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| **Appendix 1: Overview of Item Changes across Cognitive Testing: Workplace Integrated Safety and Health (WISH) Assessment** | | | | | | | | | |
| **Original Indicators item number** | **Original Indicators Item**  **(2013)** | **Item in Version 0**  **(2017)** | **Version 1 item number** | **Item in Version 1**  **(2017)** | **Version 2 item number** | **Item in Version 2**  **(2017)** | **Version 3 item number** | **Item in Version 3**  **(2017)** | **Final version** |
| 1 | Top management expresses its commitment to a workplace culture and environment that supports employee health. | Senior leadership and middle management express their commitment to a culture of health and safety and a work environment that supports employee safety, health and wellbeing. | 1a | The company’s leadership, such as senior leaders and middle managers, communicate their commitment to a work environment that supports employee safety, health, and wellbeing. | 1a | No further changes | 1a | No further changes | The company’s leadership, such as senior leaders and middle managers, communicate their commitment to a work environment that supports employee safety, health, and wellbeing. |
| 3 | Senior leadership allocates adequate human and financial resources to implement programs to promote and protect worker health | The organization allocates adequate human and fiscal resources to implement policies and programs to protect and promote worker safety and health. | 1b | The organization allocates enough resources such as enough workers and money to implement policies or programs to protect and promote worker safety and health | 1b | No further changes | 1b | No further changes | The organization allocates enough resources such as enough workers and money to implement policies or programs to protect and promote worker safety and health |
| n/a | n/a | Leadership and managers are accountable for promoting and ensuring a safe and healthy work environment. | 1c | Our company’s leadership, such as senior leaders and managers are accountable for ensuring a safe and healthy work environment. | 1c | Our company’s leadership, such as senior leaders and managers take responsibility for ensuring a safe and healthy work environment. | 1c | No further changes | Our company’s leadership, such as senior leaders and managers take responsibility for ensuring a safe and healthy work environment. |
| 2 | Both worker and worksite health are included as part of the organization’s mission. | Worker and worksite health and safety are part of the organization’s mission, vision or business objectives, and leadership actions reflect these core organizational values. | 1d | Worker health and safety are part of the organization’s mission, vision or business objectives. | 1d | No further changes | 1d | No further changes | Worker health and safety are part of the organization’s mission, vision or business objectives. |
| n/a | n/a | n/a | 1e | Leadership actions reflect worker health and safety as core organizational values | n/a | Question removed | n/a | Question removed | Question removed |
| n/a | n/a | Expectations about healthy conditions of work are clearly defined in policies, procedures, and guidelines, and communicated across the organization | 1f | Expectations about healthy working conditions are clearly defined in policies, procedures, or guidelines | n/a | Question removed | n/a | Question removed | Question removed |
| n/a | n/a | The importance of health and safety is communicated and consistently acted upon across all levels of the organization, both formally and informally. | 1g | The importance of health and safety is communicated across all levels of the organization, both formally and informally | 1e | The importance of health and safety is consistently communicated across all levels of the organization, both formally and informally | 1e | No further changes | The importance of health and safety is consistently communicated across all levels of the organization, both formally and informally |
| n/a | n/a | 1h | The importance of health and safety is consistently acted upon across all levels of the organization, both formally and informally | 1f | The importance of health and safety is consistently reflected in action across all levels of the organization, both formally and informally | 1f | No further changes | The importance of health and safety is consistently reflected in action across all levels of the organization, both formally and informally |
| n/a | n/a | Management provides adequate communication with all employees about resources, programs, and policies affecting the workforce. | n/a | Question removed | n/a | Question removed | n/a | Question removed | Question removed |
| 13 | Both managers and employees are engaged in decision-making about priorities for coordinated worksite wellness and occupational safety and health programs, policies, and practices. | Both managers and employees are engaged in planning, implementing, and evaluating comprehensive safety and health programs, policies, and practices. | 2a | Managers and employees work together in planning, implementing, and evaluating comprehensive safety and health programs, policies, and practices | 2a | No further changes | 2a | No further changes | Managers and employees work together in planning, implementing, and evaluating comprehensive safety and health programs, policies, and practices |
| 14 | Joint worker-management committees addressing worker and worksite health  reflect both worksite wellness and occupational safety and health. | Joint worker-management committees address worker and worksite efforts to protect and promote worker safety and health. | 2b | This company has a joint worker-management committee that addresses efforts to protect and promote worker safety and health | 2b | No further changes | 2b | No further changes | This company has a joint worker-management committee that addresses efforts to protect and promote worker safety and health |
