

Instrument Title: Nordic Occupational Safety Climate Questionnaire (NOSACQ-50)

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## Nordic occupational safety climate questionnaire



The purpose of this questionnaire is to get your view on safety at this workplace. Your answers will be processed on a computer and will be handled confidentially. No individual results will be presented in any way. Although we want you to answer each and every question, you have the right to refrain from answering any one particular question, a group of questions, or the entire questionnaire

I have read the above introduction to the questionnaire and agree to complete the questionnaire under the stated conditions

Yes

The questionnaire is developed by a Nordic working group of work environment specialists with financial support from the Nordic Council of Ministers



## Examples of how to register your answers

- |   | Strongly disagree                   | Disagree                 | Agree                               | Strongly agree                      |                   |
|---|-------------------------------------|--------------------------|-------------------------------------|-------------------------------------|-------------------|
| Put only one X for each question  |                                     |                          |                                     |                                     |                   |
| i Management encourages employees here to work in accordance with safety rules - even when the work schedule is tight | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | Correctly marked  |
| ii We who work here break safety rules in order to complete work on time  | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Corrected marking |

*If you put an X in a wrong box, fill in the whole box and put a new X in the correct box*

## Background information

A Year of birth? 19 |\_\_| |\_\_|

B Are you  Male  Female

C Do you have a managerial position, e.g. manager, supervisor?  No  Yes. Which?  
\_\_\_\_\_

**In the following section please describe how you perceive that the managers and supervisors at this workplace handle safety.** Although some questions may appear very similar, please answer each one of them.

Strongly disagree	Disagree	Agree	Strongly agree
Put only one X for each question			

- |  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Management encourages employees here to work in accordance with safety rules - even when the work schedule is tight | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Management ensures that everyone receives the necessary information on safety                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Management looks the other way when someone is careless with safety   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Management places safety before production  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Management accepts employees here taking risks when the work schedule is tight                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. We who work here have confidence in the management's ability to handle safety                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Management ensures that safety problems discovered during safety rounds/evaluations are corrected immediately       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. When a risk is detected, management ignores it without action   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. Management lacks the ability to handle safety properly  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Although some questions may appear very similar, please answer each one of them

Strongly disagree	Disagree	Agree	Strongly agree
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Put only one X for each question

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 10. Management strives to design safety routines that are meaningful and actually work                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. Management makes sure that each and everyone can influence safety in their work   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. Management encourages employees here to participate in decisions which affect their safety                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. Management never considers employees' suggestions regarding safety  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. Management strives for everybody at the worksite to have high competence concerning safety and risks                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. Management never asks employees for their opinions before making decisions regarding safety                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 16. Management involves employees in decisions regarding safety   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <hr/>   |                          |                          |                          |                          |
| 17. Management collects accurate information in accident investigations   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. Fear of sanctions (negative consequences) from management discourages employees here from reporting near-miss accidents | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 19. Management listens carefully to all who have been involved in an accident event   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Although some questions may appear very similar, please answer each one of them

	Strongly disagree	Disagree	Agree	Strongly agree
Put only one X for each question				
20. Management looks for causes, not guilty persons, when an accident occurs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Management always blames employees for accidents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Management treats employees involved in an accident fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**In the following section please describe how you perceive that employees at this workplace handle safety**

23. We who work here try hard together to achieve a high level of safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. We who work here take joint responsibility to ensure that the workplace is always kept tidy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. We who work here do not care about each others' safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. We who work here avoid tackling risks that are discovered	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. We who work here help each other to work safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. We who work here take no responsibility for each others' safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Although some questions may appear very similar, please answer each one of them

	Strongly disagree	Disagree	Agree	Strongly agree
Put only one X for each question				
29. We who work here regard risks as unavoidable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. We who work here consider minor accidents as a normal part of our daily work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. We who work here accept dangerous behaviour as long as there are no accidents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. We who work here break safety rules in order to complete work on time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. We who work here never accept risk-taking even if the work schedule is tight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. We who work here consider that our work is unsuitable for cowards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. We who work here accept risk-taking at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/>				
36. We who work here try to find a solution if someone points out a safety problem	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. We who work here feel safe when working together	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. We who work here have great trust in each others' ability to ensure safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Although some questions may appear very similar, please answer each one of them

Strongly disagree	Disagree	Agree	Strongly agree
Put only one X for each question			

- |       |   |                          |                          |                          |                          |
|-------|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 39.   | We who work here learn from our experiences to prevent accidents  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 40.   | We who work here take each others' opinions and suggestions concerning safety seriously                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 41.   | We who work here seldom talk about safety   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 42.   | We who work here always discuss safety issues when such issues come up                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 43.   | We who work here can talk freely and openly about safety  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <hr/> |   |                          |                          |                          |                          |
| 44.   | We who work here consider that a good safety representative plays an important role in preventing accidents | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 45.   | We who work here consider that safety rounds/evaluations have no effect on safety                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 46.   | We who work here consider that safety training is good for preventing accidents                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 47.   | We who work here consider early planning for safety as meaningless  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 48.   | We who work here consider that safety rounds/evaluations help find serious hazards                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 49.   | We who work here consider that safety training is meaningless   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 50.   | We who work here consider that it is important that there are clear-cut goals for safety                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



If you wish to elaborate on some of your answers, or if you have any comments regarding the study, you are welcome to write them here.

Comments:

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☺ Thank you for filling in the questionnaire. Please ensure you have checked off the box on the front page showing that you have given your informed consent to participate in the study ☺



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FOR ARBEJDSMILJØ



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