The CDC Worksite Health ScoreCard OHS Module: Findings from the National Healthy Worksite Program

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Occupational Health and Safety (OHS):
An important component of Total Worker Health

- Occupational health and safety research and practice traditionally compartmentalized
  - Focused on components of an individual
  - Separate programs for health promotion and health protection
- Health and work-related factors mutually lead to many health and safety problems workers experience (CDC, 2013)
  - Poor health affects ability to work safely
  - Unsafe practices impact health
- Total Worker Health Program
  - Recommend open source system, "toolkit" resources (Cherniack et. al, 2011)

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Research Project Overview

- ## National Healthy Worksite Program (NHWP)
  - Collaborating partners
    - CDC
    - Center for Promotion of Health in the New England Workplace (CPH-NEW)
    - UCONN Health Center
    - UCONN Industrial/Organizational Psychology Department

- ## Overall Project Goals
  - Conduct workplace health assessments
  - Identification of individual, organizational and environmental factors that influence health and wellness
  - Implementation of prevention and wellness strategies

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Workplace Assessment Tools

- ## CDC Health Scorecard
  - 16 modules (e.g. diabetes, nutrition, lactation support, stress management)

- ## Occupational Health & Safety (OHS) Scorecard Module
  - Importance of Health and Safety
  - Accidents and Injury Prevention
    - Training
    - Reporting Injuries
    - Investigating Causes
    - Hazards and Solutions
  - Coordinated health & safety programs for health and wellness
  - Paid time of for vacation and/or illness

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OHS Module Items

- Occupational Health & Safety (OHS) Scorecard Module
  - 11 total items
  - Yes/No response format
  - 1-3 point assignment
  - Score range: (0-22) points
  - Item lead - "During the past 12 months, did your worksite:"
  - Post-item guidance provided

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OHS Module Items

- 3-point Items:

  - Encourage reporting of injuries and near misses?
    (Answer "yes" if there is a written and/or verbal encouragement to report injuries, illnesses, or near misses.)

  - Have a program to investigate the causes of injuries or illnesses?
    (Answer "yes" if, for example, there were all-hands meetings, tool box meetings, surveys, or focus groups for discovering and solving job health and/or safety issues.)

  - Provide opportunities for employee input on hazard solutions?
    (Answer "yes" if, for example, there were all-hands meetings, tool box meetings, surveys, or focus groups for discovering and solving job health and/or safety issues.)

  - Employ or contract for an occupational health and safety professional?
    (Answer "yes" if anyone is employed or contracted whose job includes improving health and safety: examples include occupational nurse, safety manager, environmental health manager, ergonomist, an insurance safety specialist who visits regularly.)

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OHS Module Items

- 2-point Items:

  - Provide all new workers formal, comprehensive training on how to avoid accidents or injury on the job?

  - Have a written injury and/or illness prevention program?
    (Answer "yes" if there is a written policy, whether or not it is posted.)

  - Coordinate programs for occupational health and safety with programs for health promotion and wellness?
    (Answer "yes" if, for example, a new safety initiative also includes a wellness component such as attention to diet, physical activity, smoking, etc.)

OHS Module Items

- 1-point Items:

  - Include improving or maintaining job health and safety in the business objectives or organizational mission statement?
    (Answer "yes" if any written vision, planning, or guideline documents include language about improving or maintaining worker health and safety.)

  - Provide informational materials about health and safety at work to employees in most departments?
    (Answer "yes" if, for example, there are health and safety newsletters, facto sheets, posters, LED displays, emails, letters, broadcast messages, or other communications provided to employees.)

  - Provide paid time off (PTO) for days or hours dye to illness of employees or dependents (full-time, non-exempt employees)?
    (Note: non-exempt employees are those who are eligible to receive overtime pay if they work more than 40 hours in a week. Typically they are hourly workers.)

  - Provide paid vacation time or personal days or hours to full-time, non-exempt employees?

