

# SAFETY SURVEY 2013

For the second consecutive year, the Centre for Management Development (CMD) at the University of Regina is offering up to 150 Saskatchewan businesses a free safety report. The report provides participating organizations with a score representing their employees' perception of management's commitment to safety. Participation in this large scale study also allows organizations a unique opportunity to benchmark their safety performance against peers in the province.

"Research shows that management's commitment to safety or an organization's safety culture is a leading indicator of workplace injuries. The report provides organizations with hard numbers to better manage and improve their safety performance," says Dr. Sean Tucker, Assistant Professor at the University of Regina and lead researcher of the study.

A similar study conducted last year by the CMD surveyed 5,000 employees and managers from 64 Saskatchewan-based organizations. "We received positive feedback from participating organizations. CEOs, executives, and small business owners appreciated the level of detail provided and the opportunity to benchmark their safety performance," states Tucker.

Recipients of the safety reports agree. Kevin Mooney (Saskatchewan Liquor & Gaming Authority) notes several benefits: "the safety survey gets employees involved in the safety process, provides a baseline for measuring future improvement, is inexpensive to administer, and is less intrusive when compared to traditional safety audits."

Another participant, Julian Hogeterp, Vice President of Human Resources & Organizational Effectiveness, K-Line Group of Companies, notes that "The survey provides specific company results, with a broad industry cross section of data, along with a provincial benchmark for organizations. The survey helps identify key strengths and opportunities for organizations to take continued action and leadership in improving their individual safety cultures and the safety culture across this province."

Parker Snyder, Plant Manager at Meadow Lake OSB, adds "the survey was useful for identifying cultural drivers and understanding the values and beliefs of our employees around safety before developing a strategy that would lead to the continuous safety improvement we want to achieve."



K-Line Maintenance & Construction Ltd. General Foreman Dustin Amy and Senior Vice-President – Operations and Engineering Jim Kellett are reviewing the Tailboard Conference the daily job safety plan and risk assessment, an essential element in the K-Line Safety Management System.

"A safety culture survey provides an organization with a snapshot of safety program integration; it's one thing to have a documented safety program and it's another to actually see safety in action. At the end of the day, a safety culture survey helps measure whether or not an organization is walking the talk," states Mooney.

"The success of the survey has prompted this second phase in which we want to double the number of participating businesses," states Tucker. Participating organizations will receive a customized safety report, industry comparison report, and, if requested, information on employee turnover and employee engagement.

The information gathered contributes to new research that investigates the degree that top management's commitment to safety trickles down in an organization to influence supervisor and employee safety behaviours. A summary of the research findings will also be provided to each company.

For the 2013 survey, executives and front-line employees are asked to complete a short, confidential online questionnaire about safety within their organization. Tucker stresses that all survey responses are kept strictly confidential. "We encourage businesses of all sizes to consider participating in this important research," says Tucker. WorkSafe Saskatchewan is funding the first 150 safety reports for the project. Additional companies may participate and receive reports for a small charge.

Businesses interested in participating or requiring information should contact Courtney Kozakewycz, Project Research Assistant, by email, at [kozakewc@uregina.ca](mailto:kozakewc@uregina.ca), or by phone, at (306) 527-7456. The study will be open between May 2013 and October 2013. ■