



***National Safety Council
Research & Statistical Services***

**OSCAR Survey Results
U.S. Department of Energy
February 2009**

National Safety Council

- ***Not-for-profit, mission-driven membership organization***
- ***Formed in 1913***
- ***Formed by Industry Leaders***
- ***Chartered by Congress***
- ***18,000 Members***



NSC Mission

The mission of the National Safety Council is to educate and influence people to avoid accidental injuries and deaths.



National Safety Council

- ***Leading S&H Information Resource***
 - ***Consulting***
 - ***Training***
 - ***Products***
- ***Largest S&H Publisher***
- ***Largest S&H Library***
- ***Annual Congress - 18,000 Attendees***



Research & Statistical Services Group

- ***Injury Facts***
- ***Journal of Safety Research***
- ***Robert W. Campbell Award***
- ***Evaluation Research***
- ***Research Design and Data Collection, Analysis***
- ***Employee Safety Perception Surveys***





Why Survey Employees?

- ***Better indicator of program quality***
- ***Sort strengths/weaknesses***
- ***Automatically generate prioritized action plan***





Why Survey Employees?

- ***Facilitate employee involvement***
- ***Non-complex / non-intrusive***
- ***Inexpensive***
- ***NSC name recognition by employees***
- ***Benchmarking capabilities***





Benchmarking

- ***NSC database contains results from 411 clients***
- ***Percentiles, scaled from 0 to 100, compare your employees' responses with those of other survey users on 50 standardized safety program components***





Percentile Benchmarks Help You To:

- ***Clarify the status of your current program***
- ***Set improvement priorities***
- ***Establish a baseline for assessing future progress***
- ***Compare locations / groups***



Use Surveys As:

- *Evaluation Tool*
- *Planning Tool*
- *Motivating Tool*





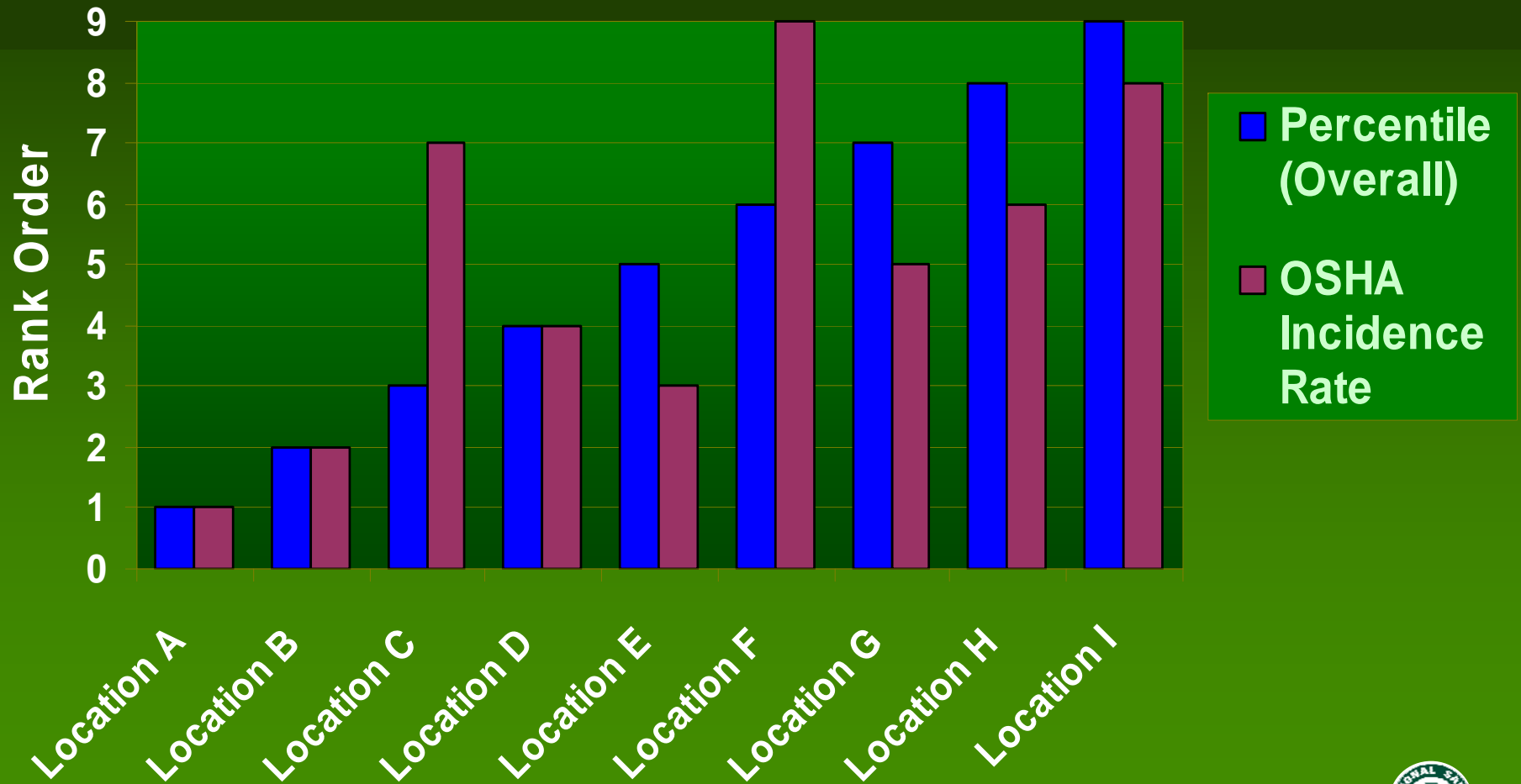
NSC Database Profile

- **27%** ***General manufacturing***
- **15%** ***Mining***
- **14%** ***Food manufacturing***
- **10%** ***Chemical manufacturing***
- **8%** ***Electronics manufacturing***
- **8%** ***Federal / State / Local government***
- **6%** ***Public utilities***



Validity Studies

Rank Order by Location
OSHA Incidence Rate and Overall Percentile Score

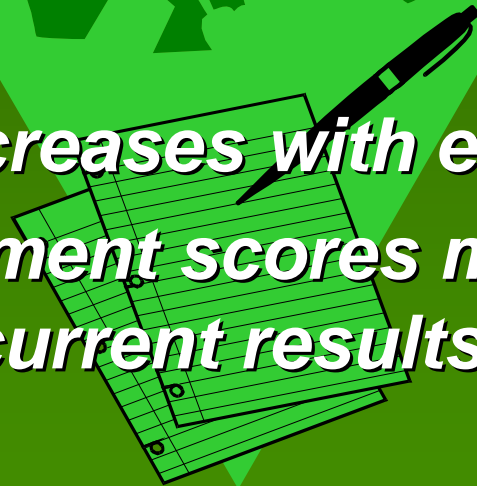


Challenges: Results Interpretation

- ***DON'T*** focus on negative results
- ***DON'T*** finger-point
- ***DON'T*** knee-jerk / overreact
- ***DON'T*** discount or ignore results

Challenges: Results Interpretation

- ***DO keep employees informed***
- ***DO include employees in results interpretation and program changes***
- ***Actions taken from this point are more important than process of conducting survey***
- ***Survey value increases with each re-survey***
- ***Survey improvement scores maybe more important than current results***



OSCAR Report Sections

- I Involvement in safety***
- II Company's safety management practices***
- III Company's safety program***
- IV Opinions about safety & management conditions (Safety Barometer)***
- V Information about you***
- VI General comments***





SAFETY BAROMETER Section

- ***50-question survey***
- ***6 safety program categories***
- ***Provides a quick reading of your program's current status***
- ***Benchmarked against a database of past NSC clients***



Safety Program Categories

- ***Management Participation (7 items)***
- ***Supervisor Participation (9 items)***
- ***Employee Participation (9 items)***
- ***Safety Support Activities (10 items)***
- ***Safety Support Climate (10 items)***
- ***Organizational Climate (5 items)***



Path Forward

- ***Following actions recommended:***
 - ***Team(s) of personnel should be identified to further understand survey results & implement changes***
 - ***Results interpretation team(s) should include personnel from all appropriate levels of the organization***
 - ***Proposed action strategies should be reviewed and endorsed by top management***
 - ***Results of action plans should be measured***
 - ***Feedback of survey results should be communicated to survey population & wider audience***





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Thank You

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