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Overall Sample Characteristics

- ## Final Sample
  - 95 Organizations
  - 5,451 employees
  - Avg. participation rate: 56.8%

N=5,451

	M	SD
Age (years)	43.1	12.5
Tenure (years)	7.5	8.5

	%	N
Gender (female)	63.8	3,476
Latino (yes)	11.0	89.0
Race		
White	70.4	3,753
Black or African American	18.7	997
Asian	3.9	208
Native Hawaiian or Other Pacific Islander	.4	19
American Indian or Alaska Native	.5	28
Other	6.1	324

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Overall Sample Characteristics

- ## Organizational characteristics
  - Size
  - Sector
  - Sector Classification

Size	N
Small (1-49)	25
Medium (50-99)	25
Large (100-249)	32
Extra Large (250+)	13

Blue Collar	N	White Collar	N
Agriculture	2	Retail	3
Construction	5	Financial / Real Estate	9
Manufacturing	13	Services	52
Transportation	2	Public Administration	6
Wholesale	3		
Total	25	Total	70

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OHS Module
Item-Level Frequencies

Point Value	Item	Yes	No
3	Provide opportunities for employee input on hazards and solutions	57.9%	42.1%
3	Have a program to investigate the causes of injuries or illnesses	65.3%	34.7%
3	Encourage reporting of injuries and near misses	86.3%	13.7%
3	Employ or contract for an occupational health and safety professional	42.1%	57.9%

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OHS Module
Item-Level Frequencies

Point Value	Item	Yes	No
2	Provide all new workers formal, comprehensive training on how to avoid accidents or injury on the job	54.7%	45.3%
2	Have a written injury and/or illness prevention program	52.6%	47.4%
2	Coordinate programs for occupational health and safety with programs for health promotion and wellness	20.0%	80.0%

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OHS Module
Item-Level Frequencies

Point Value	Item	Yes	No
1	Provide paid time off (PTO) for days or hours due to illness of employees or dependents (full-time, non-exempt employees)	75.8%	24.2%
1	Provide paid vacation time or personal days or hours to full-time (non-exempt employees)	**86.3%**	13.7%
1	Provide informational materials about health and safety at work to educate employees in most departments	55.8%	44.2%
1	Include improving or maintaining job health and safety in the business objectives or organizational mission statement	35.8%	**64.2%**

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OHS Module Item Rankings

- Top 3 Items
  - Encourage reporting of injuries and near misses (3 points)
  - Provide paid vacation time or personal days or hours to full-time (non-exempt employees) (1 point)
  - Provide paid time off (PTO) for days or hours due to illness of employees or dependents (full-time, non-exempt employees) (1 point)

- Bottom 3 Items
  - Coordinate programs for occupational health and safety with programs for health promotion and wellness (2 points)
  - Include improving or maintaining job health and safety in the business objectives or organizational mission statement (1 point)
  - Employ or contract for an occupational health and safety professional (3 points)

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OHS Module
Item-Level Frequencies X Size

Point Value	Item	Small	Medium	Large	X Large
3	Provide opportunities for employee input on hazards and solutions	76.0%	48.0%	53.1%	53.8%
3	Have a program to investigate the causes of injuries or illnesses	68.0%	60.0%	59.4%	84.6%
3	Encourage reporting of injuries and near misses	88.0%	88.0%	78.1%	100.0%
3	Employ or contract for an occupational health and safety professional	32.0%	36.0%	46.9%	61.5%

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OHS Module
Item-Level Frequencies X Size

Point Value	Item	Small	Medium	Large	X Large
2	Provide all new workers formal, comprehensive training on how to avoid accidents or injury on the job	48.0%	60.0%	50.0%	69.2%
2	Have a written injury and/or illness prevention program	52.0%	56.0%	50.0%	53.8%
2	Coordinate programs for occupational health and safety with programs for health promotion and wellness	28.0%	16.0%	21.9%	7.7%

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OHS Module
Item-Level Frequencies X Size

Point Value	Item	Small	Medium	Large	X Large
1	Provide paid time off (PTO) for days or hours due to illness of employees or dependents (full-time, non-exempt employees)	76.0%	76.0%	71.9%	84.6%
1	Provide paid vacation time or personal days or hours to full-time (non-exempt employees)	92.0%	84.0%	81.3%	92.3%
1	Provide informational materials about health and safety at work to educate employees in most departments	60.0%	64.0%	46.9%	53.8%
1	Include improving or maintaining job health and safety in the business objectives or organizational mission statement	24.0%	52.0%	34.4%	30.8%