| 15 | Incentives are offered to employees to complete activities to stay healthy (e.g.  attend a training on health/safety), reduce their high-risk behavior (e.g. quit smoking), and/or practice healthy lifestyles (e.g. gym membership discounts). | In this organizational culture, managers often encourage employees to get involved in making decisions. | 2c | In this organizational culture, *managers encourage employees* to get involved in making decisions | 2c | In this organization, managers across all levels consistently encourage employees to be involved in making decisions | 2c | In this organization, managers across all levels consistently seek *employee involvement and feedback in decision making* | In this organization, managers across all levels consistently seek employee involvement and feedback in decision making |
| n/a | n/a | Employees are encouraged to voice concerns about working conditions without fear of retaliation. | 2d | Employees are encouraged to voice concerns about working conditions without fear of retaliation | 2d | No further changes | 2d | No further changes | Employees are encouraged to voice concerns about working conditions without fear of retaliation |
| n/a | n/a | Supervisors and managers initiate discussions with employees about working conditions, hazard identification and safety and health. | 2e | Leadership, such as supervisors and managers initiate discussions with employees to identify hazards or other concerns in the work environment | 2e | No further changes | 2e | No further changes | Leadership, such as supervisors and managers initiate discussions with employees to identify hazards or other concerns in the work environment |
| n/a | n/a | The workplace is routinely inspected and evaluated by trained staff responsible for identifying potential health and safety hazards and suboptimal work practices. | 3a | The workplace is routinely evaluated by trained staff responsible for identifying potential health and safety hazards | 3a | The workplace is routinely evaluated by staff trained to identify potential health and safety hazards | 3a | No further changes | The workplace is routinely evaluated by staff trained to identify potential health and safety hazards |
| n/a | n/a | Supervisors are responsible for identifying and correcting unsafe working conditions on their units and for responding appropriately when concerns about safety are raised. | 3b | Supervisors are responsible for identifying unsafe working conditions on their units | 3b | Supervisors are responsible for identifying unsafe working conditions on their units before and after incidents occur | 3b | Supervisors are responsible for identifying unsafe working conditions on their units | Supervisors are responsible for identifying unsafe working conditions on their units |
| n/a | n/a | 3c | Supervisors are responsible for correcting unsafe working conditions on their units | 3c | No further changes | 3c | No further changes | Supervisors are responsible for correcting unsafe working conditions on their units |
| 16 | Incentives are offered to managers who protect and promote health (e.g.  accomplish health and safety in their departments and encourage reporting of hazards, illnesses, and injuries; lead and encourage their employees in health promotion and protection efforts). | This workplace provides a supportive environment for safe and healthy behaviors, e.g., through a tobacco-free policy, healthy food options in vending machines or cafeterias, facilities for physical activity, and the built environment. | 3d | This workplace provides a supportive environment for safe and healthy behaviors, such as a tobacco-free policy, healthy food options, or facilities for physical activity | 3d | No further changes | 3d | No further changes | This workplace provides a supportive environment for safe and healthy behaviors, such as a tobacco-free policy, healthy food options, or facilities for physical activity |
| n/a | n/a | Organizational policies are in place to support employees when they are dealing with personal or family issues. | 3e | Organizational policies are in placeto support employees when they are dealing with personal or family issues | 3e | Organizational policies or programs are in placeto support employees when they are dealing with personal or family issues | 3e | No further changes | Organizational policies or programs are in placeto support employees when they are dealing with personal or family issues |
| n/a | n/a | Supervisors and managers ensure that workers have opportunities take their entitled breaks (e.g., lunch time, sick time, vacation, earned days of parental leave). | 3f | Leadership, such as supervisors and managers, ensure that workers have opportunities to take their entitled breaks during work (e.g. lunch time) | 3f | Leadership, such as supervisors and managers, make sure that workers are able to take their entitled breaks during work (e.g. lunch time) | 3f | Leadership, such as supervisors and managers, make sure that workers are able to take their entitled breaks during work (e.g. meal breaks) | Leadership, such as supervisors and managers, make sure that workers are able to take their entitled breaks during work (e.g. meal breaks) |
| n/a | n/a | 3g | Supervisors and managers ensure that workers have opportunities to take their entitled leaves (e.g. sick time, vacation, earned days of parental leave) | 3g | Supervisors and managers make sure workers are able to take their entitled times away from work such as sick time, vacation, earned days of parental leave | 3g | Supervisors and managers make sure workers are able to take their earned times away from work such as sick time, vacation, and parental leave | Supervisors and managers make sure workers are able to take their earned times away from work such as sick time, vacation, and parental leave |
