

Verification Interview Scoring Template for Assessors

Item #	Dimension	Assessor should Determine during the Evidence Based Assessment Protocol (Interview, Site, &/or Document Inspection) Which One of the Scenarios in L1 to L5 Prevails in the Organization				
		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A1: (Management) Leadership & Commitment	A1D1: Management Credibility	<input type="checkbox"/> Managers “talk-the-talk” on WSH only when convenient and when project/ production targets and deadlines are not tight.	<input type="checkbox"/> When project deadlines are tight, managers are consistent in conscientiously reminding stakeholders that WSH remains the top priority.	<input type="checkbox"/> Managers accept that they are ultimately responsible for WSH.	<input type="checkbox"/> Managers demonstrate personal enthusiasm towards continuous WSH improvement including learning from audits. <input type="checkbox"/> Management allocates an additional budget for WSH whenever it is needed.	<input type="checkbox"/> Senior managers are exemplary in “walking-the-talk” on WSH by constantly upgrading their WSH competencies. <input type="checkbox"/> Management has implemented an ‘open door’ policy for stakeholders to raise and discuss WSH issues and concerns at any time.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%		<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A1: (Management) Leadership & Commitment	A1D2: Management Involvement in Routine Day-to-Day WSH Assurance	<input type="checkbox"/> Managers seldom participate in WSH activities and supervision until an accident occurs. <input type="checkbox"/> Managers conduct WSH meetings according to the planned schedule and agenda.	<input type="checkbox"/> Managers perform site inspections with WSH representatives to identify potential hazards and review with stakeholders their WSH performance. <input type="checkbox"/> Prior to safety critical work, managers conduct pre-job briefings detailing actions and responsibilities, recovery actions and contingency handling. <input type="checkbox"/> Formal WSH communication initiated primarily by our management comprises (one-way) written memorandums and instructions. <input type="checkbox"/> There is good interactive (two way) communication between management and stakeholders.	<input type="checkbox"/> To raise awareness and promote WSH, internal campaigns and competitions with incentives are organized regularly and led by management.	<input type="checkbox"/> Managers review organizational WSH initiatives, plans and goals with stakeholders, and convey to them the WSH performance expected. <input type="checkbox"/> Managers monitor and assess equipment performance periodically to ensure that maintenance is performed on a predictive basis to avoid unplanned corrective actions.	<input type="checkbox"/> Senior Management reviews WSH performance regularly and convey to stakeholders the status, actions and effectiveness of specific measures taken.
		<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%						

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A1: (Management) Leadership & Commitment	A1D3: Management Engagement in Key WSH Initiatives	<input type="checkbox"/> A mentoring system is implemented by management to facilitate on the job training (OJT, including WSH) and the supervision of a newly recruited/transferred staff.	<input type="checkbox"/> Managers lead the planning of strategic WSH enhancement initiatives (including setting goals & targets). <input type="checkbox"/> Managers personally deliver WSH training after attaining technical competence. <input type="checkbox"/> Managers customize a training roadmap to meet the requirements of individual staff.	<input type="checkbox"/> WSH KPIs are reviewed by management at regular intervals followed by appropriate and timely actions for improvement. <input type="checkbox"/> Incidents, near misses and accidents are investigated by management to uncover root causes and contributing factors so that enhancements can be made and lessons shared with all stakeholders.	<input type="checkbox"/> WSH is regarded by management to be an essential part of business operations. <input type="checkbox"/> External case studies are reviewed and analysed by management and shared with stakeholders. <input type="checkbox"/> Managers lead periodic audits of the WSH Management System. <input type="checkbox"/> Managers track and update regularly the training roadmap of each staff to account for technical & appointment changes.	<input type="checkbox"/> WSH performance, enhancement plans and initiatives are reviewed at the Board level as standing agenda items. <input type="checkbox"/> WSH is viewed by senior management as adding to business value rather than only to cost. <input type="checkbox"/> Senior managers review regularly the outcome of change management cases to determine how future processes and decision making may be improved. <input type="checkbox"/> Regular WSH reviews are conducted by management to consider various contingency scenarios to enable pre-emptive learning.

A1: (Management) Leadership & Commitment	A1D3: Management Engagement in Key WSH Initiatives		<input type="checkbox"/> Change management includes discussion between management and stakeholders potentially affected by the changes.	<input type="checkbox"/> WSH performance of stakeholders is monitored and assessed by managers, and feedback is given on how performance could be improved.	<input type="checkbox"/> Internal audits to uncover potential operational hazards are conducted by management regularly and the necessary remedial actions taken. <input type="checkbox"/> Managers lead focus groups involving different job levels to brainstorm and develop innovative ideas to enhance WSH. <input type="checkbox"/> Efforts are made by management to learn continually and pre-emptively through leading indicators of WSH performance. <input type="checkbox"/> Managers collect and investigate reports of alleged retaliation against a stakeholder for reporting WSH concerns and take the appropriate corrective action.	<input type="checkbox"/> A standing (reserved) budget to support WSH initiatives is maintained at board level and reviewed regularly by senior management. <input type="checkbox"/> Management acts swiftly and diligently to stop retaliation against someone for making a WSH report.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	