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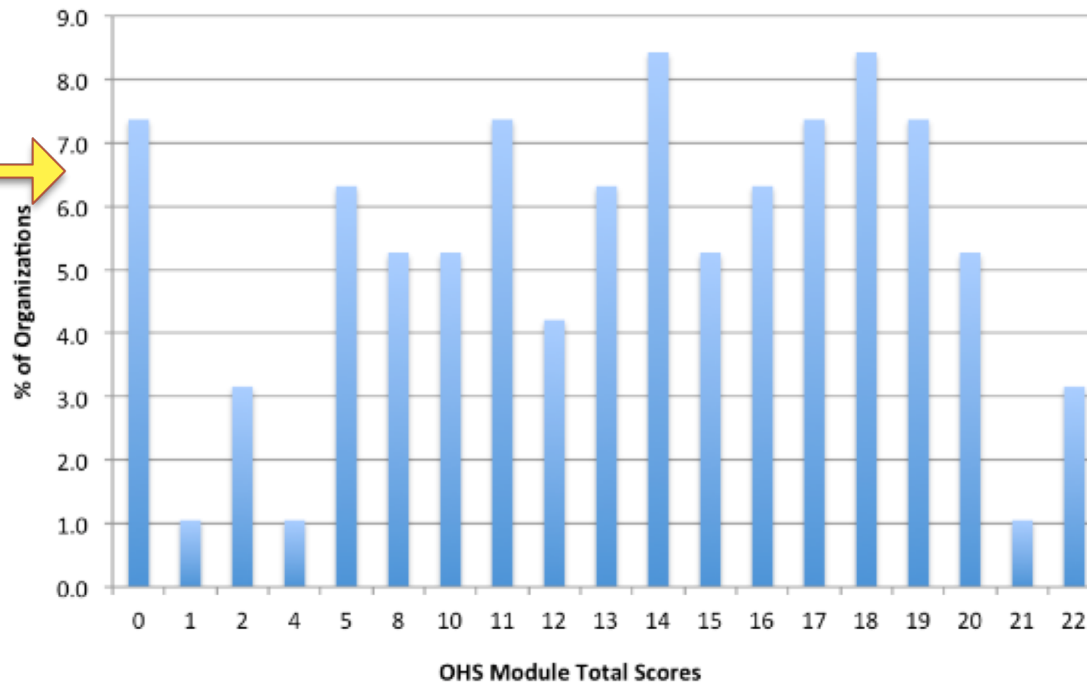# OHS Module Total Scores