| n/a | n/a | This organization has policies and worker trainings to prevent harm to employees from abuse, harassment, discrimination, and violence. | 3h | This organization *has policies* to prevent harm to employees from abuse, harassment, discrimination, and violence | 3h | This organization enforcesits policies to prevent harm to employees from abuse, harassment, discrimination, and violence | 3h | This organization ensures that policies to prevent harm to employees from abuse, harassment, discrimination, and violence are followed. | This organization ensures that policies to prevent harm to employees from abuse, harassment, discrimination, and violence are followed. |
| n/a | n/a | 3i | This organization implements its policies to prevent harm to employees from abuse, harassment, discrimination, and violence | n/a | Question removed | n/a | Question removed | Question removed |
| n/a | n/a | 3j | This organization *has worker trainings* to prevent harm to employees from abuse, harassment, discrimination, and violence | 3i | This organization has trainingsfor workers and managers across all levels to prevent harm to employees from abuse, harassment, discrimination, and violence | 3i | No further changes | This organization has trainingsfor workers and managers across all levels to prevent harm to employees from abuse, harassment, discrimination, and violence |
| n/a | n/a | Workers report that people who work here show sincere respect for others’ ideas, values and beliefs. | 3k | Workers report that *people who work here show sincere respect* for others’ ideas, values and beliefs | n/a | MOVED TO SECTION 5 (question 5b) and revised as such:  Workers report that people who work here show sincere respect for others’ ideas, values, and beliefs | n/a | See section 5 (question 5b) | See section 5 (question 5b) |
| n/a | n/a | This workplace provides support to employees who are returning to work after time off due to both work related and non-work related health conditions. | 3l | This workplace provides support to employees who are returning to work after time off due *to work related health conditions* | 3j | No further changes | 3j | No further changes | This workplace provides support to employees who are returning to work after time off due to work related health conditions |
| n/a | n/a | 3m | This workplace provides support to employees who are returning to work after time off due *to non-work related health conditions* | 3k | No further changes | 3k | No further changes | This workplace provides support to employees who are returning to work after time off due to non-work related health conditions |
| n/a | n/a | The amount and pace of work employees are expected to do is reasonable for their positions. | 3n | The amount of work employees are expected to do is *reasonable* for their positions | 3l | This organization takes proactive measures to make sure workers have manageable workloads | 3l | This organization takes proactive measures to make sure that the employees’ workload is reasonable, for example, that employees can usually complete their assigned job tasks within their shift | This organization takes proactive measures to make sure that the employees’ workload is reasonable, for example, that employees can usually complete their assigned job tasks within their shift |
| n/a | n/a | Employees have the equipment, training and resources to do their jobs safely and well. | 3o | Employees *have the resources* such as equipment and training do their jobs safely and well | 3m | No further changes | 3m | No further changes | Employees have the resources such as equipment and training do their jobs safely and well |
| 18 | Workplace benefits exist that address health, safety, and well-being (e.g. health  care coverage, flex-time, paid sick leave, screening and prevention coverage, wellness opportunities). | Workplace benefits exist that address health, safety, and well-being (e.g. health care coverage, flex-time, paid sick leave, screening and prevention coverage, wellbeing opportunities, paid family and medical leave). | 3p | Workplace *benefits exist that address* health, safety, and well-being (e.g. health care coverage, flex-time, paid sick leave, screening and prevention coverage, wellbeing opportunities, paid family and medical leave | 3n | All employees in this organization receive paid leave, including sick leave | 3n | No further changes | All employees in this organization receive paid leave, including sick leave |
| 6 | Efforts to promote and protect worker health include both policies about the work organization and environment, and education and programs for individual workers. | Efforts to promote and protect worker safety and health include both education and programs for individual workers and policies about the work organization and environment. | 4a | This company has a comprehensive approach to promote and protect worker safety and health that includes education and programs for individuals as well as policies about the work environment. | 4a | This company has a comprehensive approach to promote and protect worker safety and health. This includes both education and programs for individuals as well as policies about the work environment. | 4a | This company has a comprehensive approach to promote and protect worker safety and health. This includes collaborative efforts across department as well as education and programs for individuals and policies about the work environment. | This company has a comprehensive approach to promote and protect worker safety and health. This includes collaborative efforts across department as well as education and programs for individuals and policies about the work environment. |
