

# Update: Safety Climate – Safety Management Information System (SC-SMIS)

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CPWR Webinar  
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## AGENDA

- Brief review of safety climate activities that led to SC-SMIS
- Update on SC-SMIS use

**2013**

**Workshop**

Invited and worked closely  
with **70 stakeholders**

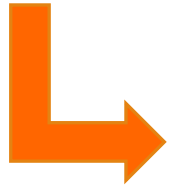
# Eight Leading Indicators of Jobsite Safety Climate

1. Demonstrate management commitment
2. Align and integrate safety as a value
3. Ensure accountability at all levels
4. Improve supervisory leadership
5. Empower and involve employees
6. Improve communication
7. Train at all levels
8. Encourage owner/client involvement

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**2016**

**S-CAT and S-CAT<sup>sc</sup>**

Designed to measure **8 leading safety climate indicators** identified at the workshop

# Safety Climate Assessment Tool (S-CAT)

# Safety Climate Assessment Tool for Small Contractors (S-CAT<sup>sc</sup>)

Safety Climate Assessment Tool (S-CAT)



## Demonstrating Management Commitment

Management demonstrates commitment by engaging in the following activities:

1. Being present and visible on the jobsite.
2. Always using safety behaviors and safety practices on the jobsite.
3. Identifying and reducing job hazards.
4. Having processes for corrective action following a safety incident.
5. Compassionately reacting to employee injuries.
6. Reviewing and analyzing safety policies, procedures and trends.

**For each item below, carefully read the descriptions in each box going from inattentive all the way to exemplary. Circle the one that best describes management's commitment to that activity.**

INATTENTIVE → REACTIVE → COMPLIANT → PROACTIVE → EXEMPLARY

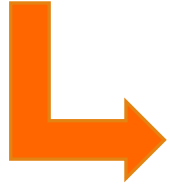
1. In my company, management...					
Rarely comes to the actual jobsite.	Only comes to the jobsite after an incident has occurred.	Only comes to the jobsite when required, or makes infrequent visits.	Makes regular visits to the jobsite. Interacts mostly with management.	Frequently visits the jobsite; seeks out interactions with employees.	NA
2. When management is present on the jobsite, they...					
Typically act as poor safety role models by breaking regulatory and organizational safety policies and procedures.	Are only concerned with adhering to OSHA regulations and organizational policies and procedures after an employee injury has occurred.	Strictly conform to required OSHA regulations and organizational safety policies and procedures, never more or less.	Demonstrate safety behaviors above and beyond what is required.	Consistently model safety behaviors above and beyond what is required and recognize employees who do the same.	NA
3. In my company, management...					
Does not participate in safety audits.	Only participates in safety audits in response to an employee injury or adverse safety event.	Participates in safety audits only when required.	Initiates and actively participates in internal safety audits.	Actively participates in internal safety audits and uses the information for management performance evaluation.	NA
4. In my company, management...					
Does not want to know about any safety incident, unless it's a fatality. There are no investigations into incidents or close calls.	Resists taking steps to correct or prevent future incidents. Investigations into incidents or close calls result in punitive action toward employees.	Investigates incidents but not in a "blame-free" manner. Initiates corrective actions that comply with owner or regulatory directives.	Includes employees in both a root cause analysis and helping to come up with solutions to prevent future incidents and foster continued improvements.	Relies on a formalized process for conducting a detailed root cause analysis that reviews both processes and behaviors. Findings are discussed with everyone and preventive solutions are implemented.	NA

	Already doing this	Would like to do this	N/A
<b>My Company...</b>			
<b>DEMONSTRATES MANAGEMENT COMMITMENT TO SAFETY</b>	1. Has safety policies and procedures and shares them with all employees		
	2. Includes money in project budgets to implement safety measures (such as purchasing or renting safer tools and equipment, and conducting training)		
	3. Frequently visits jobsites and interacts with employees about safety		
	4. Always obeys safety rules and wears proper personal protective equipment (PPE), such as gloves, hard hats, etc. when on the jobsite		
	5. Provides appropriate PPE for all employees on every jobsite		
	6. Recognizes employees for obeying safety rules and wearing proper PPE on the jobsite		
	7. Identifies and takes steps to correct hazardous situations		
	8. Collects information about and follows up on injuries and incidents with managers, supervisors, and employees		
	9. Helps injured workers so they can return to work		
<b>INDICATOR VALUE</b>			
1. Holds regular meetings with employees to discuss safety			