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A1: (Management) Leadership & Commitment	A1D4: Management Knowledge & Skills with WSH Impact	<input type="checkbox"/> Formal WSH training is required for all appointments including managers. <input type="checkbox"/> Managers are able to encourage stakeholders to seek clarification on WSH concerns by asking questions during toolbox/safety meetings.	<input type="checkbox"/> WSH performance indicators are established by management following consultation with stakeholders.	<input type="checkbox"/> WSH trends and best practices reported by industry leaders are tracked by management. <input type="checkbox"/> Management encourages stakeholders to voice their WSH concerns and challenge and/or report unsafe acts. <input type="checkbox"/> Managers foster a climate that encourages stakeholder communication and teamwork. <input type="checkbox"/> Management response after an incident focuses on addressing the cause of the incident rather than the assignment of blame.	<input type="checkbox"/> Managers are fair and balanced in recognizing individual and group contributions to WSH.	<input type="checkbox"/> Senior managers are well informed and competent enough to review operational changes to assess potential impact on WSH. <input type="checkbox"/> Stakeholder feedback is sought by management on WSH initiatives and process/equipment/system changes prior to procurement and implementation.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%		<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A2: Governance	A2D1: Organizational WSH Vision, Values Roles & Targets	<input type="checkbox"/> WSH policy, mission and vision statements are clearly visible and easily understood. <input type="checkbox"/> WSH responsibilities are defined for all job levels. <input type="checkbox"/> Production targets and deadlines are usually given a higher priority than WSH.	<input type="checkbox"/> WSH is a core organizational value with the highest priority. <input type="checkbox"/> WSH goals and targets are defined for all job levels and functions. <input type="checkbox"/> A well-defined functional hierarchy for WSH supervision is established with the line of authority, required collaboration and teamwork clearly specified. <input type="checkbox"/> Managers lead the planning of strategic WSH enhancement initiatives (including setting goals & targets). <input type="checkbox"/> WSH department collates and reviews WSH performance data and co-ordinates WSH enhancement initiatives.	<input type="checkbox"/> WSH performance is part of stakeholder and department appraisals. <input type="checkbox"/> Stakeholders are expected to participate actively in WSH Committees and enhancement initiatives. <input type="checkbox"/> Management is ultimately responsible for WSH assurance. <input type="checkbox"/> Functional teams are empowered with the authority to propose, review and implement WSH enhancement initiatives.	<input type="checkbox"/> WSH department reports directly to senior management (CEO, MD) without having to go through the operations department. <input type="checkbox"/> WSH is regarded as an essential part of business operations. <input type="checkbox"/> Management reviews and analyses external case studies and shares the findings and lessons with stakeholders. <input type="checkbox"/> The size, standing and prominence of the WSH department are comparable to the business department.	<input type="checkbox"/> Work behaviour and WSH consciousness of stakeholders are consistent with the WSH mission and vision of the organization. <input type="checkbox"/> WSH is viewed by senior management as adding to business value rather than only to cost. <input type="checkbox"/> WSH performance is reviewed at the Board level of the organization.

<p>A2: Governance</p>	<p>A2D1: Organizational WSH Vision, Values Roles & Targets</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Managers conduct WSH meetings according to the planned schedule and agenda. <input type="checkbox"/> Organizational hierarchy must be followed strictly for reports to be channelled to management for review. 	<ul style="list-style-type: none"> <input type="checkbox"/> Stakeholders perform pre-job briefings and shift handovers diligently and communicate the necessary operational and WSH information. <input type="checkbox"/> A WSH reporting structure independent of the organizational hierarchy is established. 	<ul style="list-style-type: none"> <input type="checkbox"/> Management is ultimately responsible for WSH assurance. <input type="checkbox"/> Functional teams are empowered with the authority to propose, review and implement WSH enhancement initiatives. <input type="checkbox"/> Management fosters a climate that encourages communication and teamwork. <input type="checkbox"/> Stakeholders are required to report unsafe actions and/or near misses. 	<ul style="list-style-type: none"> <input type="checkbox"/> Senior management communicates openly to stakeholders on the WSH initiatives planned and the performance goals expected. <input type="checkbox"/> Management collects and investigates reports of alleged retaliation against a stakeholder for reporting WSH concerns and take the appropriate corrective action. 	<ul style="list-style-type: none"> <input type="checkbox"/> Management acts swiftly and diligently to stop retaliation against someone for making a WSH report.
<p>To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%</p>		<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A2: Governance	A2D2: Human Resource Policies with WSH Impact	<input type="checkbox"/> Formal WSH training is required for all appointments including managers. <input type="checkbox"/> Stakeholders are informed that WSH is a key component of appraisal. <input type="checkbox"/> An explicit set of criteria detailing job requirements and qualifications is specified for each appointment.	<input type="checkbox"/> Competency (including WSH performance) is the key criterion in assessments for employment, promotion and internal transfer. <input type="checkbox"/> Contractors are engaged on the lowest quote <u>only after</u> they have satisfied technical and WSH requirements (e.g. bizSAFE). <input type="checkbox"/> Formal vocational and skill assessment tests are applied when a candidate is assessed for employment.	<input type="checkbox"/> Manpower resources are adequate to meet the requirements of both business operations and WSH assurance. <input type="checkbox"/> Contractors are required to participate in WSH initiatives such as WSH meetings and training programmes. <input type="checkbox"/> WSH performance recognition balances incentives/rewards for good WSH performance with a just/fair disciplinary process for dealing with safety violations.	<input type="checkbox"/> Stakeholders are trained comprehensively in accordance with a roadmap. <input type="checkbox"/> Managers track and update regularly the training roadmap of each staff to account for technical & appointment changes. <input type="checkbox"/> Managers are fair and balanced in recognizing individual and group contributions to WSH.	<input type="checkbox"/> A management system is used to track the WSH training of staff against a training roadmap. <input type="checkbox"/> WSH performance is a key criterion in selecting contractors and business partners.

