

## **ANNEX B**

# Safety Climate Questionnaire for Process Industry (SCQPI)

All responses will be treated in strict anonymity and only results at the group level will be presented and made available to the company. Therefore, no information about individual responses will be transmitted in any form.

## Contact:

Name, function, phone number of the on-site responsible person for the survey

This questionnaire has been adapted to the **EU project ARAMIS** (<http://aramis.jrc.it>) to process industry by Risø National Laboratory, Roskilde, Denmark. The questionnaire is based on a questionnaire focusing on safety culture and occupational health developed by Herning Hospital Occupational Health Dept., the National Inst. Occup. Health (AMI) and Risø, incorporating results and experience of Nordic and UK sources as well as international results from questionnaire development and validation in the domain of industrial health and safety culture.

***This item about the background of the questionnaire is not to be included in the version prepared for end users (respondents).***

## Reporting

In the first section we distinguish between four types of incidents and accidents:

- **Minor injury incidents** involve a personal injury that does not lead to absence from work
- **Work accidents** involve personal injury that leads to absence from work (LTA)
- **Environmental/equipment accidents** involve damage to property or the environment
- **Dangerous incidents** are situations that **might have** led to a work accident or an environmental / equipment accident

### 1 Reporting of accidents

| Please indicate for each statement your level of agreement or disagreement (one X per line) |   | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        |
|---|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1   | I am personally willing to report any <i>minor injury incident</i>  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2   | I am personally willing to report any <i>work accident</i>  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3   | I am personally willing to report any <i>dangerous incident</i>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4   | I am personally willing to report any <i>environment / equipment accident</i>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5   | In our workplace employees are willing to report all <i>work accidents</i>  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6   | In our workplace employees are willing to report all <i>environmental/equipment accidents</i>                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7   | Employees who report accidents always receive personal feedback   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8   | Any accident that comes to the knowledge of our leaders is reviewed with employees  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9   | I have not witnessed any improvements made because of reporting of incidents and accidents                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10  | Whenever accidents are investigated, the results are always used to review our procedures and work practices              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11  | Our leaders have clearly stated that reporting is needed for the lessons that can be learned from accidents and incidents | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12  | We have a good balance between blame-free reporting and keeping people accountable for deliberate violations              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

### 2 If and when incidents and accidents (all types) do not become reported, this is because ...

| Please indicate for each statement your level of agreement or disagreement (one X per line) |  | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        |
|---|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1   | Reporting takes too much time  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2   | People do not want to interrupt work flow when busy  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3   | Pressure from colleagues   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4   | Laziness – people just do not wish to bother   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5   | Pride – people don't want their colleagues to know that they have been involved in an accident | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6   | Reporting gives no improvement in safety   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7   | Reporting forms are not readily available  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8   | Reporting forms are not easy to fill out   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9   | Fear of consequences   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10  | We have no tradition for reporting   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11  | Other (please specify): _____  |                          |                          |                          |                          |                          |

### 3 Safety instructions and attitudes

| <b>Please indicate for each statement your level of agreement or disagreement (one X per line)</b> |  | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        |
|--|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1  | I have received instructions and information about how to work safely in my present job and present work place | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2  | The safety instructions given to apprentices are especially thorough and detailed                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3  | The safety instructions given to new staff-members are especially thorough and detailed                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4  | Each individual employee is actively encouraged to participate in safety courses                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5  | I receive information about decisions and items discussed at each safety meeting                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6  | I will sometimes bend safety instructions in order to get the work done in a smoother and easier fashion       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7  | It is necessary to break safety instructions in order to get the work done                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8  | I will sometimes violate safety instructions because I feel that my colleagues put pressure on me to do so     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9  | I will sometimes violate safety instructions when I feel it has no impact on actual risks                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10   | I will sometimes violate safety instructions because of pressures of work load                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11   | I will sometimes violate safety instructions because my colleagues do so                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12   | Some of my colleagues do not really understand the risks involved in our work                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13   | Our safety instructions are sometimes hard to understand   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14   | There is too much emphasis on risk and safety in this plant  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

### 4 If and when incidents and accidents happen (all types) this is generally because ...

| <b>Please indicate for each statement your level of agreement or disagreement (one X per line)</b> |   | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        |
|--|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1  | People are careless   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2  | Accidents just happen   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3  | The work load is sometimes too big                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4  | People misuse equipment or protection gear                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5  | Too much mess or lack of cleanliness                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6  | Poor equipment or manuals   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7  | Poor maintenance of machines or equipment                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8  | Violation of safety instructions or standard operating procedures | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9  | Other (please specify):   |                          |                          |                          |                          |                          |