- Total Score Distribution
  - M = 12.6, SD = 6.2

Distribution of OHS Module Scores Across Organizations

7.4%
Score = 0
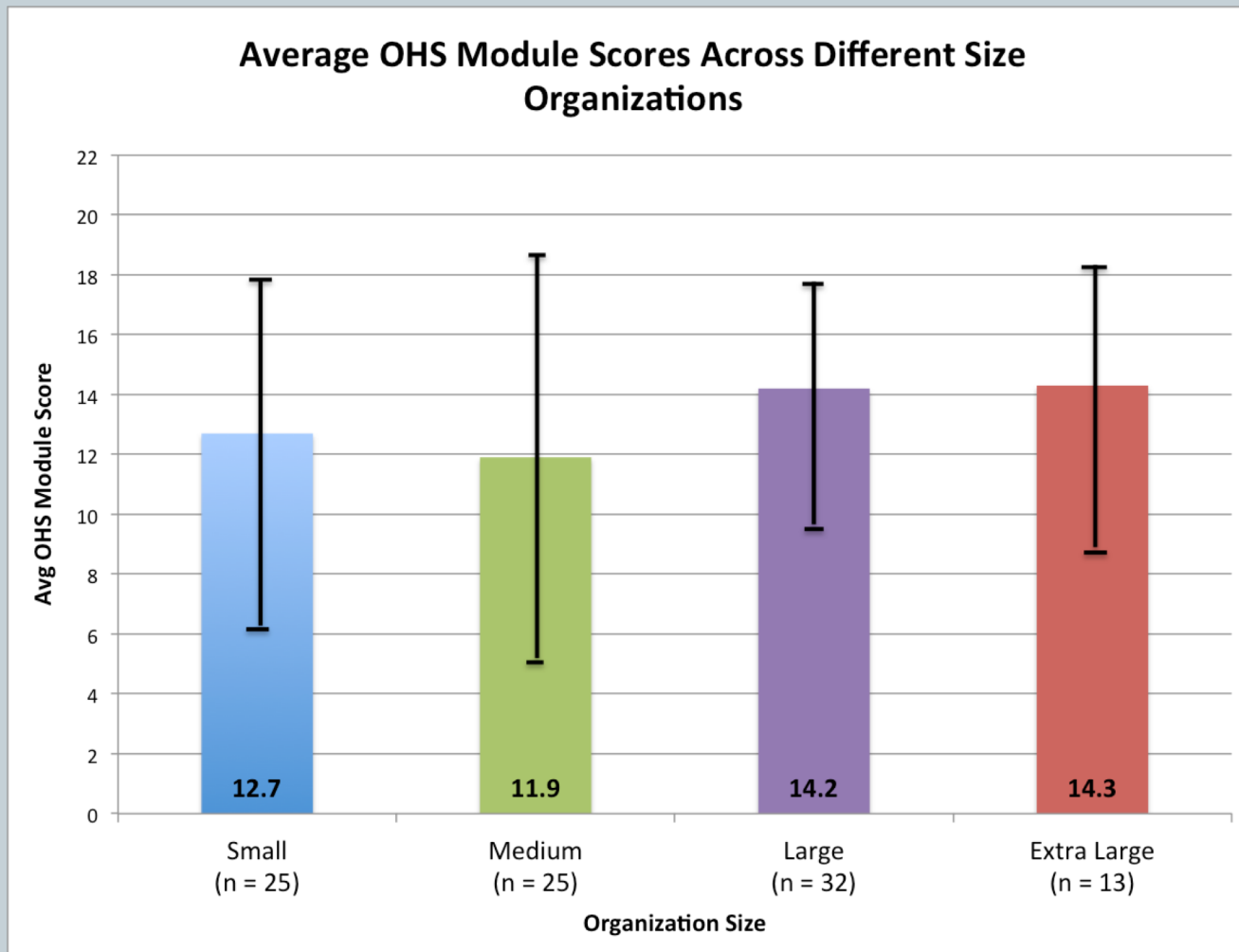
3.2%
Score = 22

OHS Module Total Scores
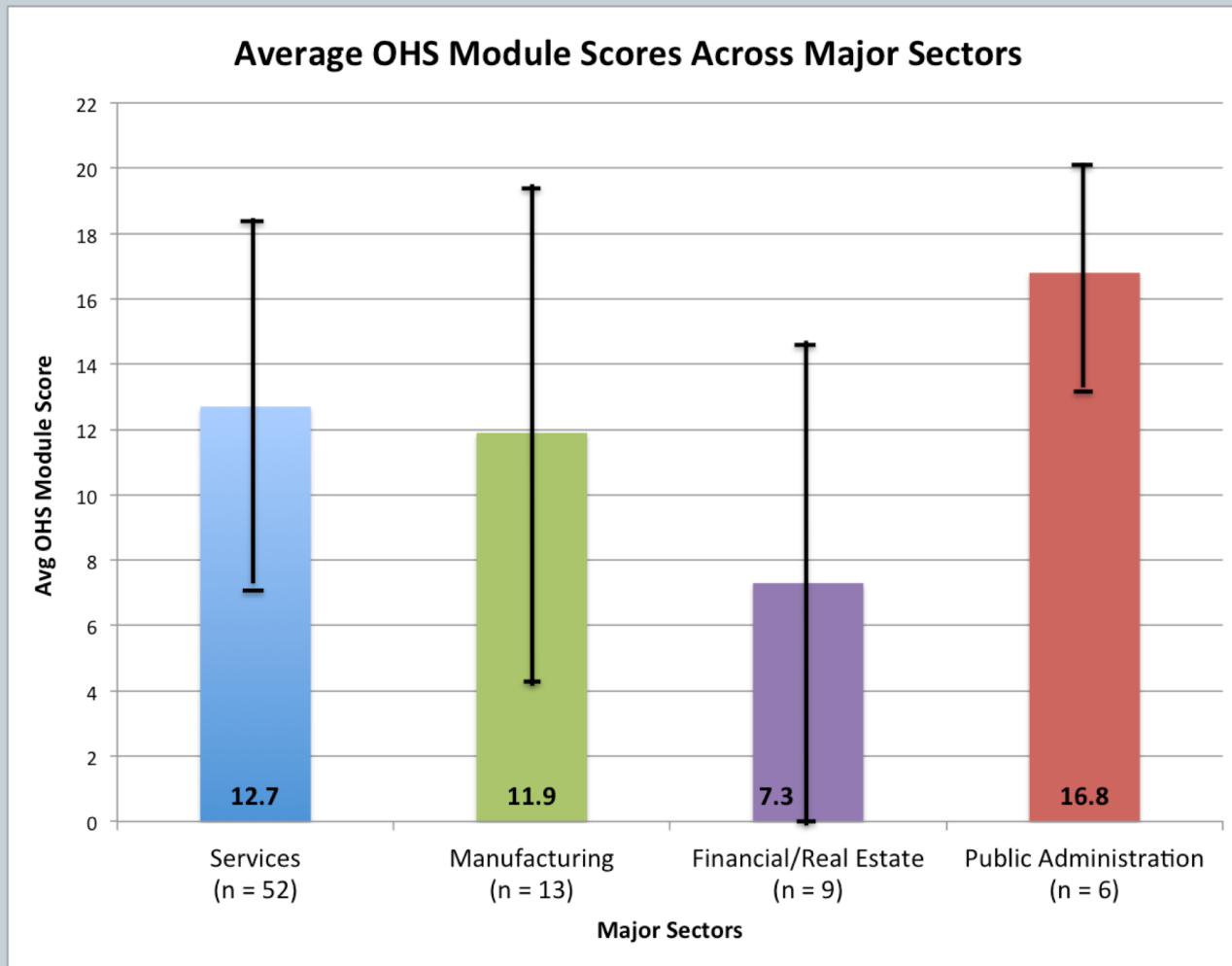
