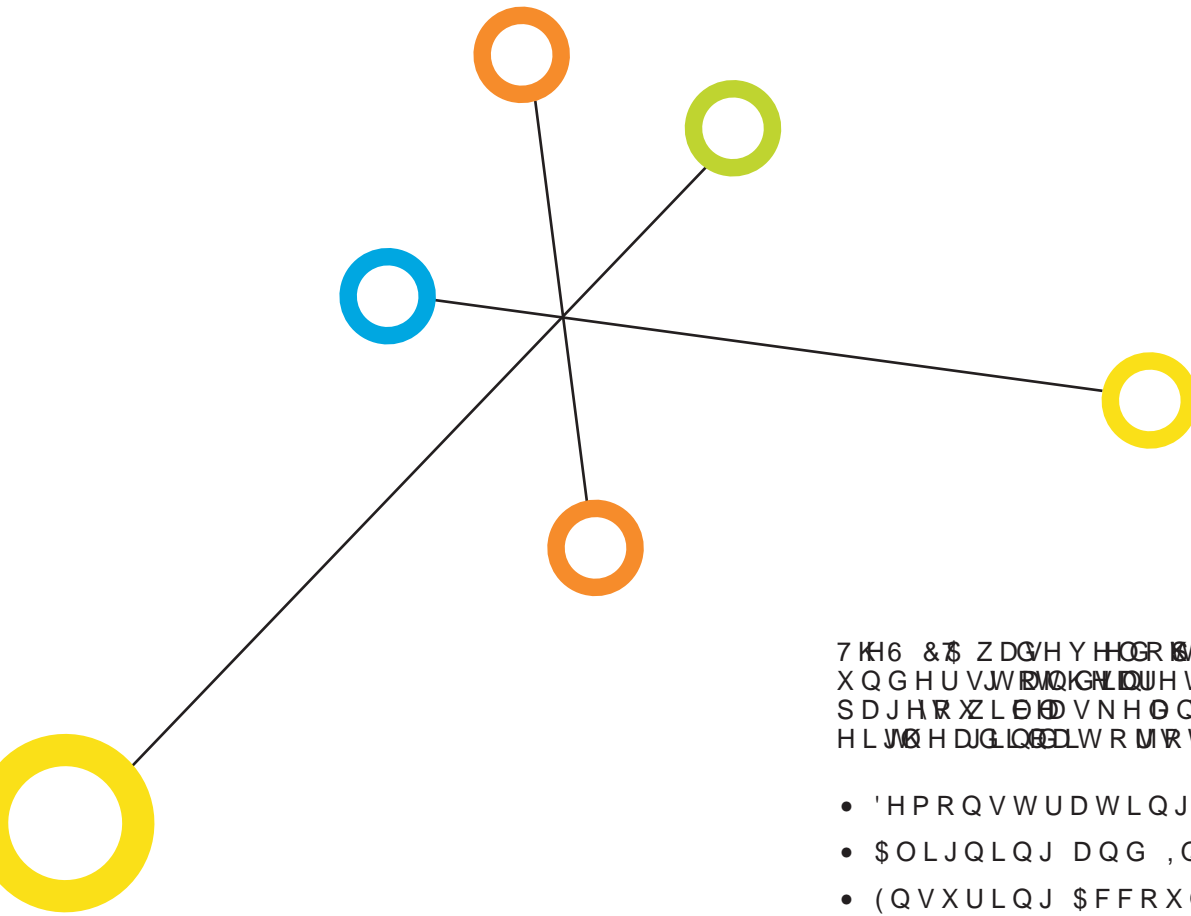


# Safety Climate Assessment Tool (S-CAT)



7K6 & \$ ZDG/HYHGRWHRGSPSDQDEPRUGHWDL  
XQGHUVJWBMQIGNLDUHW\FPOLVWVWQWCH|WHZ  
SDJHRXLGQD VNHGQWZHU TXWKEBMDRQW  
HLVWHDJLQGLWRMVRVWIDHW\FOLPDWH

- 'HPRQVWUDWLQJ 0DQDJPHQW &RPPLW
- \$OLJQLQJ DQG ,QWHJUDULQJ 6DIHW\ DV
- (QVXULQJ \$FFRXQWDELOLW\ DW \$OO /HY
- ,PSURYLQJ 6XSHUYLVRU\ /HDGHUVKLS
- (PSRZHULQJ DQG ,QYROYLQJ (PSOR\HHV
- ,PSURYLQJ &RPPXQLFDWLRQ
- 7UDLQLQJ DW \$OO /HYHOV
- (QFRXUDJLQJ 2ZQHU &OLHGW ,QYROYHP



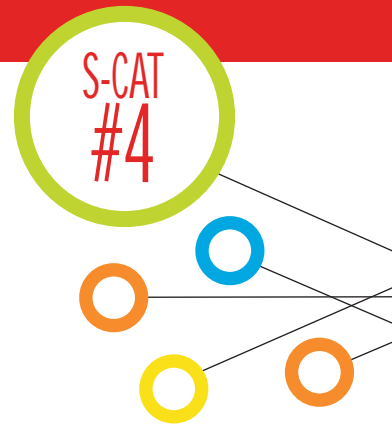


# Aligning and Integrating Safety as a Value

Organizations align and integrate safety as a value by engaging in the following activities:

1. Safety is viewed by all as a core value.
2. S

# Ensuring Accountability at All Levels



# Improving Supervisory Leadership

Exemplary supervisory leadership is demonstrated within an organization by engaging in the following activities:

1. Having a safety vision and being committed to safety.
2. Providing training to support supervisor safety leadership development.
3. Those with supervisory responsibilities lead by example, coach, and motivate their crew.