## 5 Prioritisation of safety at work

| <b>Please indicate for each statement your level of agreement or disagreement (one X per line)</b> |  | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        |
|--|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1  | I always use personal protection (helmet, gloves etc) when this is compulsory  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2  | I always try to follow safety instructions   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3  | I will always – even in high-pressure situations – choose to work safely rather than quickly whenever a choice must be made                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4  | My immediate superior gets annoyed with any employee who violates safety instructions, even for minor violations                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5  | If an employee has violated safety instructions, he or she will be watched more carefully afterwards                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6  | When we are working under pressure, my immediate superior would rather have us work faster than in compliance with the safety instructions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7  | As long as the work gets done, our plant management does not care how it gets done   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## 6 Employee involvement in decisions about safety

| <b>Please indicate for each statement your level of agreement or disagreement (one X per line)</b> |  | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        |
|--|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1  | I get involved in decisions regarding safety that have a direct bearing on my work           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2  | My advice about safety issues will <u>not</u> be heard                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3  | My immediate superior will always seriously consider safety suggestions made by any employee | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4  | Our safety group reacts promptly when their attention has been drawn to a safety problem     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5  | Employees in this work place are genuinely interested in safety issues                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6  | I feel that I am sufficiently involved in decisions about safety                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## 7 Who do you think should be taking responsibility for safety?

| <b>Please indicate for each statement your opinion about the burden of responsibility (one X per line)</b> |  | To a very large degree   | To a large degree        | To some degree           | To a small degree        | To a very small degree   |
|--|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1  | The top management of this plant   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2  | The supervisor / shop floor manager [translator: make sure to use the label used in your target plant] | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3  | The safety engineer/officer [translator: make sure to use the label used in your target plant]         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4  | The work group leader / team leader [translator: make sure to use the label used in your target plant] | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5  | The work group / the team itself [translator: make sure to use the label used in your target plant]    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6  | Myself   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## 8 Who do you think is, in fact, taking responsibility for safety?

| Please indicate for each statement your opinion about allocation of responsibility (one X per line) |  | To a very large degree   | To a large degree        | To some degree           | To a small degree        | To a very small degree   |
|---|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1   | The top management of this plant   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2   | The supervisor / shop floor manager [translator: make sure to use the label used in your target plant] | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3   | The safety engineer/officer [translator: make sure to use the label used in your target plant]         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4   | The work group leader / team leader [translator: make sure to use the label used in your target plant] | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5   | The work group / the team itself [translator: make sure to use the label used in your target plant]    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6   | Myself   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## 9 Commitment by management and leaders to safety

| Please indicate for each statement your level of agreement or disagreement (one X per line) |  | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        |
|---|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1   | Our plant management prioritise productivity above safety  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2   | Our plant management react resolutely when problems about safety arise   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3   | I do not feel that our plant management have any clear stance on safety  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4   | In this plant safety is taken seriously and not just for the sake of appearances                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5   | My immediate superior will intervene immediately if he/she observes that safety instructions are violated          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6   | Every now and then my immediate superior will check if we actually do work according to safety instructions        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7   | My immediate superior will act resolutely when safety problems arise   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8   | As long as no accident has happened my immediate superior does not really care about <u>how</u> the work gets done | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9   | My immediate superior pays less attention to safety issues than other leaders in this plant                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10  | If I complain about safety I am afraid I might get sacked  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11  | I believe work environment standards in this plant are higher than in other production plants                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12  | My immediate superior is not afraid of admitting his/her own mistakes  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## 10 Trust and fairness

| <b>Please indicate for each statement your level of agreement or disagreement (one X per line)</b> |   | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        |
|--|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1  | The top management of our plant have great trust in their employees                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2  | I have great trust in the top management of our plant   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3  | My immediate superior has great trust in his/her employees  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4  | I have great trust in my work leader  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5  | In my workplace we are treated fairly if we become involved in an accident                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6  | Colleagues who create dangerous situations due to recklessness will be held accountable           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7  | When accidents are being investigated the focus is <u>only</u> on the personnel directly involved | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8  | The company welcomes constructive criticism   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## 11 Work and social relations

| <b>Please respond to each question by tacking one of the response options (one X per line)</b> |   | To a very large degree   | To a large degree        | To some degree           | To a small degree        | To a very small degree   |
|--|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1  | Do you have any great influence on decisions about your daily work?                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2  | Do you have any influence about whom you work with?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3  | Do you have any influence on the amount of work you do?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4  | Do you have any influence on <u>what</u> you do at work?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5  | Do you consider your work tasks to be meaningful?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6  | Do you feel you are making an important contribution at work?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7  | Do you consider yourself motivated and involved in your work?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8  | In your work place, are you informed about important decisions, changes and future plans well in advance? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9  | Do you receive all the information you need to do a good job?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10   | Would you consider staying at your current place of work for the rest of your working life?               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11   | Do you like talking about your place of work to other people?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12   | Do you feel that the problems of your work place are your problems as well?                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13   | Do you think your work place means a lot to you personally?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## 12 Your personal suggestions

What can the company do to increase safety?

What can the company do to increase job satisfaction?

What can the company do to increase efficiency?