**Table SI**

Organizational Policies and Practices

Adapted from Amick et al, 2000

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| **Domain** | **Question** | **Responses** |
| Ergonomic Practices | Work is designed to reduce patient lifting. | Strongly agree  Agree  Neither agree nor disagree  Disagree  Strongly disagree |
| Work is designed to reduce lifting heavy equipment. |
| Work is designed to reduce pushing and pulling. |
| Work is designed to reduce bending, reaching and stooping. |
| Ergonomic strategies are used to improve the design of work. |
| Ergonomic factors are considered in purchasing new tools, equipment, or furniture. |
| People Oriented Culture | Employees on my home unit are involved in decisions affecting their daily work. |
| Working relationships on my home unit are cooperative. |
| There is a high level of trust in the employee/employer relationship on my home unit. |
| On my home unit, communications are open and employees feel free to voice concerns and make suggestions. |
| Safety Practices | Unsafe working conditions on the unit are identified and improved promptly. |
| The unit maintains excellent housekeeping. |
| Action is taken when safety rules are broken on the unit. |
| Supervisors on this unit confront and correct unsafe behaviors and hazards when they occur. |
| Supervisors on this unit are trained in job hazards and safe work practices for the jobs they supervise. |