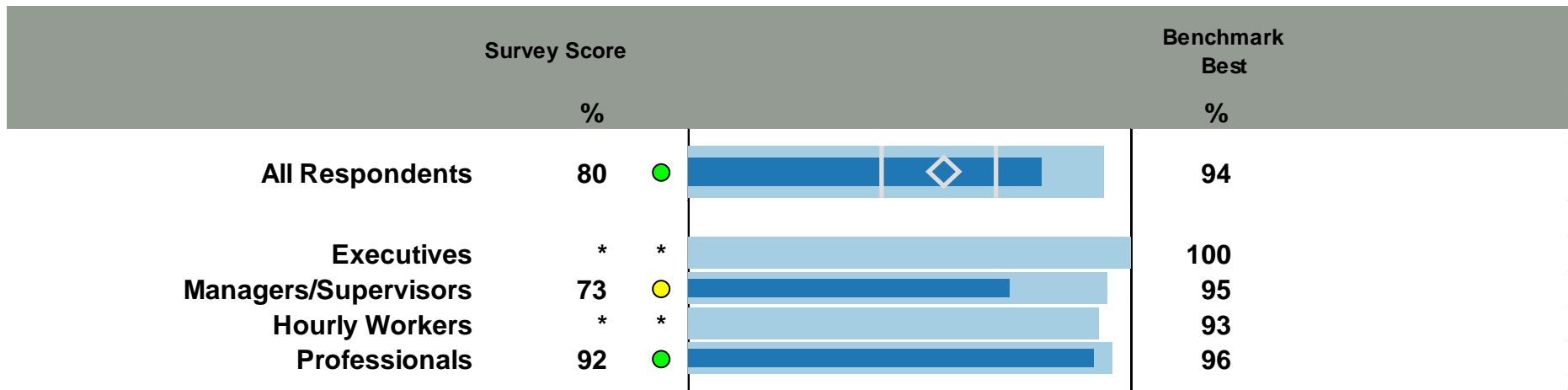
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Regularly Involved <	*	64	0	0	18
Some Involvement	*	36	25	13	21
Not At All	*	0	75	87	61
<b>Count of Responses Above:</b>	0	11	4	23	38

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 16b: How do you rate the quality and effectiveness of the safety audit and inspection system? Consider frequency, thoroughness, extent of participation, extent to which safety behavior (not just physical conditions) is observed, thoroughness of follow-up, and overall effectiveness in helping to develop a safer workplace.**

**Percent of respondents who rated the quality of the safety audits:**



**All Responses**

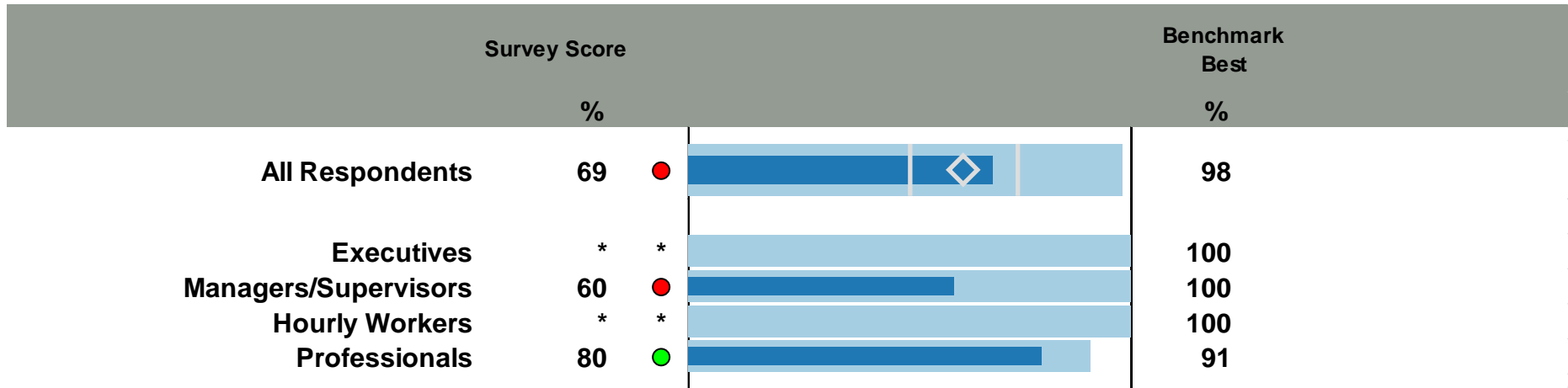
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Excellent <	*	36	*	42	36
Good <	*	36	*	50	44
Satisfactory	*	9	*	0	4
Poor	*	9	*	8	8
Very Poor	*	9	*	0	8
<b>Count of Responses Above:</b>	0	11	2	12	25
<b>"I Don't Know" Responses Excluded:</b>	0	0	2	11	13