| n/a | n/a | Efforts to prevent work-related injuries and illnesses and those to enhance worker health and wellbeing are coordinated and collaborative. | 4b | This company has a comprehensive approach to worker wellbeing that includes efforts to prevent work-related illness and injury as well as to enhance worker health | 4b | This company has a comprehensive approach to worker wellbeing. This includes both efforts to prevent work-related illness and injury as well and to promote worker health | 4b | This company has a comprehensive approach to worker wellbeing. This includes collaboration across departments in efforts to prevent work-related illness and injury and to promote worker health | This company has a comprehensive approach to worker wellbeing. This includes collaboration across departments in efforts to prevent work-related illness and injury and to promote worker health |
| 7 and 8 | Program managers responsible for worksite wellness and occupational safety and health are trained to coordinate and implement programs, practices and policies for both worksite wellness and occupational safety and health.  And  Operations managers are trained to ensure employee health through coordination with and support for occupational safety and health and worksite wellness. | Policies, programs, and practices related to worker health, safety, and wellbeing are coordinated across departments within the organization. | 4c | This company coordinates policies, programs, and practices for worker health, safety, and wellbeing across departments within the organization | 4c | This company coordinates policies, programs, and practices for worker health, safety, and wellbeing across departments | 4c | No further changes | This company coordinates policies, programs, and practices for worker health, safety, and wellbeing across departments |
| 10 | Performance metrics for those responsible for worksite wellness and occupational safety and health include success with interdepartmental collaboration and coordination of worksite wellness and occupational safety and health programs, policies, and practices including day-to-day communication with employees (e.g. toolbox talks). | Managers are trained, held accountable, and given the resources for implementing best practices and programs to protect and promote worker safety, health, and wellbeing. | 4d | Managers are held accountable for implementing best practices to protect worker safety, health, and wellbeing. | 4d | Senior leaders make sure managers implement best practices to protect worker safety, health, and wellbeing. | 4d | Managers are held accountable for implementing best practices to protect worker safety, health, and wellbeing, for example through their performance reviews. | Managers are held accountable for implementing best practices to protect worker safety, health, and wellbeing, for example through their performance reviews. |
| n/a | n/a | 4e | Managers are given resources, such as equipment and trainings, for implementing best practices to protect and promote worker safety, health, and wellbeing | 4e | No further changes | 4e | No further changes | Managers are given resources, such as equipment and trainings, for implementing best practices to protect and promote worker safety, health, and wellbeing |
| n/a | n/a | Reporting structures encourage collaboration and sharing of resources and data related to worker safety and wellbeing. | 4f | Reporting structures encourage collaboration to share resources related to worker safety and wellbeing | n/a | Question removed | n/a | Question removed | Question removed |
| 12 | Worksite wellness and occupational safety and health vendors have the experience and expertise to coordinate with and/or deliver approaches that support the coordination and collaboration of workplace wellness and occupational safety and health efforts. | Contracts and relationships with vendors, clients and subcontractors prioritize protection and promotion of worker safety, health and wellbeing. | 4g | Contracts with vendors and subcontractors prioritize protection and promotion of worker safety, health and wellbeing | 4f | This company prioritizes protection and promotion of worker safety and health when selecting vendors and subcontractors. | 4f | No further changes | This company prioritizes protection and promotion of worker safety and health when selecting vendors and subcontractors. |
| n/a | n/a | 4h | Relationships with clients prioritize protection and promotion of worker safety, health and wellbeing. | n/a | Question removed | n/a | Question removed | Question removed |
| n/a | n/a | This organization complies with standards for legal and ethical conduct. | 5a | This organization complies with standards for legal conduct | 5a | No further changes | 5a | No further changes | This organization complies with standards for legal conduct |
| n/a | n/a | 5b | This organization complies with standards for ethical conduct | n/a | Question removed | n/a | Question removed | Question removed |
| n/a | n/a | n/a  (question was moved to this section from above in version 2) | n/a | Workers report that people work here show sincere respect for others’ ideas, values, beliefs | 5b | Workers report that people work here show sincere respect for others’ ideas, values, beliefs (moved sections) | 5b | In this organization, people show sincere respect for others’ ideas, values, beliefs | In this organization, people show sincere respect for others’ ideas, values, beliefs |
| n/a | n/a | This workplace complies with regulations aimed at eliminating or minimizing potential exposures to recognized hazards. | 5c | This workplace complies withregulations aimed at eliminating or minimizing potential exposures to recognized hazards | 5c | No further changes | 5c | No further changes | This workplace complies withregulations aimed at eliminating or minimizing potential exposures to recognized hazards |
| n/a | n/a | n/a  (no question seems similar to what is included in Version 1) | 5d | This company prioritizes confidentiality, privacy, and non-retaliation protections for its workers | 5d | This company prioritizes confidentiality, privacy, and non-retaliation protections for its workers | 5d | This company ensures that safeguards regarding worker confidentiality, privacy and non-retaliation protections are followed. | This company ensures that safeguards regarding worker confidentiality, privacy and non-retaliation protections are followed. |