Average OHS Module Scores Across Different Size Organizations
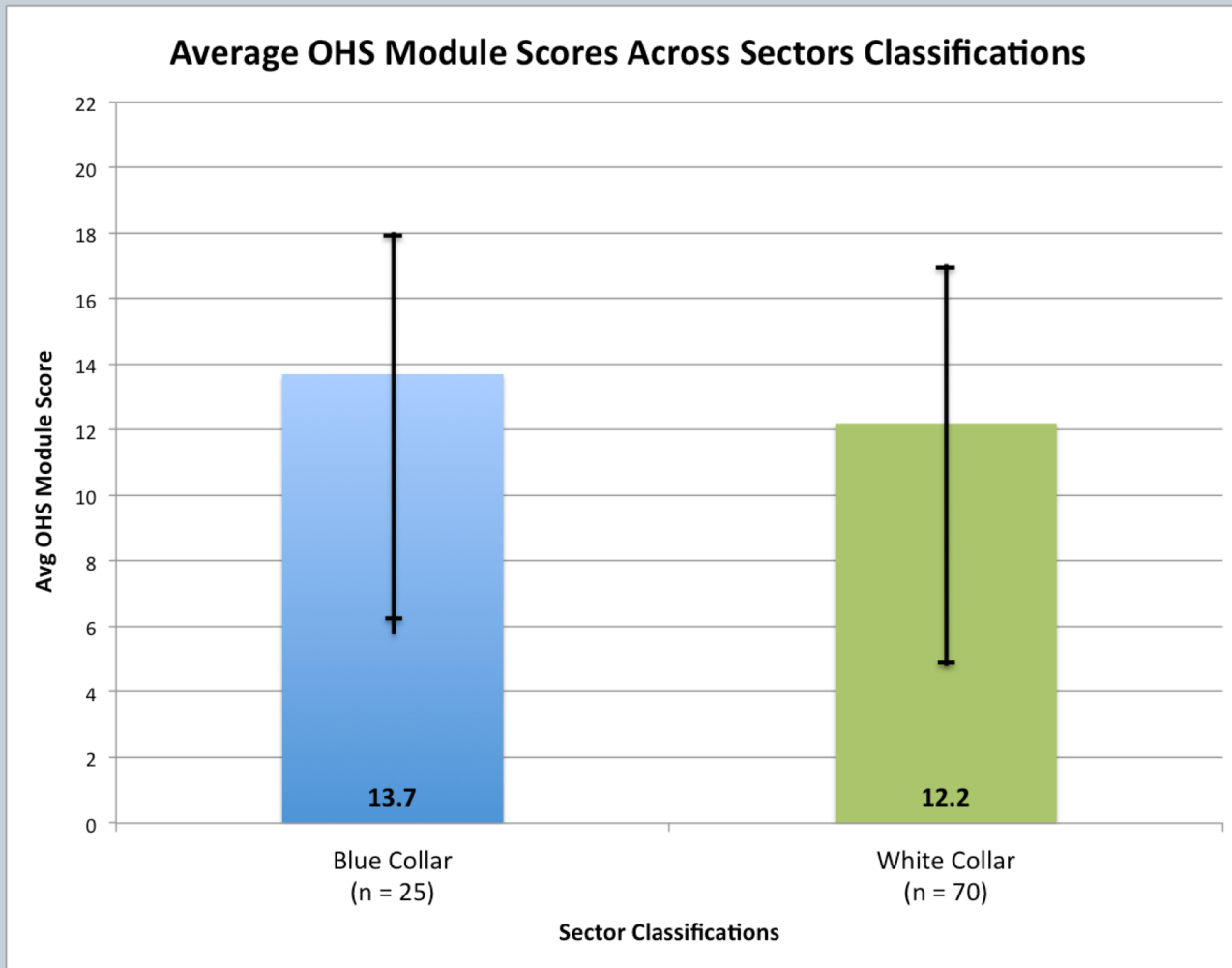
Organization Size	Avg OHS Module Score
Small (n = 25)	12.7
Medium (n = 25)	11.9
Large (n = 32)	14.2
Extra Large (n = 13)	14.3