< Indicates what response or responses are grouped together for Benchmarking.










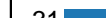










\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 17: Respond to this statement: "The modified-duty and return-to-work initiatives include strong efforts to aid rehabilitation and find meaningful temporary duties for injured workers who cannot do their regular job."**

**Percent of respondents who strongly agree or agree that initiatives are very effective:**



**All Responses**

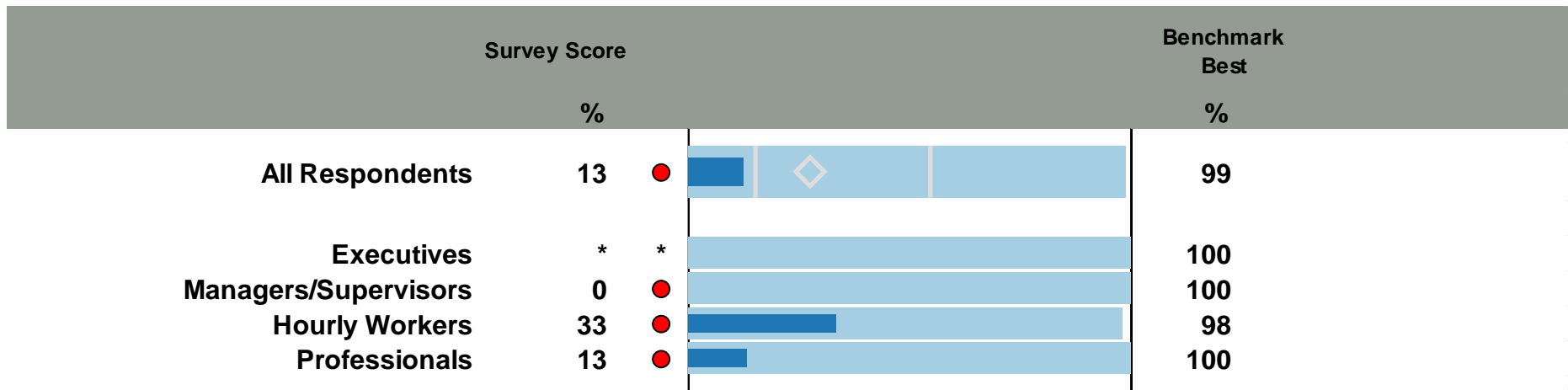
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Strongly Agree <	* 	40 	* 	40 	38 
Agree <	* 	20 	* 	40 	31 
Neutral	* 	40 	* 	20 	25 
Disagree	* 	0	* 	0	0
Strongly Disagree	* 	0	* 	0	6 
<b>Count of Responses Above:</b>	0	5	1	10	16
<b>"I Don't Know" Responses Excluded:</b>	0	6	3	13	22

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

### Question 18: To what extent is "off-the-job" safety dealt with in your workplace safety program?

Percent of respondents answering that off-the-job safety is present:



### All Responses

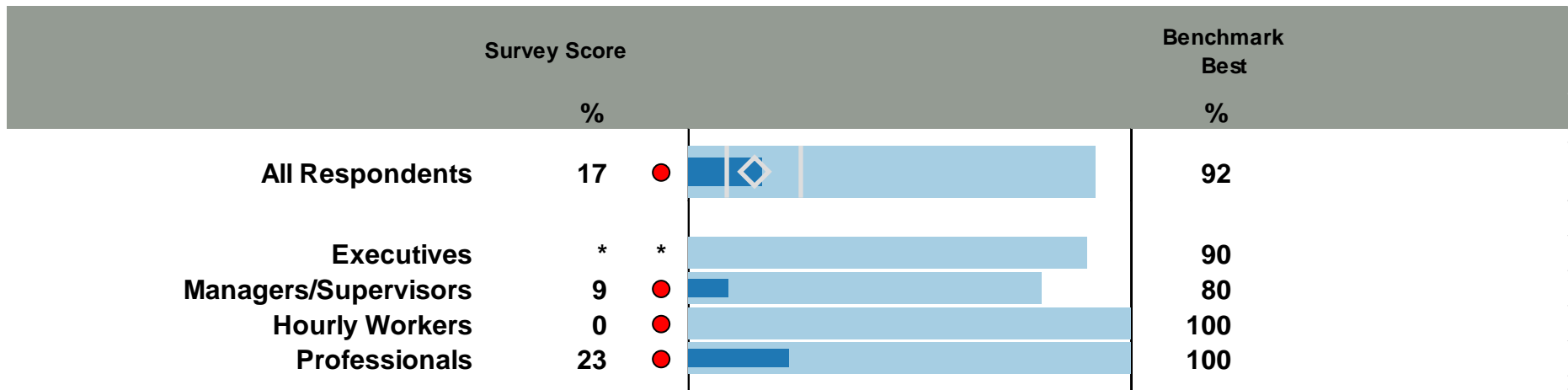
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
<b>Percent of Respondents:</b>	%	%	%	%	%
Important Component <	*	0	33	13	13
Informal Component	*	83	0	47	50
Not Included	*	17	67	40	38
<b>Count of Responses Above:</b>	0	6	3	15	24
<b>"I Don't Know" Responses Excluded:</b>	0	5	1	8	14

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Question 19: To what extent does your organization recognize safety achievements and celebrate good safety performance?

Percent of respondents answering that safety achievements are recognized:



### All Responses

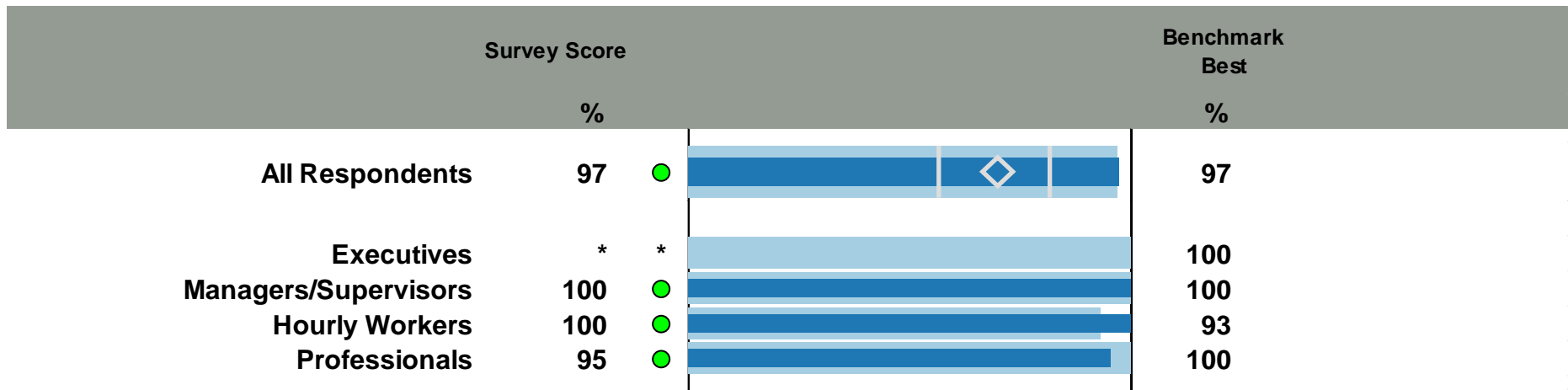
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
<b>Percent of Respondents:</b>	%	%	%	%	%
Thorough & Extensive <	*	9	0	23	17
Frequent	*	64	0	32	39
Some	*	9	0	23	17
Little	*	18	0	14	14
None	*	0	100	9	14
<b>Count of Responses Above:</b>	0	11	3	22	36
<b>"I Don't Know" Responses Excluded:</b>	0	0	1	1	2