| n/a | n/a | Employee programs and data collection approaches meet regulatory requirements and ethical norms for confidentiality, privacy, and non-retaliation. | 5e | Employee programs meet norms for confidentiality, privacy, and non-retaliation | n/a | Question removed | n/a | Question removed | Question removed |
| n/a | n/a | The wages for the lowest-paid employees in this organization are at or above standards for a “living wage.” | 5f | The wages for the lowest-paid employees in this organization are at or above standards for a “living wage” | 5e | The wages for the lowest-paid employees in this organization are enough to cover basic living expenses such as housing and food. | 5e | The wages for the lowest-paid employees in this organization seem to be enough to cover basic living expenses such as housing and food. | The wages for the lowest-paid employees in this organization seem to be enough to cover basic living expenses such as housing and food. |
| 19 | The effects of worksite wellness and occupational safety and health programs are monitored jointly. | The effects of policies and programs to protect and promote worker safety and health are monitored regularly using data from multiple sources. | 6a | The effects of policies and programs to promote worker safety and health are monitored using data from multiple sources | 6a | The effects of policies and programs to promote worker safety and health are monitored using data from multiple sources, such as injury data, employee feedback, and absence records | 6a | The effects of policies and programs to promote worker safety and health are measured using data from multiple sources, such as injury data, employee feedback, and absence records | The effects of policies and programs to promote worker safety and health are measured using data from multiple sources, such as injury data, employee feedback, and absence records |
| 21 | High-level indicator reports (e.g., “dashboards”) on integrated programs are  presented to upper level management on a regular basis, while protecting employee  confidentiality. | Summary reports on integrated policies and programs are presented to leadership on a regular basis, while also protecting employee confidentiality. | 6b | Summary reports on integrated policies and programs are presented to leadership on a regular basis, while also protecting employee confidentiality | 6b | Summary reports on policies and programs are integrated and presented to leadership on a regular basis | 6b | Data from multiple sources on health, safety, and wellbeing are integrated and presented to leadership on a regular basis | Data from multiple sources on health, safety, and wellbeing are integrated and presented to leadership on a regular basis |
| n/a | n/a | Evaluations of policies, programs and practices to protect and promote worker health are used to inform decisions and improve future efforts. | 6c | Evaluations of policies, programs and practices to protect and promote worker health are used to improve future efforts | 6c | No further changes | 6c | No further changes | Evaluations of policies, programs and practices to protect and promote worker health are used to improve future efforts |
| 20 | Data related to employee health outcomes are integrated within a coordinated  system. | Data related to employee safety and health outcomes are integrated within a coordinated system. | 6d | Data related to employee safety and health outcomes are integrated within a coordinated system | 6d | This organization integrates data on employee safety and health outcomes in a way that coordinates relevant services and departments | 6d | Integrated data on employee safety and health outcomes are coordinated across all relevant departments. | Integrated data on employee safety and health outcomes are coordinated across all relevant departments. |
| 4 | Decision making about policies, programs and practices related to worker health is coordinated across departments, including those responsible for occupational safety and health and those responsible for worksite wellness. | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 5 | Processes are in place to coordinate and leverage interdepartmental budgets  allocated toward both worksite wellness and occupational safety and health. | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 9 | Job descriptions for staff responsible for worksite wellness and occupational health and safety include roles and responsibilities that require interdepartmental collaboration and coordination of worksite wellness and occupational safety and health programs, policies, and practices. | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 11 | Professional development strategies include training and setting goals at  performance reviews related to interdepartmental collaboration and coordination of worksite wellness and occupational safety and health programs, policies, and practices | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 17 | Incentives are offered to managers who protect and promote health (e.g.  accomplish health and safety in their departments and encourage reporting of hazards, illnesses, and injuries; lead and encourage their employees in health promotion and protection efforts). | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 22 | The content of educational programs, such as classes, online courses or webinars, or toolbox talks, addresses potential additive or synergistic risks posed by exposures on the job and risk-related behaviors. | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 23 | The content of educational programs, such as classes, online courses or webinars, or workshops, acknowledges the impact of job experiences and the work environment on successful health behavior change. | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |