SAFETY AND HEALTH MANAGEMENT SYSTEM - PERCEPTION SURVEY

1. Top Management Commitment

   1. A written policy that sets a high priority for Safety and health exists.
   2. A written safety and health goal and supporting objectives exist.
   3. The workplace safety and health policy is supported by management.
   4. Safety and health goals and objectives are supported by management.
   5. Management supports safety and health rules.
   7. Managers personally intervene in the safety behavior of others.
   8. Managers set a visible example of safety and health leadership.
   9. Managers participate in the safety and health training of employees.

Accountability

   10. Management insists on compliance as demonstrated by effective enforcement of safety and health policies and rules.
   11. Safety and health management system tasks are each specifically assigned to a person or position for performance or coordination.
   12. Each assignment of safety and health responsibility is clearly communicated.
   13. Individuals with assigned safety and health responsibilities have the necessary knowledge, skills, and timely information to perform their duties.
   14. Individuals with assigned safety and health responsibilities have the authority to perform their duties.
   15. Individuals with assigned safety and health responsibilities have the resources to perform their duties.
   16. An accountability mechanism is included with each assignment of safety and health responsibility.
   17. Individuals are recognized and rewarded for meeting safety and health responsibilities.
   18. Individuals are disciplined for not meeting safety and health responsibilities.
   19. Supervisors know whether employees are meeting their safety and health responsibilities.

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2. Employee Involvement
   20 There is a process designed to involve employees in safety and health issues.
   21 Employees are aware of the safety and health involvement process at the workplace.
   22 Employees believe the process that involves them in safety and health issues is effective.
   23 The workplace safety and health policy is effectively communicated to employees.
   24 The workplace safety and health policy is supported by employees.
   25 Safety and health goals and supporting objectives are effectively communicated to employees.
   26 Safety and health goals and objectives are supported by employees.
   27 Employees use the hazard reporting system.
   28 Injury/Illness data analyses are reported to employees.
   29 Hazard control procedures are communicated to potentially affected employees.
   30 Employees are aware of how to obtain competent emergency medical care.

3. Safety and Health Training
   31 An organized safety and health training program exists.
   32 Employees receive safety and health training.
   33 Employee training covers hazards of the workplace.
   34 Employee safety and health training covers all MIOSHA-required subjects.
   35 Employee training covers the Safety and Health Management System.
   36 Appropriate safety and health training is provided to every employee (full-time or temporary).
   37 New employee orientation includes applicable safety and health information.
   38 Employees demonstrate understanding of safety and health policy, rules, and procedures.
   39 Employees can demonstrate understanding of safety and health goals and objectives.
   40 Employees periodically practice implementation of emergency plans.
   41 Employees are trained in the use of emergency equipment.
   42 Supervisors & managers receive all training required by MIOSHA standards.
   43 Supervisors are effectively trained on all applicable hazards.
      Supervisors are trained on all site-specific preventative measures and controls relevant to their needs.
   44 and supervisory responsibilities.
   45 Supervisor training covers the supervisory aspects of their safety and health responsibilities.
   46 Relevant safety and health aspects are integrated into all management training.
4. Hazard Prevention and Control

- A comprehensive baseline hazard survey has been conducted within the past five years.
- Effective job hazard analysis (JHA) is performed, as needed.
- Effective safety and health inspections are performed regularly.
- Effective surveillance of established hazard controls is conducted.
- An effective hazard reporting system exists.
  - Change analysis is performed whenever a change is facilities, equipment, materials or processes occurs.
- Expert hazard analysis is performed, as needed.
- Hazards are eliminated or controlled promptly.
- Hazard control procedures demonstrate a preference for engineering methods.
- Effective engineering controls are in place, as needed.
- Effective administrative controls are in place, as needed.
- Safety and health rules are written.
- Safe work practices are written.
- Personal protective equipment is effectively used as needed.
- Effective preventative and corrective maintenance is performed.
- Emergency equipment is well maintained.
- Engineered hazard controls are well maintained.
- Housekeeping is properly maintained.
- The organization is prepared for emergency situations.
  - The organization has an effective plan for providing competent emergency medical care to employees and others present on the site.
- An early-return-to-work program is in place at the facility.

5. Worksite Analysis

- Incidents/Accidents are investigated for root cause,
- Investigations are conducted, not to find fault, but to improve systems.
- Investigators are trained in procedures and root-cause analysis.
- Serious accidents/fatality investigations are conducted by teams.
- Analysis involves all interested parties.
- Disciplinary actions are not automatically tied to incidents/accidents.
- Workplace injury/illness data are effectively analyzed.
- Safety and health training is regularly evaluated.
- Post-training knowledge and skills for safety and health are tested or evaluated.
- Hazard incidence data are effectively analyzed.
- Hazard controls are monitored to assure continued effectiveness.
- A review of in-place MIOSHA-mandated programs is conducted at least annually.