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Question 20: How do you rate the safety of the physical facilities in your area?

### Percent of respondents who say physical facilities are excellent or good:



### All Responses

		Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%	%
Excellent <	*	82	25	45	54	
Good <	*	18	75	50	43	
Satisfactory	*	0	0	5	3	
Poor	*	0	0	0	0	
Very Poor	*	0	0	0	0	
<b>Count of Responses Above:</b>		0	11	4	22	37
<b>"I Don't Know" Responses Excluded:</b>		0	0	0	1	1

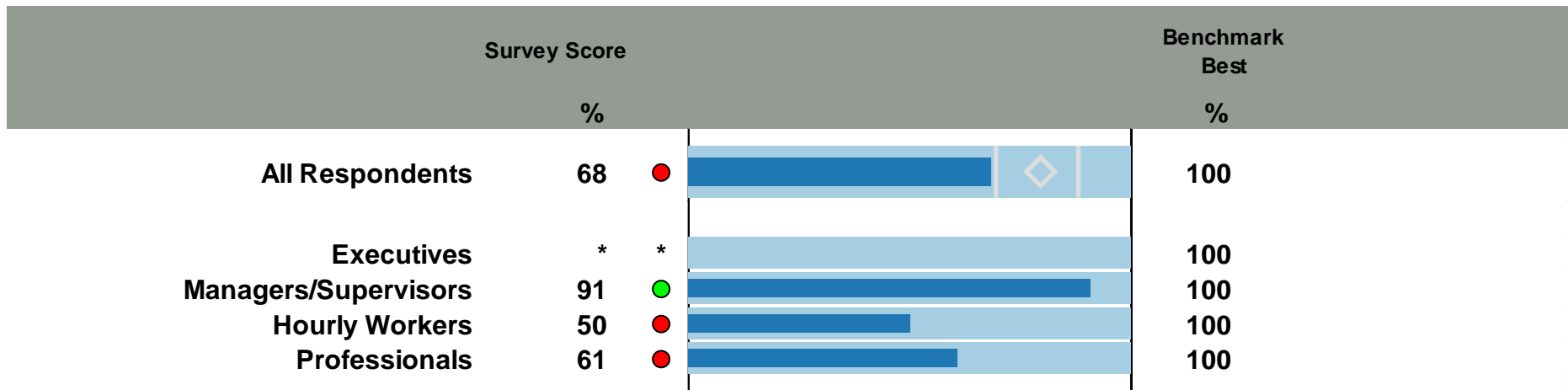
< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.