A2: Governance	A2D2: Human Resource Policies with WSH Impact	<input type="checkbox"/> A mentoring system is implemented to facilitate on the job training (OJT, including WSH) and the supervision of newly recruited/transferred staff. <input type="checkbox"/> Stakeholders are aware of potential hazards of their tasks and surrounding work areas. <input type="checkbox"/> Stakeholders are aware that disciplinary action will be taken against intentional safety violations.	<input type="checkbox"/> A training roadmap is customized to meet the requirements of each staff. <input type="checkbox"/> Stakeholders are trained to recognize work behaviours that may adversely impact WSH and to identify malfunctions.	<input type="checkbox"/> Health and physical ability are assessed periodically to determine fitness for duty. <input type="checkbox"/> Training programme is benchmarked against industry standards.	<input type="checkbox"/> WSH achievements of both staff and contractors are recognised explicitly.	<input type="checkbox"/> Self-reporting of unintentional errors is encouraged and is made without fear of punishment because stakeholders are treated in a just and fair manner.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	

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A2: Governance	A2D3: Operational Policies with WSH Impact	<input type="checkbox"/> Only reportable accidents are investigated. <input type="checkbox"/> Risk assessment is conducted prior to manpower changes and the introduction of new equipment, processes and tasks. <input type="checkbox"/> Regular rest breaks are scheduled throughout the workday and stakeholders have accessible resting areas to eat a meal and collect drinking water when needed.	<input type="checkbox"/> WSH performance indicators are established following consultation with stakeholders. <input type="checkbox"/> A WSH Management System (WSHMS) is implemented. <input type="checkbox"/> Best practices are shared by management freely and systematically across departments.	<input type="checkbox"/> Budget for WSH training and supervision is benchmarked against industry leaders. <input type="checkbox"/> WSH KPIs are reviewed by management at regular intervals followed by appropriate and timely actions for improvement. <input type="checkbox"/> Risk assessments and/or hazard & operability studies are used to develop contingency plans and actions. <input type="checkbox"/> Managers encourage stakeholders to voice their WSH concerns and challenge and/or report unsafe acts.	<input type="checkbox"/> Management allocates an additional WSH budget whenever it is needed. <input type="checkbox"/> Process of investigating WSH reports, incidents and accidents must be independent, rigorous and transparent. <input type="checkbox"/> Regular contingency training is conducted to ensure familiarity with recovery plans and actions. <input type="checkbox"/> A fatigue management system is used to specify appropriate work duration and shift cycles.	<input type="checkbox"/> A standing (reserved) budget to support WSH initiatives is maintained at board level and reviewed regularly by senior management. <input type="checkbox"/> Contingency plans and actions are reviewed and benchmarked against industry leaders. <input type="checkbox"/> Our WSH performance is benchmarked against international standards.

