






### How to fill the Survey Form

1) Use blue or black pen.			
2) Shade the box completely.	 Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
3) Shade only one answer for each question.	 Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
4) Cross out to cancel your selection.	 Agree	 Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
1. Our managers dislike audits as they delay our work.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
2. Our management has accepted that they are the party finally responsible for WSH.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
3. Although our management has said that "safety comes first," project/production targets and deadlines are usually given a higher priority.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
4. When project deadlines are tight, managers still remind us that WSH is the top priority.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
5. Our management do not participate in WSH activities until an adverse workplace incident or accident occurs.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
6. Our managers inspect the workplace to identify potential hazards and review with us our WSH performance.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
7. WSH meetings are seldom conducted by our managers.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
8. Senior management reviews WSH performance regularly and conveys to us the status, actions and effectiveness of the specific measures taken.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
9. We are usually <u>not informed</u> by our management about the WSH initiatives planned and the performance goals expected.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
10. The planning of WSH enhancement programmes and activities are led by our management.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
11. Our senior management reviews regularly the outcome of changes to determine how future processes and decision-making may be improved.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
12. Our managers <u>do not personally</u> deliver WSH training.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
13. WSH and business operations are considered as separate concerns by our management.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
14. WSH trends and best practices reported by industry leaders are monitored by our management.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
15. We are <u>not involved</u> with defining the set of WSH performance indicators used by our organization. These are decided <u>solely</u> by our senior management.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
16. Our management encourages us to voice our WSH concerns and challenge and/or report unsafe acts.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
17. Our management recognizes individual contributions to WSH, but work teams <u>are not</u> recognised.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
18. Our WSH policy, mission and vision statements are clearly visible and easily understood.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
19. In our organization, WSH has the highest priority.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
20. Our work behaviour and consciousness about WSH match the WSH mission and vision of our organization.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
21. We are <u>not informed</u> by our management about the WSH goals and targets to be met in our jobs.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
22. WSH performance has been included in our staff and department appraisals.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
23. We have <u>not been</u> informed about the WSH responsibilities for our jobs.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
24. We have been informed about who our supervisors are <u>but not</u> the organizational structure and line of responsibility for WSH supervision, e.g. scope of WSH supervision by different job functions and appointment levels.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
25. Our WSH Department reports directly to senior management (CEO, MD) without having to go through the operations department.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
26. In our organization, competency (including WSH performance) is the <u>key criterion</u> in assessments for employment and promotion.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
27. Our workforce is <u>too small</u> to allow us to follow safe work procedures strictly and still finish our work without taking risks or shortcuts.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
28. We have defined formal WSH training requirements for all appointments in our organization including managers.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
29. We <u>are not</u> trained according to a roadmap.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
30. Contractors <u>are not</u> required to participate in our WSH reporting, meetings, competitions, campaigns and training programmes.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
31. WSH is considered as an important factor in our selection of contractors and business partners and we review their WSH performance regularly throughout the project.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
32. Our system for recognizing WSH performance balances rewards for good WSH performance with a fair disciplinary process for dealing with safety violations.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
33. Our management will always allocate an additional WSH budget whenever it is needed.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
34. <u>Only</u> accidents that are reportable to the authorities are investigated by our organization.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
35. We are <u>not informed</u> by management on our organization's process for investigating WSH incidents and accidents.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
36. Our management <u>does not</u> conduct regular training to rehearse contingency plans and actions.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
37. Our contingency plans and actions are reviewed and benchmarked against industry leaders.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
38. Regular rest breaks are scheduled throughout the workday and we have <u>easily accessible</u> places to rest, eat a meal and collect drinking water when needed.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
39. Our tools and equipment are often <u>unavailable or unusable</u> when we need to use them.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
40. Whenever dangerous work is involved, our management will conduct pre-job briefings on the actions to be performed, and explain to us the responsibilities and errors to avoid and how to correct them.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
41. We have to stop work often because it affects the work being done next to our work area.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
42. We need to perform housekeeping <u>only when</u> instructed by our supervisor.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
43. The performance of our equipment is monitored regularly by management to ensure that maintenance can be performed before they breakdown.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
44. We conduct risk assessments <u>only when</u> required by the authorities.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
45. Our organization has implemented a WSH Management System.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
46. Internal and/or external audits led by our management are performed periodically on our WSH Management System.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
47. We have a computer based system to review our WSH performance statistics, report a WSH incident and check what has been done to correct them.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
48. Our management <u>does not</u> discuss changes with us even though we might be affected by them directly.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
49. The requirements and limitations of human task performance <u>are not</u> considered when operational changes are planned.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
50. We make operational changes or workarounds on the spot as and when required.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
51. We have rules and regulations to prevent unauthorized operation and modification of our processes and equipment.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
52. In our organization criteria detailing job requirements and qualifications are specified for each employee.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
53. We <u>do not</u> require potential employees to pass in-house vocational and skill assessment tests.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
54. Our health and ability (e.g. mental and physical condition) are assessed periodically by our organization to determine our fitness for duty.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
55. Our management has implemented a buddy system to facilitate on the job training and supervision of new employees and/or transfer personnel.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
56. A personal training roadmap <u>has not</u> been specified for us by our management.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know