## Question 21: How well do you know your organization's safety goals and performance?

Percent of respondents who have full or company only knowledge is:



### All Responses

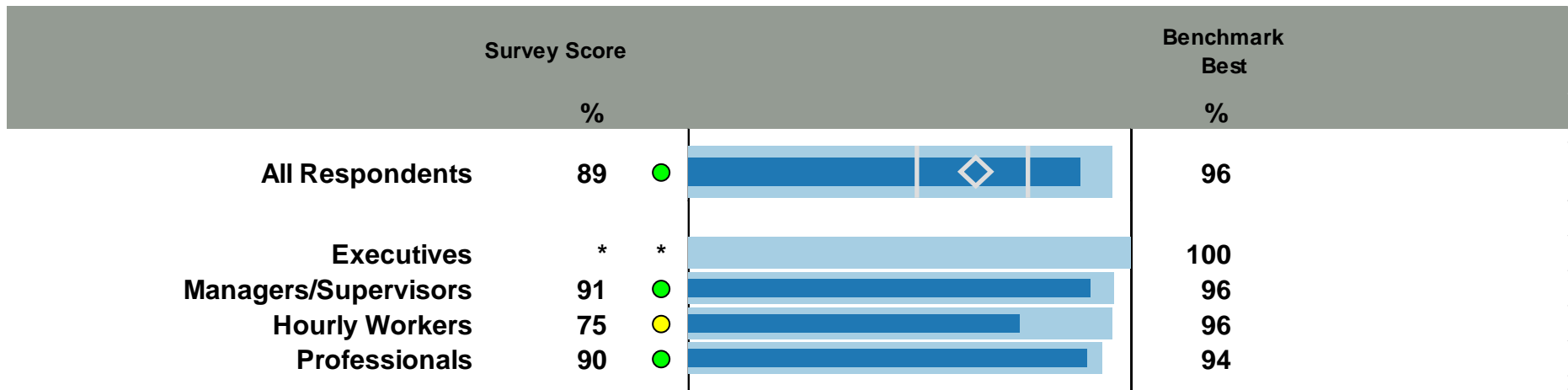
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Full Knowledge <	*	27	25	13	18
Own Company Only <	*	64	25	48	50
General Knowledge	*	9	50	35	29
No Knowledge	*	0	0	4	3
<b>Count of Responses Above:</b>	0	11	4	23	38

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 22: Rate the effectiveness of the safety structures in your workplace (safety committees, systems, organizational procedures, etc.).**

**Percent of respondents who say effectiveness is excellent or good:**



**All Responses**

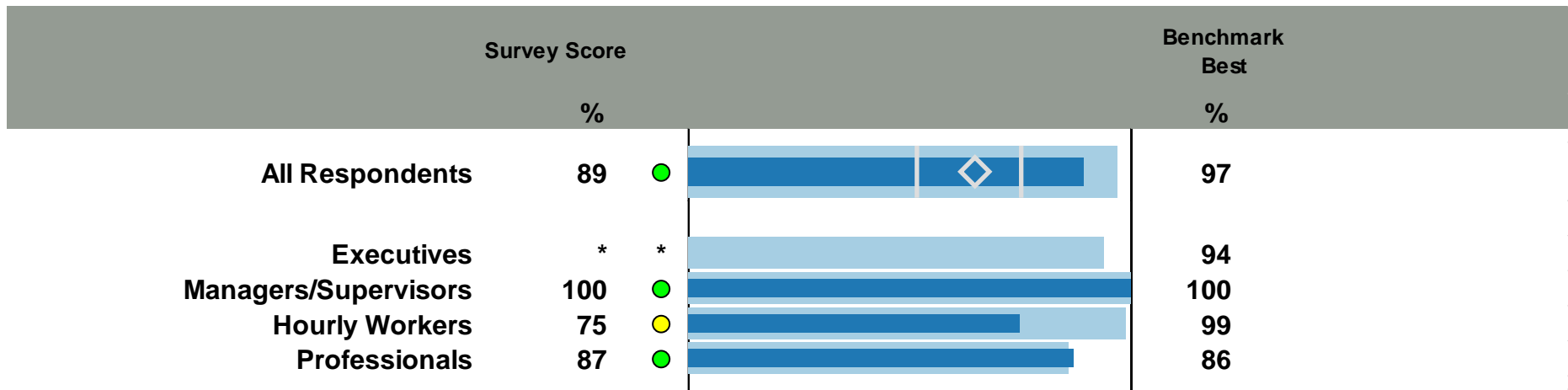
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Excellent <	*	36	0	50	40
Good <	*	55	75	40	49
Satisfactory	*	9	25	10	11
Poor	*	0	0	0	0
Very Poor	*	0	0	0	0
<b>Count of Responses Above:</b>	0	11	4	20	35
<b>"I Don't Know" Responses Excluded:</b>	0	0	0	3	3

< Indicates what response or responses are grouped together for Benchmarking.












