

# Institute for Work & Health Organizational Performance Metric

The Institute for Work & Health Organizational Performance Metric (IWH-OPM) is an evidence-based, eight-item questionnaire used to help organizations assess and improve their health and safety performance. It was developed and validated by the Institute for Work & Health in collaboration with health and safety professionals in Ontario. IWH-OPM scores indicate where improvements might be made to health and safety policies and practices in order to prevent injuries or illnesses from occurring.

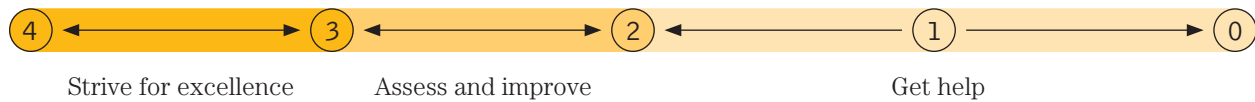
Answer the questions in regards to the percentage of time that each practice takes place at your organization. If your organization has many locations, base your answers on the site you work from regularly.

Health and Safety Practices	80%-100% ④	60%-80% ③	40%-60% ②	20%-40% ①	0%-20% ①	Score ④-0
1. Formal safety audits <sup>1</sup> at regular intervals are a normal part of our business.						
2. Everyone at this organization values ongoing safety improvement in this organization.						
3. This organization considers safety at least as important as production and quality in the way work is done.						
4. Workers and supervisors have the information they need to work safely.						
5. Employees are always involved in decisions affecting their health and safety.						
6. Those in charge of safety have the authority to make the changes they have identified as necessary.						
7. Those who act safely receive positive recognition.						
8. Everyone has the tools and/or equipment they need to complete their work safely.						
Sum						
<b>OPM final score = Sum divided by 8</b>						

<sup>1</sup> For the purpose of this tool, an audit means a formal process of evaluating and reporting on how an organization manages health and safety in accordance with a recognized standard (ie: CSA Z1000, OHSMS 18001 or a Health and Safety Association audit). Regular means that an audit is repeated at regular intervals; for example, once every year or once every two years.

## Interpret your score

See where your score lies on the IWH-OPM continuum below, as well as the suggestions for next steps based on your total IWH-OPM score.



**IWH-OPM final score is equal to or greater than 3:** You are performing well overall. Continue to strive for occupational health and safety (OHS) excellence. Consider the IWH-OPM follow-up questions to help you improve on any of the items.

**IWH-OPM final score is equal to or greater than 2 but less than 3:** Specific health and safety practices in your organization may need some improvement. Consider if the lower-scored items should be a focus area for your company, and use the IWH-OPM follow-up questions to help you review your practices and policies. Consider contacting a health and safety association or another source of OHS expertise for information about how to improve.

**OPM final score is less than 2:** Your work in health and safety likely needs attention and improvement. It is recommended that you contact a health and safety association or another source of OHS expertise for further assistance. Use the IWH-OPM follow-up questions to help you review your practices and policies to start making improvements.

## See how your scores compare to other workplaces

Once you've scored your answers, you can benchmark your scores against similar organizations in your sector in Ontario: [www.iwh.on.ca/iwh-opm](http://www.iwh.on.ca/iwh-opm)

## Ask follow-up questions to further identify areas for improvement

Follow-up questions are available to help you identify further areas for improvement related to a low score on any of the eight IWH-OPM items: [www.iwh.on.ca/iwh-opm](http://www.iwh.on.ca/iwh-opm)

## Seek advice from the experts

Consider contacting a health and safety association or another source of OHS expertise for assistance in improving OHS practices and policies in areas identified as needing attention. In Ontario, organizations can turn to the following health and safety associations:

Infrastructure Health and Safety Association (IHSA): [www.ihsa.ca](http://www.ihsa.ca)

Occupational Health Clinics for Ontario Workers (OHCOW): [www.ohcow.on.ca](http://www.ohcow.on.ca)

Public Services Health and Safety Association (PSHSA): [www.pshsa.ca](http://www.pshsa.ca)

Workplace Health and Safety Centre (WHSC) [www.whsc.on.ca](http://www.whsc.on.ca)

Workplace Safety North (WSN): [www.workplacesafetynorth.ca](http://www.workplacesafetynorth.ca)

Workplace Safety and Prevention Services (WSPS): [www.wsps.ca](http://www.wsps.ca)



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