A2	A2D3: Operational Policies with WSH Impact	<ul style="list-style-type: none"> <input type="checkbox"/> Mass WSH briefings and management meetings are scheduled on a regular basis. <input type="checkbox"/> A work planning system is used to ensure that PPE, tools and equipment are available in working condition when needed. <input type="checkbox"/> Daily toolbox meetings are held before commencement of work to review WSH concerns. 	<ul style="list-style-type: none"> <input type="checkbox"/> Audits are viewed as an aid for learning and an opportunity for improvement rather than a search for non compliance. <input type="checkbox"/> Prior to safety critical work, managers conduct pre-job briefings detailing actions and responsibilities, recovery actions and contingency handling. 	<ul style="list-style-type: none"> <input type="checkbox"/> To raise awareness and promote WSH, internal campaigns and competitions with incentives are organized regularly and led by management. <input type="checkbox"/> WSH performance of stakeholders is monitored and assessed, and feedback is given on how performance could be improved. <input type="checkbox"/> An anonymous/amnesty WSH incident reporting system is implemented to gather information and learn from adverse workplace events. <input type="checkbox"/> The effectiveness of the WSH reporting system is reviewed regularly and enhancements made. <input type="checkbox"/> A work scheduling system is used to ensure that tasks performed in adjacent work areas are co-ordinated to avoid potential conflicts. 	<ul style="list-style-type: none"> <input type="checkbox"/> Managers monitor and assess equipment performance periodically to ensure that maintenance is performed on a predictive basis to avoid unplanned corrective actions. <input type="checkbox"/> Internal and/or external audits are performed periodically. <input type="checkbox"/> Efforts are made by management to learn continually and pre-emptively through leading indicators of WSH performance. 	<ul style="list-style-type: none"> <input type="checkbox"/> A trusted anonymous/amnesty WSH reporting system is operating and supervised by an external or independent party. <input type="checkbox"/> A computerised WSH performance monitoring system is in place to support: reporting of incidents and near misses; analyses of emerging trends; and reviewing of solution effectiveness. <input type="checkbox"/> Internal successes and lessons learnt from investigations of adverse workplace incidents and accidents are shared with the industry.
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<p style="text-align: center;">A2: Governance</p>	<p style="text-align: center;">A2D3: Operational Policies with WSH Impact</p>		<ul style="list-style-type: none"> <input type="checkbox"/> Change management includes discussion between management and stakeholders potentially affected by the changes. <input type="checkbox"/> Rules and regulations are established to prevent unauthorized operation and modification of the process and equipment. 	<ul style="list-style-type: none"> <input type="checkbox"/> Refresher training is conducted for infrequently performed tasks prior to execution. <input type="checkbox"/> Incidents, near misses and accidents are investigated by management to uncover root causes and contributing factors so that enhancements can be made and lessons shared with all stakeholders. <input type="checkbox"/> Management response after an incident focuses on addressing the cause of the incident rather than the assignment of blame. <input type="checkbox"/> Manpower planning accounts for contingencies to address abnormal operating conditions, periods of high workload and/or staff movement. <input type="checkbox"/> Proposed changes to work plans, equipment and processes must be reviewed by a technically competent management committee to validate the underlying assumptions, operability and potential WSH impact. 	<ul style="list-style-type: none"> <input type="checkbox"/> WSH performance is benchmarked against industry standards and action plans are formulated to enhance existing WSH practices and processes. <input type="checkbox"/> Human Factors considerations are addressed in the specification and implementation of operational changes. 	<ul style="list-style-type: none"> <input type="checkbox"/> Regular WSH reviews that consider various contingency scenarios are conducted to enable pre-emptive learning. <input type="checkbox"/> Senior managers review regularly the outcome of change management cases to determine how future processes and decision making may be improved. <input type="checkbox"/> Stakeholder feedback is sought by management on WSH initiatives and process/equipment/ system changes prior to procurement and implementation.
<p>To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	

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Item #	Dimension	L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A3: Work Management System	A3D1: Management of Day-to-Day Operations	<input type="checkbox"/> Regular rest breaks are scheduled throughout the workday and stakeholders have accessible resting areas to eat a meal and collect drinking water when needed. <input type="checkbox"/> A work planning system is used to ensure that PPE, tools and equipment are available in working condition when needed.	<input type="checkbox"/> A WSH Management System (WSHMS) is implemented. <input type="checkbox"/> Prior to safety critical work, managers conduct pre-job briefings detailing actions and responsibilities, recovery actions and contingency handling. <input type="checkbox"/> A WSH reporting structure independent of the organizational hierarchy is established.	<input type="checkbox"/> Manpower planning accounts for contingencies to address abnormal operating conditions, periods of high workload and/or staff movement. <input type="checkbox"/> A work scheduling system is used to ensure that tasks performed in adjacent work areas are co-ordinated to avoid potential conflicts. <input type="checkbox"/> Manpower resources are adequate to meet the requirements of both business operations and WSH assurance. <input type="checkbox"/> WSH performance recognition balances incentives/rewards for good WSH performance with a just/fair disciplinary process for dealing with safety violations.	<input type="checkbox"/> Managers lead periodic audits of the WSH Management System. <input type="checkbox"/> A fatigue management system is used to specify appropriate work duration and shift cycles. <input type="checkbox"/> Managers monitor and assess equipment performance periodically to ensure that maintenance is performed on a predictive basis to avoid unplanned corrective actions.	<input type="checkbox"/> A computerised WSH performance monitoring system is in place to support: reporting of incidents and near misses; analyses of emerging trends; and reviewing of solution effectiveness. <input type="checkbox"/> A management system is used to track the WSH training of staff against a training roadmap.