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**2015**

**Foundations for Safety Leadership (FSL)**

Developed to strengthen the **'Improve Supervisory Leadership'** indicator

# Foundations for Safety Leadership



## Leadership Skills

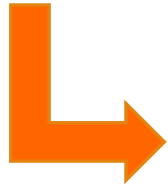
- Lead by example
- Engage & empower team members
- Actively listen
- Practice 3-way communication
- Develop team members through teaching, coaching and feedback
- Recognize team members for a job well done



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**2017**

**Foundations for Safety Leadership (FSL)**

Developed to strengthen the **'Improve Supervisory Leadership'** indicator



**2022**

**Safety Climate-Safety Management Information System (SC-SMIS)**

To measure and strengthen **all indicators**

# Safety Climate – Safety Management Information System



# What is the SC-SMIS?

An easy-to-use, interactive, web-based system that construction companies, regardless of size or available resources, can use – **at no cost** – to engage in continuous **Safety Management** and **Safety Climate** improvement.

# Continuous Improvement

## Conduct safety climate assessments

**Safety Climate Assessment Options**

About the S-CAT

About the S-CAT<sup>SM</sup>

Companies that are further along on their safety climate improvement journey can measure their safety climate maturity across eight leading indicators of jobsite safety climate using the S-CAT.

Click to Preview & Download S-CAT:  
English | Spanish

Plan and Schedule S-CAT

## Run reports

**Arlington Homes Safety Climate Maturity Feedback Report**

Arlington Homes - Silver Spring - Field

Arlington Homes - Silver Spring - Supervisors

Arlington Homes - Home Office - Management

**Safety Climate Maturity Scores - Overall and Across Leading Indicators**

The numbers 1-8 in the chart and table below pertain to the eight Safety Climate leading indicators:

1. Demystifying Management Commitment
2. Aligning and Integrating Safety as a Value
3. Ensuring Accountability at All Levels
4. Improving Supervisory Leadership
5. Empowering and Involving Employees
6. Improving Communication
7. Training at All Levels
8. Encouraging Owner/Client Involvement

The bars in the first chart and the table below it show your company's overall average safety climate maturity scores from responses to its Surveyary QSI.

The small horizontal gray lines indicate average scores of other respondents from other construction companies who have taken the S-CAT in the past 180 days.

Below that you'll see charts and tables for each of the 8 indicators. The charts show the percent of respondents answering for each level of maturity. The tables show how often each response was chosen (frequency) and the average of those responses for each indicator activity.

Level of Safety Climate Maturity

Leading Indicators

## Safety management resource repository

**Safety Management Resources**

The SC-SMIS repository is filled with safety management resources that are currently being used by safety professionals at construction companies to strengthen their jobsite safety climate. Click on the indicator buttons (one at a time) to get a list of resources to preview and download. Once you decide which ones to use, click on the Develop Action Plan for those resources to start putting them into action. [View this site. Download a Blank Action Plan Template.](#)

Management Commitment	Align & Integrate	Accountability	Leadership
Employee/Involving Employees	Improve Communication	Train at All Levels	Involvement/Client

Involvement/Client

Resource	Type	Level	Actions
Contractor Prequalification Policy With Application	Template	High	Download/Save Resource - Develop an Action Plan
Management Commitment to a Strong Safety Culture	Policy	Basic	English Version - Spanish Version - Download/Save Resource - Develop an Action Plan
Management Site Safety Inspection	Procedure	Moderate	Download/Save Resource - Develop an Action Plan
Owner QSI Toolbox Talk - Safety Responsibility	Template	Basic	Download/Save Resource - Develop an Action Plan
Owner QSI Toolbox Talk - Stop Work Obligation	Template	Moderate	Download/Save Resource - Develop an Action Plan
Owner Contractor Sub-contractor Health and Safety Agreement	Template	Basic	Download/Save Resource - Develop an Action Plan
Owner Controlled Insurance Program Overview	Template	Moderate	Download/Save Resource - Develop an Action Plan

## Schedule annual assessments

**Action Plans**

Schedule a Reminder

Select a date 9-12 months from today to conduct a follow-up assessment.