For each item below, carefully read the descriptions in each box going from inattentive all the way to exemplary. Circle the one that best describes the level of supervisory safety leadership in your company.

**INATTENTIVE** → **REACTIVE** → **COMPLIANT** → **PROACTIVE** → **EXEMPLARY**

1. In my company...					
Supervisors don't have a safety-related vision to share with their crew. Their commitment is primarily to production.	Supervisors don't have a safety-related vision. When an adverse event occurs they tell employees they must work safely.	Supervisory safety vision consists only of meeting regulatory requirements and avoiding adverse safety events.	Supervisors talk with their crew about their vision for creating a strong, positive project safety climate. They display that commitment by "walking the talk."	Supervisors share with their crew their vision for, and display a deep commitment to, creating a strong, positive project safety climate. They inspire and motivate employees to share that same commitment.	NA
2. In my company...					
Supervisors have no supervisory training and have little understanding or knowledge of regulatory requirements.	After an incident occurs or some regulatory action is taken, there is talk among higher level management about the importance of supervisory leadership.	Supervisors take OSHA 30-hour training and thus are familiar with OSHA regulations but they have little or no leadership training.	Supervisors are trained not only on regulatory guidelines, but have a minimal level of leadership training.	Supervisors are provided with and required to take leadership training that includes topics such as: how to communicate with and motivate team members; how to conduct pre-planning meetings; and how to inspire crew members to also be safety leaders.	NA
3. In my company, supervisors...					
Manage and punish using intimidation, and focus only on individual behavior without taking what may have been a faulty process into account.	Start caring for their crew and acting as safety leaders only after an incident occurs or regulatory action is taken. The behavior displayed is short-lived.	"Talk the safety talk" but often do not follow their own advice and expectations.	Initiate and actively participate in safety program activities that are focused on continuous improvement.	Instill a sense of safety ownership at all levels. Serve as effective safety communicators, excellent role models for safety, and are able to coach and teach. Infuse safety into every meeting.	NA

# Empowering and Involving Employees

Organizations empower and involve employees by engaging in the following activities:

1. Empo

# Improving Communication

Organizations can communicate better by engaging in the following activities:

1. Establishing and maintaining an open line of communication between employees and all levels of management.
2. Disseminating safety trends to employees and managers.
3. Promoting organization-wide safety awareness via activities such as newsletters, alerts, and toolbox talks, etc.

For each item below, carefully read the descriptions in each box going from inattentive all the way to exemplary. Circle the

# Training at All Levels

Organizations demonstrate commitment to training by engaging in the following activities:

1. Providing formal safety trainings for employees, supervisors, and managers.
2. Requiring OSHA certification for employees and supervisors; as well as additional certification for supervisors.
3. Training curriculum is tailored to the specific roles and responsibilities at each level of the organization.
4. Formal and informal training needs assessments are conducted and used.
5. Training knowledge and certificates are verified for all employees and contractors.
6. Safety training and curriculum are delivered by qualified content experts.

For each item below, carefully read the descriptions in each box going from inattentive all the way to exemplary. Circle the one that best describes the degree to which safety training is provided to individuals at all levels of the company.

	INATTENTIVE	REACTIVE	COMPLIANT	PROACTIVE	EXEMPLARY	
<b>1. My company...</b>						
	Does not provide formal safety training. Assumes employees are trained properly when they come on-site.	Only provides formal safety training in response to adverse safety events; commitment to training diminishes over time.	Only provides formal safety training as often as required by OSHA. Majority of training is provided via toolbox talks.	Provides frequent formal safety training for employees, supervisors and managers.	Ongoing safety training is viewed as being critical for continuous improvement. Provides frequent formal safety training to all employees and even owners/clients.	NA
<b>2. In my company...</b>						
	No certification is required for employees or supervisors.	Employees and supervisors can voluntarily pursue the OSHA 10-hour certificate	Employees and supervisors are required to have only the OSHA 10-hour certificate	Employees are required to obtain the OSHA 10-hour certificate. Supervisors are required to obtain the OSHA 30-hour certificate	In addition to the OSHA 30-hour certificate, supervisors are strongly encouraged and provided with resources to obtain other certification (e.g., Safety Trained Supervisor (STS)).	NA
<b>3. In my company...</b>						
	Training, if implemented at all, is very general.	The training that exists is aimed exclusively at individual employee behavior and is developed in response to an adverse event.	An off-the-shelf curriculum is used to meet OSHA and management system			