<p>A3: Work Management System</p>	<p>A3D1: Management of Day-to-Day Operations</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Housekeeping is performed on a regular basis according to a schedule. <input type="checkbox"/> Risk assessment is conducted prior to manpower changes and the introduction of new equipment, processes and tasks. <input type="checkbox"/> A mentoring system is implemented to facilitate on the job training (OJT, including WSH) and the supervision of newly recruited/transferred staff. <input type="checkbox"/> Organizational hierarchy must be followed strictly for reports to be channelled to management for review. 		<ul style="list-style-type: none"> <input type="checkbox"/> Risk assessments and/or hazard & operability studies are used to develop contingency plans and actions. <input type="checkbox"/> Incidents, near misses and accidents are investigated by management to uncover root causes and contributing factors so that enhancements can be made and lessons shared with all stakeholders. <input type="checkbox"/> An anonymous/amnesty WSH incident reporting system is implemented to gather information and learn from adverse workplace events. 	<ul style="list-style-type: none"> <input type="checkbox"/> Managers track and update regularly the training roadmap of each staff to account for technical & appointment changes. 	<ul style="list-style-type: none"> <input type="checkbox"/> Management has implemented an 'open door' policy for stakeholders to raise and discuss WSH issues and concerns at any time. <input type="checkbox"/> A trusted anonymous/amnesty WSH reporting system is operating and supervised by an external or independent party.
<p>To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	

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A3: Work Management System	A3D2: Systematic Management of Change	<input type="checkbox"/> Operational changes, workarounds or improvisations are made on the spot as and when required.	<input type="checkbox"/> Change management includes discussion between management and stakeholders potentially affected by the changes. <input type="checkbox"/> Rules and regulations are established to prevent unauthorized operation and modification of the process and equipment. <input type="checkbox"/> Managers lead the planning of strategic WSH enhancement initiatives (including setting goals & targets).	<input type="checkbox"/> Proposed changes to work plans, equipment and processes must be reviewed by a technically competent management committee to validate the underlying assumptions, operability and potential WSH impact. <input type="checkbox"/> The effectiveness of the WSH reporting system is reviewed regularly and the necessary enhancements made.	<input type="checkbox"/> Human Factors considerations are addressed in the specification and implementation of operational changes.	<input type="checkbox"/> Senior managers review regularly the outcome of change management cases to determine how future processes and decision making may be improved.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%		<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail

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A4: Competent & Learning Organization	A4D1: Staff Competency & Training	<input type="checkbox"/> An explicit set of criteria detailing job requirements and qualifications is specified for each appointment. <input type="checkbox"/> A mentoring system is implemented to facilitate on the job training (OJT, including WSH) and the supervision of newly recruited/transferred staff. <input type="checkbox"/> Formal WSH training is required for all appointments including managers.	<input type="checkbox"/> In-house vocational and skill assessment tests are applied when a potential candidate is assessed for employment. <input type="checkbox"/> A training roadmap is customized to meet the requirements of each staff. <input type="checkbox"/> Stakeholders are trained to recognize work behaviours that may adversely impact WSH and to identify malfunctions. <input type="checkbox"/> Managers personally deliver WSH training after attaining technical competence.	<input type="checkbox"/> Health and physical ability are assessed periodically to determine fitness for duty. <input type="checkbox"/> The training provided to stakeholders goes beyond the knowledge and skills required for the present job. <input type="checkbox"/> Refresher training is conducted for infrequently performed tasks prior to execution. <input type="checkbox"/> WSH performance of stakeholders is monitored and assessed by managers, and feedback is given on how performance could be improved.	<input type="checkbox"/> Managers track and update regularly the training roadmap of each staff to account for technical & appointment changes. <input type="checkbox"/> Stakeholders are trained comprehensively in accordance with a roadmap. <input type="checkbox"/> Regular contingency training is conducted to ensure familiarity with recovery plans and actions.	<input type="checkbox"/> Training road map is comprehensive and includes competency development for career advancement. <input type="checkbox"/> WSH performance is a key criterion in selecting contractors and business partners. <input type="checkbox"/> Senior managers are exemplary in “walking-the-talk” on WSH by constantly upgrading their WSH competencies.

<p>A4: Competent & Learning Organization</p>	<p>A4D1: Staff Competency & Training</p>	<p><input type="checkbox"/> Stakeholders participate in WSH talks/seminars/courses/conferences, contests and awards only when attendance is compulsory or when there are incentives to do so.</p>	<p><input type="checkbox"/> Competency (including WSH performance) is the key criterion in assessments for employment, promotion and internal transfer.</p> <p><input type="checkbox"/> Contractors are engaged on the lowest quote <u>only after</u> they have satisfied technical and WSH requirements (e.g. bizSAFE).</p>			<p><input type="checkbox"/> Senior managers are well informed and competent enough to review operational changes to assess potential impact on WSH.</p>
<p>To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%</p>		<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>	<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>	<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>	<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>	<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A4: Competent & Learning Organization	A4D2: Learning from Internal Operating Experience	<input type="checkbox"/> Risk assessment is conducted prior to manpower changes and the introduction of new equipment, processes and tasks. <input type="checkbox"/> Only reportable accidents are investigated.	<input type="checkbox"/> Audits are viewed as an aid for learning and an opportunity for improvement rather than a search for non compliance.	<input type="checkbox"/> Incidents, near misses and accidents are investigated by management to uncover root causes and contributing factors so that enhancements can be made and lessons shared with all stakeholders. <input type="checkbox"/> Risk assessments and/or hazard & operability studies are used to develop contingency plans and actions. <input type="checkbox"/> The effectiveness of the WSH reporting system is reviewed regularly and the necessary enhancements made.	<input type="checkbox"/> Internal audits to uncover potential operational hazards are conducted by management regularly and the necessary remedial actions taken. <input type="checkbox"/> Efforts are made by management to learn continually and pre-emptively through leading indicators of WSH performance. <input type="checkbox"/> Managers demonstrate personal enthusiasm towards continuous WSH improvement including learning from audits. <input type="checkbox"/> Managers lead periodic audits of the WSH Management System.	<input type="checkbox"/> Regular WSH reviews are conducted by management to consider various contingency scenarios to enable pre-emptive learning. <input type="checkbox"/> Rule breaking behaviour (such as non-compliance of SOPs, workarounds and shortcuts) are analysed to uncover the root causes and ascertain whether the existing rules and SOPs are workable or need to be changed.