Remind me on date: 01/02/2023

January 2023

S M T W T F S

1 2 3 4 5 6 7

8 9 10 11 12 13 14

15 16 17 18 19 20 21

22 23 24 25 26 27 28

29 30 31 1 2 3 4

Schedule Reminder Cancel

## Plan implementation

**Action Plans**

Current Action Plans

Indicator(s)	Resource(s) / Plan(s)	Action Plan
Involvement/Client	Contractor Prequalification Policy With Application	Pending

## Download/tailor resources

**CONTRACTOR PREQUALIFICATION POLICY AND APPLICATION**

**PURPOSE**  
This policy ensures we hire only those contractors committed to working safely and who offer minimal risk from a financial and business operations standpoint.

**A. Prequalification is based upon:**

- The contractor's demonstrated safety performance
- The contractor's ability to manage an effective safety program

**B. The Prequalification application asks for supporting information on the following:**

- Safety statistics
- Safety program and training content

**PRE-QUALIFICATION REQUIREMENTS**

- All contractors with a contract amount of \$500K or greater to provide labor must complete a pre-qualification application that will be used by [COMPANY NAME] to determine hiring.
- A "Letter of Exception" (LOE) process is intended to be a last resort option considered for those not meeting our basic criteria. This process is explained later in this document.
- Contractors with contract amounts of \$500K or greater that do not meet our safety criteria would also require a LOE.
- All contractors are required to pre-qualify on an annual, rolling calendar year basis. Pre-qualification date will be the date all information in the pre-qualification package is complete and the contractor is fully qualified through the pre-qualification package review or LOE.

**How's it going after one year?**  
**(January 1, 2022 – February 22, 2023)**

# Where are Visitors From?

11,403  
new visits



## Top 10

- US (79%)
- Canada (13%)
- China
- Germany
- UK
- Australia
- Czechia
- Indonesia
- Philippines
- Netherlands

## Accounts created

Construction - 336

Non-Construction - 199

## Total # Companies

535

## Guests

## Total # Companies

260

Account holders conducting  
a safety climate assessment

## Total # Companies

162 (30%)

# resources downloaded

## Total

19,494

# Top 10 downloads

- Foundations for Safety Leadership Handbook
- Site Safety Audit
- Good Catch-Near Miss Reporting Program with sample templates
- Management Site Safety Inspection
- Incident Root Cause Analysis
- Safety Recognition Program Guidelines
- Near Miss - Good Catch Program with sample reporting templates
- Owner CEO Toolbox Talk - Stop Work Obligation
- Foundations for Safety Leadership Course Description
- Foundations for Safety Leadership Self-Assessment and Action Plan



# Testimonials

“For what a contractor would expect to pay for a comprehensive safety climate evaluation and mitigation plan, the ‘Safety Climate-Safety Management Information System’ is a valuable tool available for all. As a mid-size general contractor, we have been able to supplement our own systems and approaches with industry-tested, scientifically-backed resources and enhance our organization’s overall safety program.”

*(Medium-sized General Contractor, Washington State)*

“Accessing all this can make all the difference in the world, especially for smaller contractors and businesses that don’t have the full-time professionals or the resources...it can be a lifesaver.” *(Medium-size Specialty Subcontractor, California)*

“I feel that the SC-SMIS tool provides valuable comparative data to help hone safety culture growth regardless of company size, and I will continue to advocate for [it’s] use within our company. I do firmly feel that the tool will be very useful, particularly to companies without well-developed internal resources.” *(Medium-size Specialty Subcontractor, Indiana)*

# Thank you!



[www.scsmis.org](http://www.scsmis.org)

Questions?  
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