



Key Definitions

Top Management: person or group of people who directs and controls an organization at the highest level.

Participation: involvement of workers in decision making processes in the OH&S management system

Consultation: process by which the organization seeks the views of the workers before it makes a decision.

Worker: person performing work or work-related activities under the control of the organization.

Identify on a scale of 1 to 5, where your organization is, in terms of readiness to adopt an OHSMS.

1= does not exist, **2=** planned, **3=** initial process in place, **4=** practice not fully adopted, **5=** fully integrated

1	Is a member of Top Management responsible and accountable for the protection of workers' health and safety?				
	1	2	3	4	5
2	Do OHS objectives exist that are compatible with the organization's strategic direction?				
	1	2	3	4	5
3	Are current health and safety practices integrated into business processes?				
	1	2	3	4	5
4	Are adequate resources available to establish, implement, maintain and improve an OHSMS?				
	1	2	3	4	5
5	Are workers actively participating in health and safety?				
	1	2	3	4	5
6	Are workers actively being consulted upon for health and safety?				
	1	2	3	4	5
7	Are obstacles and barriers removed to support worker participation and consultation?				
	1	2	3	4	5
8	Does Top Management communicate the importance of an effective OHSMS and conforming to requirements?				
	1	2	3	4	5
9	Is there a process in place to ensure that the OHSMS or OHS program achieves its intended outcome?				
	1	2	3	4	5
10	Does Top Management direct and support persons to contribute to the effectiveness of health and safety or the OHSMS?				
	1	2	3	4	5
11	Does Top Management promote continual improvement by systematically identifying and taking actions to address non conformities, opportunities and work related hazards and risks?				
	1	2	3	4	5
12	Does Top Management support other management roles to demonstrate their leadership as it applies to their area of responsibility?				
	1	2	3	4	5
13	Does the organization develop, lead and promote a culture that supports an OHSMS?				
	1	2	3	4	5



Challenges identified

Pathway Forward (solutions)
