



How do we calculate scores and determine colour coding for OLIP survey measures?

How do we calculate scores for the OLIP survey measures?

Each measure comprises statements for which a respondent is asked to assess his or her organization's performance. For some items, the respondent is asked to indicate a level of agreement with a statement; for others, the respondent is asked to indicate the percentage of time his or her organization achieves a certain practice.

For example, the "OHS training" measure comprises five statements and, for each, the respondent is asked to indicate a level of agreement. Below is one of the five statements from that measure and the score for each possible answer.

51. Please indicate how much you agree or disagree with the following statements as they apply to your company's OHS training.

- OHS training is ongoing and based on a training plan.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Score:	0	1	2	3	4

An organization's score for this measure is an average of the scores for all the items in the measure. If a respondent's scores for the five statements in the safety training measure are 3, 4, 2, 4 and 3, respectively, the organization's safety training score is: $3 + 4 + 2 + 4 + 3 = 16 / 5 = 3.2$.

- Note that the instructions in the **Organizational Policies and Practices (OPP)** tool asks respondents to choose "Never" if an item is not applicable. Since the score for "Never" is 0, some respondents' overall score for that measure may be lower than expected.
- Note that the scores for the JHSC Index are summed with each item receiving a score of one.

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How do we determine the colour coding for scores?

We use green, yellow, and red colour codes to categorize an organization's performance on the survey. These are based on absolute values in the response categories. The cut-offs for colour coding scores, (other than the JHSC Index scores) are as follows:

Colour coding cut-offs for the Organizational Policies and Practices (OPP) measures, Organizational Performance Metric (OPM), and Occupational Health & Safety Management System (OHSMS) measures scores

(score range is 0 to 4)

- **RED** = less than 2.0
- **YELLOW** = 2.0 to 2.99
- **GREEN** = 3.0 or more

Colour coding cut-offs for the Safety Climate (SC) score

(score range is 0 to 3)

- **RED** = less than 1.5
- **YELLOW** = 1.5 to 2.25
- **GREEN** = 2.26 or more

We also convert a respondent's average score on each measure to a percentage of the total possible score on that measure. The colour-coding system also indicates the percentage range in which each of the average scores falls.

- **Red** indicates a score of less than 50 per cent.
- **Yellow** indicates a score of 50 per cent to less than 75 per cent.
- **Green** indicates a score of 75 per cent or greater.

More information to help you interpret your scores

- You may not receive a score for some measures if they do not apply to your organization, or if the items in the questionnaire were not completed.
- Organizations should consider both the colour coding and their scores benchmarked against other organizations participating in OLIP to get a more complete picture of their performance.
- Click this link to see the [original OLIP questionnaire](#) with all survey questions.

For information about your Health & Safety Association's programs and services, contact:

Infrastructure Health & Safety Association (IHSA) at www.ihsa.ca

Public Services Health & Safety Association (PSHSA) at www.pshsa.ca

Workplace Safety North (WSN) at www.workplacesafetynorth.ca

Workplace Safety & Prevention Services (WSPS) at www.wsps.ca

Go to the OLIP Benchmarks page: <http://www.iwh.on.ca/olip-benchmarks-and-scorecard>