Question	Your Response		
57. Our training road map is comprehensive and covers our career development.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
58. The training provided by my organization helps me to recognize work behaviours that might affect WSH and to recognise faults in my equipment.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
59. The training provided by my organization extends my knowledge and skills beyond the requirements of my present job.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
60. We <u>are not</u> required by our management to attend refresher training.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
61. Our training roadmap is reviewed regularly and new requirements are updated by our management to account for changes in our job/appointment and/or process/technological advancements.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
62. Audits are viewed by our organisation to uncover non-compliance.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
63. Internal audits to uncover potential operational hazards are conducted regularly and led by our management. Necessary actions are then taken.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
64. Incidents, near misses and accidents are investigated by our management to uncover root causes and contributing factors so that improvements can be made and the lessons shared with all of us.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
65. Our organization <u>does not</u> subscribe to any external WSH bulletins and publications.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
66. Our management reviews and analyses external case studies from the industry and shares with us the findings and lessons learnt.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
67. Our organization <u>does not</u> participate in external WSH seminars and activities organized by outside bodies such as the WSHC, MOM and/or industry associations.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
68. Our training programmes are internal. It is <u>not necessary</u> to benchmark them against industry standards.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
69. We schedule toolbox meetings, mass briefings and management meetings regularly to discuss and disseminate WSH news and information to everyone.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
70. Our WSH department is visibly involved <u>only when</u> a near miss or accident occurs.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
71. Our WSH department is concerned <u>mainly with inspections</u> to ensure that we comply with safe work procedures and WSH requirements.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
72. Our WSH department is about the same size, status and prominence with our business department.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
73. We have no time to participate in WSH talks/seminars/courses/conferences, contests and awards. We try to participate only when attendance is compulsory or when there are incentives to do so.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
74. We participate actively in WSH Committees and enhancement initiatives such as SIT, WIT, RA and RM.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
75. We organize our own WSH programmes regularly and the level of participation we receive is good.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
76. We perform pre-job briefings and shift handovers <u>only when</u> we have time.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
77. We share our WSH knowledge and best practices with other work groups and our co-workers, and we will voluntarily teach our co-worker how to perform a task safely if we notice that help is needed.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
78. There is trust and good communication, coordination and cooperation across all our departments and job levels.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
79. In our organization, <u>only</u> the WSH representative is responsible for identifying workplace hazards, for proposing safety measures, and for enforcing safe work procedures.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
80. We <u>cannot be personally</u> responsible for the safety of everyone in the organization.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
81. It <u>is not</u> our duty and responsibility to report unsafe actions and/or near misses. We should just mind our own business.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
82. We <u>do not</u> hesitate to report our co-workers if they take shortcuts or break WSH rules and regulations on purpose.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
83. We submit a report on our <u>own</u> unintentional mistakes since it helps our organization to learn how to prevent accidents.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
84. We <u>have not</u> been made aware of the potential hazards of our tasks and the surrounding work areas.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
85. It is <u>unlikely</u> that our safety would be at risk if we <u>do not</u> always comply with WSH rules and regulations.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
86. We know that disciplinary action will be taken if we break WSH rules and regulations intentionally, e.g. by taking shortcuts and <u>not complying</u> with safe work procedures.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
87. Our WSH performance is monitored and assessed periodically by our management, and feedback is given to us on how we can improve our performance.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
88. Our management seldom praise/reward us when our WSH performance is good.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
89. We <u>should not</u> ask questions during toolbox/safety meetings even if we have WSH concerns since we should just follow what we are told to do.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
90. The response of our management after an incident investigation focuses on the cause and lessons to be learnt and <u>not on</u> who is to be blamed.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
91. We are given regular feedback on our WSH reports by our management and consistent support for our WSH improvement initiatives.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
92. In our organization, WSH initiatives are developed and decided <u>only</u> by our management.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
93. Our management seeks our feedback on WSH initiatives and new processes/equipment/systems <u>prior to</u> their purchase and implementation.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
94. <u>Only</u> management is allowed to sit in our WSH Committee	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
95. Our management is able to create a climate that encourages communication and teamwork within and across work groups.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
96. We <u>cancel</u> daily toolbox meetings when we have lots of work to do.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
97. Formal WSH communication is <u>initiated mainly</u> by our management and consists <u>mainly</u> of written safe work instructions.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
98. There is good communication between our supervisors and workers.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
99. There is good communication between our management and us.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
100. Our management has implemented an 'open door' policy and encourages us to raise and discuss WSH issues and concerns with them <u>at any time</u> .	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
101. Internal WSH campaigns and competitions are <u>rarely</u> organized and led by our management.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
102. We can report unsafe acts, near misses and hazards through our WSH reporting system which is a simple and accessible.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
103. Our WSH reports <u>must be</u> channelled strictly through our supervisor for our management to review.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
104. We can make WSH reports directly to anyone including our managers.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

Question	Your Response		
105. Our organization has implemented a no-name/no-punishment voluntary WSH incident reporting system to gather information and learn from near misses so as to prevent a potential accident.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
106. Our no-name/no-punishment voluntary WSH incident reporting system <u>cannot</u> be trusted as it is supervised internally and <u>not by</u> an outside party.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
107. Our WSH reporting system <u>need not</u> be reviewed and assessed as it is already effective.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
108. When we report WSH concerns, there is usually <u>no feedback</u> and/or visible action taken to address them.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
109. We <u>are not</u> afraid to report our <u>own</u> honest mistake as we know that we will be treated fairly by our management.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
110. Our management <u>has not</u> introduced anything to protect us from people taking revenge on us for making a WSH report	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
111. Our management will act quickly to stop anyone for taking revenge against us for making a WSH report.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know
112. Campaigns are conducted regularly by our management to raise our awareness of the WSH reporting system and to encourage us to submit WSH reports.	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> I Don't Know

*Thank You Very Much for Your Kind Participation*