irsst Institut de recherche
Robert-Sauvé en santé
et en sécurité du travail

Workplace organizational policies and practices questionnaire

This questionnaire has been prepared to obtain information about the policies and practices of your organization or business. For each item, please indicate a number from 1 to 5 to get your level of agreement with the 22 statements, referring to the scale below.

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	2	3	4	5

PEOPLE-ORIENTED CULTURE

1. The workplace involves employees in plans and decisions made.
2. Workers have trust in the workplace.
3. Communication is open and employees feel free to voice concerns and make suggestions.
4. Working relationships are cooperative.
5. Workers tend to stay with this workplace for a long time.

SAFETY CLIMATE

6. Top management is actively involved in the safety program.
7. The workplace spends time and money on improving safety.
8. The workplace considers safety equally with production and quality in the way work is done.
9. Unsafe working conditions are identified and improved promptly.
10. Equipment is well-maintained.
11. Action is taken when safety rules are broken.
12. Employees are provided training in safe work practices for the job hazards they will encounter.

ERGONOMIC PRACTICES

13. Jobs are designed to reduce heavy lifting.
14. Jobs are designed to reduce repetitive movement.

Amick III BC, Habeck RV, Hunt A, et al. Measuring the impact of organizational behaviors on work disability prevention and management. Journal of Occupational Rehabilitation. 2000;10:21-38.
Amick BC, 3rd, Lee H, Hogg-Johnson S, et al. How Do Organizational Policies and Practices Affect Return to Work and Work Role Functioning Following a Musculoskeletal Injury? J Occup Rehabil. 2017;27:393-404
Katz JN, Amick BC, 3rd, Keller R, et al. Determinants of work absence following surgery for carpal tunnel syndrome. Am J Ind Med. 2005;47:120-130.
Tang, Kenneth, et al. «The 11 item workplace organizational policies and practices questionnaire (OPP 11): examination of its construct validity, f actor structure, and predictive validity in injured workers with upper limb disorders.» American journal of industrial medicine 54.11 (2011): 834-846.
Truchon M, Fillion L, Gelinas C. Validation of a French Canadian version of the Organizational Policies and Practices (OPP) questionnaire. Work. 2003;20:111-119.

DISABILITY MANAGEMENT

15. Someone from the workplace contacts the worker shortly after an injury or illness to express concern and offer assistance.

16. The workplace keeps track of the injured worker's absence and return to work.

17. The workplace works with the treating physician to develop a plan for return to work.

18. The workplace makes accommodations such as special equipment, flexible hours or modified job duties to allow injured workers to return to work.

19. After the injured worker returns to work, the workplace follows up to adjust the work situation as needed.

20. When injured workers can't return to work, the workplace provides retraining.

21. Labour and management work as partners in returning injured workers to work.

22. Labour and management work as partners in health and safety.

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Scoring instructions

Average scores, leading to a total score varying between 1 and 5 points.

Interpretation of scores

A highly supportive organization was identified by a mean score above 3.2
(Amick et coll, 2017),

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Journal of Occupational Rehabilitation. 2000;10:21-38.
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a Musculoskeletal Injury? J Occup Rehabil. 2017;27:393-404
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