<p>A4: Competent & Learning Organization</p>	<p>A4D2: Learning from Internal Operating Experience</p>			<ul style="list-style-type: none"> <input type="checkbox"/> WSH KPIs are reviewed by management at regular intervals followed by appropriate and timely actions for improvement. <input type="checkbox"/> Management response after an incident focuses on addressing the cause of the incident rather than the assignment of blame. 	<ul style="list-style-type: none"> <input type="checkbox"/> Managers lead focus groups involving different job levels to brainstorm and develop innovative ideas to enhance WSH. 	<ul style="list-style-type: none"> <input type="checkbox"/> Senior managers review regularly the outcome of change management cases to determine how future processes and decision making may be improved. <input type="checkbox"/> Stakeholder feedback is sought by management on WSH initiatives and process/equipment/system changes prior to procurement and implementation.
<p>To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	<ul style="list-style-type: none"> <input type="checkbox"/> Pass <input type="checkbox"/> Fail 	

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A4: Competent & Learning Organization	A4D3: Learning from External Case-Studies & Organizations	<input type="checkbox"/> Subscription is made to a wide range of WSH bulletins and publications (including e-bulletins) produced by various organizations to learn from their best practices (successes) and failures.	<input type="checkbox"/> Participation in external WSH seminars and activities organized by outside bodies such as the WSHC/MOM/ Industry Associations.	<input type="checkbox"/> Training programme is benchmarked against industry standards. <input type="checkbox"/> WSH trends and best practices reported by industry leaders are tracked by management. <input type="checkbox"/> Budget for WSH training and supervision is benchmarked against the industry.	<input type="checkbox"/> External case studies are reviewed and analysed by management and shared with stakeholders. <input type="checkbox"/> WSH performance is benchmarked against industry standards and action plans are considered continuously to enhance existing WSH practices and processes.	<input type="checkbox"/> WSH performance is benchmarked against international standards and action plans are considered continuously to enhance existing WSH practices and processes. <input type="checkbox"/> Contingency plans and actions are reviewed and benchmarked against industry leaders.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%		<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A4: Competent & Learning Organization	A4D4: Systematic Knowledge Dissemination to Enable Organizational Learning	<input type="checkbox"/> Mass WSH briefings and management meetings are scheduled on a regular basis. <input type="checkbox"/> Daily toolbox meetings are held before commencement of work to review WSH concerns.	<input type="checkbox"/> Best practices are shared by management freely and systematically across departments. <input type="checkbox"/> Managers personally deliver WSH training after attaining technical competence.	<input type="checkbox"/> Contractors are required to participate in WSH initiatives such as WSH meetings and training programmes. <input type="checkbox"/> WSH knowledge and best practices are shared with other work groups and co-workers, e.g. stakeholders will voluntarily teach their co-worker how to perform a task safely if help is needed. <input type="checkbox"/> To raise awareness and promote WSH, internal campaigns and competitions with incentives are organized regularly and led by management.	<input type="checkbox"/> Stakeholders are given regular feedback by management on their WSH reports and consistent support for their WSH enhancement initiatives.	<input type="checkbox"/> Internal successes and lessons learnt from investigations of adverse workplace incidents and accidents are shared with the industry. <input type="checkbox"/> Senior Management reviews WSH performance regularly and convey to stakeholders the status, actions and effectiveness of specific measures taken.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A5: Ownership & Teamwork	A5D1: Stakeholder Perception of the Organizational Value for WSH & Teamwork	<input type="checkbox"/> WSH department is involved only when an adverse workplace incident or accident occurs. <input type="checkbox"/> Stakeholders participate in WSH talks/seminars/courses/conferences, contests and awards only when they are compulsory or when there are incentives to do so.	<input type="checkbox"/> WSH department collates and reviews WSH performance data and co-ordinates WSH enhancement initiatives. <input type="checkbox"/> Stakeholders perform pre-job briefings and shift handovers diligently and communicate the necessary operational and WSH information. <input type="checkbox"/> Best practices are shared by management freely and systematically across departments. <input type="checkbox"/> A well-defined functional hierarchy for WSH is established with the line of authority, required collaboration and teamwork clearly specified.	<input type="checkbox"/> Stakeholders participate actively in WSH Committees and their enhancement initiatives, such as SIT, WIT, RA and RM. <input type="checkbox"/> WSH knowledge and best practices are shared with other work groups and co-workers, e.g. stakeholders will voluntarily teach their co-worker how to perform a task safely if help is needed.	<input type="checkbox"/> WSH department is comparable in size, standing and prominence with the business department. <input type="checkbox"/> Stakeholders initiate and organize their own WSH programmes regularly and the level of participation received is generally good. <input type="checkbox"/> WSH department reports directly to senior management (CEO, MD) without having to go through the operations department.	<input type="checkbox"/> There is trust and good communication, coordination and cooperation across all our departments and organizational levels.
		To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A5: Ownership & Teamwork	A5D2: Stakeholder Ownership of WSH	<input type="checkbox"/> Only the WSH representative is responsible for identifying workplace hazards, proposing safety measures and enforcing SWPs. <input type="checkbox"/> Stakeholders are aware of the potential hazards of their tasks and surrounding work areas. <input type="checkbox"/> Housekeeping is performed on a regular basis according to a schedule.	<input type="checkbox"/> Stakeholders believe that their safety is at risk if they do not comply with WSH rules and regulations. <input type="checkbox"/> Stakeholders are trained to recognize work behaviours that may adversely impact WSH and to identify malfunctions.	<input type="checkbox"/> Stakeholders accept that it is their duty and responsibility to report unsafe actions and/or adverse events.	<input type="checkbox"/> Stakeholders do not hesitate to report their co-workers if they take shortcuts and break WSH rules and regulations on purpose.	<input type="checkbox"/> Stakeholders believe that they are personally responsible for the safety of everyone in the organization. <input type="checkbox"/> Stakeholders submit a WSH report when an unintentional mistake is made as it helps their organization to learn how to prevent accidents. <input type="checkbox"/> Work behaviour and WSH consciousness of stakeholders are consistent with the WSH mission and vision of the organization.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%		<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A5: Ownership & Teamwork	A5D3: Extent of Stakeholder Engagement & Empowerment	<input type="checkbox"/> Stakeholders are aware that disciplinary action will be taken against intentional safety violations. <input type="checkbox"/> Managers encourage stakeholders to seek clarification on WSH concerns by asking questions during toolbox/safety meetings. <input type="checkbox"/> WSH initiatives are formulated and decided solely by management.	<input type="checkbox"/> WSH Committee includes representatives from different job levels. <input type="checkbox"/> Campaigns are conducted regularly by management to raise stakeholder awareness of the WSH reporting system and to encourage them to submit WSH reports.	<input type="checkbox"/> WSH performance of stakeholders is monitored and assessed, and feedback is given on how performance could be improved. <input type="checkbox"/> Management response after an incident focuses on addressing the cause of the incident rather than the assignment of blame. <input type="checkbox"/> Functional teams are empowered with the authority to propose, review and implement WSH enhancement initiatives. <input type="checkbox"/> Management fosters a climate that encourages communication and teamwork.	<input type="checkbox"/> WSH achievements of both staff and contractors are recognised explicitly. <input type="checkbox"/> Stakeholders are given regular feedback by management on their WSH reports and consistent support for their WSH enhancement initiatives. <input type="checkbox"/> Stakeholders report unsafe acts, near misses and hazards through a simple and accessible WSH reporting system. <input type="checkbox"/> Managers lead focus groups involving different job levels to brainstorm and develop innovative ideas to enhance WSH.	<input type="checkbox"/> Stakeholder feedback is sought by management on WSH initiatives and process/equipment/system changes prior to procurement and implementation. <input type="checkbox"/> When stakeholders report an unintentional mistake, they are treated fairly and justly by management.

A5: Ownership & Teamwork	A5D3: Extent of Stakeholder Engagement & Empowerment	<input type="checkbox"/> Stakeholders are informed that WSH is a key component of appraisal. <input type="checkbox"/> Daily toolbox meetings are held before commencement of work to review WSH concerns. <input type="checkbox"/> Stakeholders receive an acknowledgement and/or can see action being taken after making a WSH report. <input type="checkbox"/> A mentoring system is implemented by management to facilitate on the job training (OJT, including WSH) and the supervision of a newly recruited/ transferred staff.	<input type="checkbox"/> WSH performance indicators are established successfully by management following consultation with stakeholders. <input type="checkbox"/> Change management includes discussion between management and stakeholders potentially affected by the changes.	<input type="checkbox"/> WSH performance is part of stakeholder and department appraisals. <input type="checkbox"/> WSH performance recognition balances incentives/rewards for good WSH performance with a just/fair disciplinary process for dealing with safety violations. <input type="checkbox"/> Management encourages stakeholders to voice their WSH concerns and challenge and/or report unsafe acts. <input type="checkbox"/> An anonymous/amnesty WSH incident reporting system is implemented to gather information and learn from adverse workplace events.	<input type="checkbox"/> Managers are fair and balanced in recognizing individual and group contributions to WSH. <input type="checkbox"/> Our management is required to collate, investigate and take appropriate action against retaliation against someone for making a WSH report.	<input type="checkbox"/> Management has implemented an 'open door' policy for stakeholders to raise and discuss WSH issues and concerns at any time. <input type="checkbox"/> A trusted anonymous/amnesty WSH reporting system is operating and supervised by an external or independent party. <input type="checkbox"/> Management acts swiftly and diligently to stop retaliation against someone for making a WSH report.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A6: Communication & Reporting	A6D1: Means of Organizational Communication to Stakeholders of WSH Information	<input type="checkbox"/> Daily toolbox meetings are held before commencement of work to review WSH concerns. <input type="checkbox"/> There is good interactive (two way) communication between Supervisors and Workers. <input type="checkbox"/> Managers conduct WSH meetings according to the planned schedule and agenda.	<input type="checkbox"/> Formal WSH communication initiated primarily by management comprises (one-way) written memorandums and instructions. <input type="checkbox"/> There is good interactive (two way) communication between management and stakeholders. <input type="checkbox"/> Prior to safety critical work, managers conduct pre-job briefings detailing actions and responsibilities, recovery actions and contingency handling. <input type="checkbox"/> Pre-job briefings and shift handovers are performed diligently and the necessary operational and WSH information is communicated as appropriate.	<input type="checkbox"/> To raise awareness and promote WSH, internal campaigns and competitions with incentives are organized regularly and led by management. <input type="checkbox"/> Contractors are required to participate in WSH initiatives such as WSH meetings and training programmes.	<input type="checkbox"/> Managers lead focus groups involving different job levels to brainstorm and develop innovative ideas to enhance WSH. <input type="checkbox"/> Managers review organizational WSH initiatives, plans and goals with stakeholders, and convey to them the WSH performance expected.	<input type="checkbox"/> Management has implemented an 'open door' policy for stakeholders to raise and discuss WSH issues and concerns at any time.

<p>A6: Communication & Reporting</p>	<p>A6D1: Means of Organizational Communication to Stakeholders of WSH Information</p>	<p><input type="checkbox"/> Subscription is made to a wide range of WSH bulletins and publications (including e-bulletins) produced by various organizations to learn from their best practices (successes) and failures.</p> <p><input type="checkbox"/> Mass WSH briefings and management meetings are scheduled on a regular basis.</p>	<p><input type="checkbox"/> Managers perform site inspections with WSH representatives to identify potential hazards and review with stakeholders their WSH performance.</p> <p><input type="checkbox"/> Participation in external WSH seminars and activities organized by outside bodies such as the WSHC/MOM.</p> <p><input type="checkbox"/> Managers personally deliver WSH training after attaining technical competence.</p>	<p><input type="checkbox"/> Stakeholders participate actively in WSH Committees and their enhancement initiatives, such as SIT, WIT, RA and RM.</p>		<p><input type="checkbox"/> Senior management reviews WSH performance regularly and conveys to stakeholders the status, actions and effectiveness of specific measures taken.</p>
<p>To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%</p>		<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>	<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>	<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>	<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>	<p><input type="checkbox"/> Pass <input type="checkbox"/> Fail</p>

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		L1 (Reactive)	L2 (Participative)	L3 (Proactive)	L4 (Pervasive)	L5 (Exemplary)
A6: Communication & Reporting	A6D2: Factors Affecting WSH Reporting by Stakeholders	<input type="checkbox"/> Organizational hierarchy must be followed strictly for reports to be channelled to management for review. <input type="checkbox"/> Stakeholders receive an acknowledgement and/or can see action being taken after making a WSH report.	<input type="checkbox"/> A WSH reporting structure independent of the organizational hierarchy is established. <input type="checkbox"/> Campaigns are conducted regularly by management to raise stakeholder awareness of the WSH reporting system and to encourage them to submit WSH reports.	<input type="checkbox"/> An anonymous/amnesty WSH incident reporting system is implemented to gather information and learn from adverse workplace events. <input type="checkbox"/> Effectiveness of the WSH reporting system is reviewed regularly and the necessary enhancements made. <input type="checkbox"/> Management encourages stakeholders to voice their WSH concerns and challenge and/or report unsafe acts. <input type="checkbox"/> Management response after an incident focuses on addressing the cause of the incident rather than the assignment of blame.	<input type="checkbox"/> Stakeholders report unsafe acts, near misses and hazards through a simple and accessible WSH reporting system. <input type="checkbox"/> Management collects and investigates reports of alleged retaliation against a stakeholder for reporting WSH concerns and take the appropriate corrective action. <input type="checkbox"/> Stakeholders are given regular feedback by management on their WSH reports and consistent support for their WSH enhancement initiatives.	<input type="checkbox"/> A trusted anonymous/amnesty WSH reporting system is operating and supervised by an external or independent party. <input type="checkbox"/> When stakeholders report an unintentional mistake, they are treated fairly and justly by management. <input type="checkbox"/> Management acts swiftly and diligently to stop retaliation against someone for making a WSH report. <input type="checkbox"/> A computerised WSH performance monitoring system is in place to support: reporting of incidents and near misses; analyses of emerging trends; and reviewing of solution effectiveness.
To Pass Level, Black <input checked="" type="checkbox"/> = 100% Blue <input checked="" type="checkbox"/> > 50%		<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail	<input type="checkbox"/> Pass <input type="checkbox"/> Fail