Note: ANOVAs n.s.

OHS Module Total Scores

Average OHS Module Scores Across Major Sectors

Note: ANOVAs n.s.

OHS Module Total Scores

Average OHS Module Scores Across Sectors Classifications

Note: ANOVAs n.s.

The Link Between OHS Scores & Perceptions

Is there a statistical association between organizational scores on the OHS module and employee perceptions of health and safety at their organizations?

- How safe do you think your workplace is?
  - (1-10, extremely unsafe to extremely safe)
  - N.S.
- How supportive is your company of your personal health?
  - (1-10, extremely unsupportive to extremely supportive)
  - N.S.
- Management considers workplace health and safety to be important.
  - (1-4, Strongly disagree – Strongly agree)
  - N.S.
- My organization encourages me to make suggestions about employee safety, health and well-being.
  - (1-5, Strongly disagree – Strongly agree)
  - Correlation = .23 ($p<.05$)

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Summary of Main Findings

- ## General OHS Score Trends
  - Most organizations DO:
    - Encourage reporting injuries and near misses
    - Provide paid time off
  - Most organization DON'T:
    - Employ or contract an OHS professional
    - Coordinate OHS and health promotion
    - Include improving or maintaining health and safety in business objectives
  - Total scores widely distributed
- ## OHS total scores were not related to employee perceptions of health and safety.

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Implications

- OHS Module: One Component of OHS Interventions
  - Starting point
  - Not a measure of employee perceptions or healthy and safety climate

- Represents Best Practices
  - Not a measure of the quality & impactfulness OHS programs

- Importance for Particular Sectors
  - e.g. Construction vs. Financial

- Feasibility Varies by Organization Size
  - e.g., Small vs. Extra Large

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Suggested Next Steps

- Establish benchmarks
  - Different sectors and sizes
- Longitudinal studies on OHS interventions

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Thank you!

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QUESTIONS?

HTTP://WWW.UML.EDU/RESEARCH/CENTERS/CPH-NEW/

HTTP://WWW.CDC.GOV/DHDSP/PUBS/WORKSITE_SCORECARD.HTM

Appendix

- Data Cleaning Methods
- Table – Organizational Size X Sector
- Table – Item-level Frequencies
- Table – Item-level Frequencies X Size

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Data Cleaning

- 100 organizations participated
- Cases were included based on:
  - Completion of OHS module
  - Fewer than 50% missing responses
- Final sample
  - 95 organizations, 5,451 employees
  - Average participation rate – 56.8%, ranged from (9.3% – 98.9%)

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Organizational Size X Sector

	Small (1-49)	Medium (50-99)	Large (100-249)	Extra Large (250+)
Blue Collar				
Agriculture	1	0	0	1
Construction	1	1	2	1
Manufacturing	2	3	8	0
Transportation	0	1	0	1
Wholesale	2	0	1	0
White Collar				
Retail	1	1	0	1
Financial / Real Estate	1	3	5	0
Services	17	14	15	6
Public Administration	0	2	1	3

N=95

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OHS Module
Item-Level Frequencies X Sector Category

Point Value	Item	Blue Collar N=25	White Collar N=70
3	Provide opportunities for employee input on hazards and solutions	57.9%	42.1%
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Criteria for Size Definition

- Based on the Affordable Care Act
- Small: 1-49 employees
- Medium: 50-99 employees
- Large: 100-249 employees
- Extra Large: 250+ employees

Size	N
Small (1-49)	25
Medium (50-99)	25
Large (100-249)	32
Extra Large (250+)	13

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