\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

**Question 23: Rate the effectiveness of the safety staff (people) in your organization (the safety supervisor, the safety advisors, safety specialists, etc.).**

**Percent of respondents who say effectiveness is excellent or good:**



**All Responses**

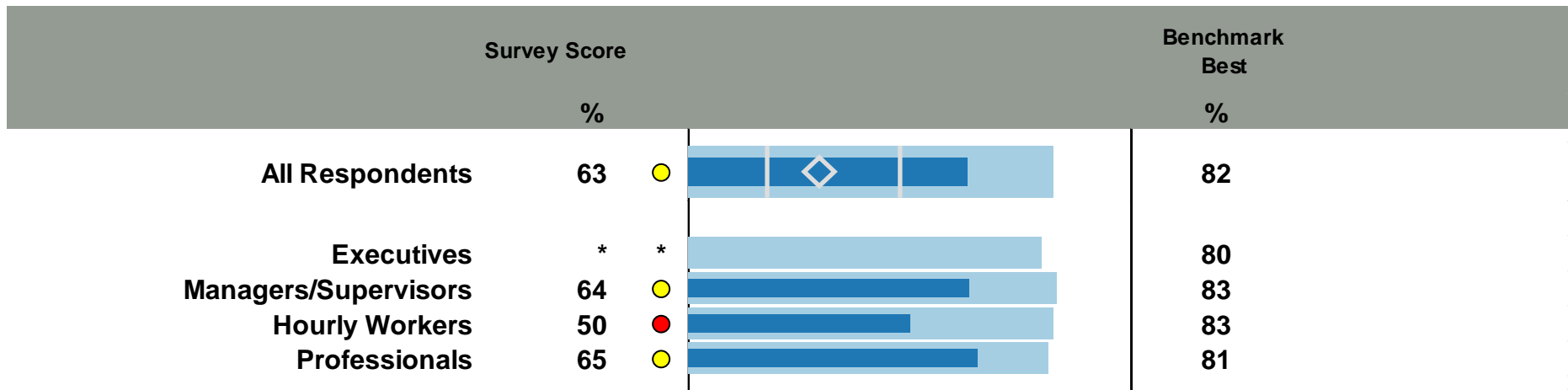
	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Excellent <	*	64 	25 	43 	47 
Good <	*	36 	50 	43 	42 
Satisfactory	*	0	25 	13 	11 
Poor	*	0	0	0	0
Very Poor	*	0	0	0	0
<b>Count of Responses Above:</b>	0	11	4	23	38
<b>"I Don't Know" Responses Excluded:</b>	0	0	0	0	0

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.

## Question 24: To what extent are you satisfied with the overall safety performance of your organization?

Percent of respondents answering that they are satisfied with safety performance:



### All Responses

	Executives	Managers/Supervisors	Hourly Workers	Professionals	All Respondents
Percent of Respondents:	%	%	%	%	%
Very Satisfied <	*	64	50	65	63
Moderately Satisfied	*	27	25	30	29
Neither Satisfied nor Dissatisfied	*	0	0	4	3
Moderately Dissatisfied	*	0	0	0	0
Very Dissatisfied	*	9	25	0	5
<b>Count of Responses Above:</b>	0	11	4	23	38

< Indicates what response or responses are grouped together for Benchmarking.

\* To ensure confidentiality, responses from groups with less than 3 respondents are not shown.