

**Doc: HSE Diagnostic Tool**

**Role:** Management/safety representative/representative of employee  
safety/employee  
(Please Circle)

**Date issued:**

**Date returned:**

**Stage:** 1st prior to training/ 2nd following training/ 3rd following final event  
(Please Circle)

**Facilitator:**

**Org details:**

Ref	Questions	1.Never	2. Sometimes	3. Most of the time	4. Always
1	Managers try to understand causes of accidents or near misses rather than blame workers				
2	We strike the right balance between production needs and health and safety needs				
3	I feel able to contribute to safety decisions without being blamed if we make the wrong decision				
4	I am informed if my ideas are going to be adopted or not				
5	Safety reps suggest solutions as well as raising problems				
6	I am allowed to express my views on health and safety				
7	We are given time to consider health and safety matters and carry out related actions when required				
8	Everyone's views are considered equally when we are discussing safety issues				
9	My employer seems keen to see worker involvement happen in practice				
10	Managers encourage safety reps. to consult other workers for their opinions too				
11	Safety reps have enough time to carry out their functions				
Ref	Questions	1.Never	2. Sometimes	3. Most of the time	4. Always
12	We have the right balance between management and worker representatives in health and safety meetings				
13	I am involved in deciding on safe systems of work				
14	We think ahead about future health and safety needs in this organisation				
15	The risk assessment process takes account of the views of managers, employees and safety reps				
16	We have ad-hoc health and safety meetings when they are needed				
17	I know enough about the current safety issues to reach the right decisions				
18	I have enough training to make sure I'm fulfilling my role properly with regards to health and safety				
19	I feel comfortable with what I'm being expected to do in my safety role				
20	Once we have resolved to act on health and safety issues, the company carries it through				
21	The time allocated for our health and safety meetings is about right				
22	Resources for health and safety improvements are available				
<b>A</b>	<b>The organisation provides the following:</b>				
23	A mechanism for staff suggestions for health and safety improvements				
24	Feedback on health and safety performance to all employees				
<b>B</b>	<b>Employee h&amp;s representatives are currently involved in:</b>				
25	Joint accident investigations				
26	Inspections of the workplace				
27	Risk assessments				