

Organizational Performance Metric – Monash University (OPM-MU)
Average Scores (2013 – 2015)

Table 1. OPM-MU in Australian workplaces (97 workplaces in 7 industries)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	5633	3.60	1.01
Everyone at this workplace values ongoing OHS improvement in this workplace	5644	3.73	0.91
This workplace considers health and safety at least as important as production and quality in the way work is done	5644	3.60	1.05
Workers and supervisors have the information they need to work safely	5644	3.83	0.84
Employees are always involved in decisions affecting their health and safety	5637	3.42	1.03
Those in charge of OHS have the authority to make the changes they have identified as necessary	5634	3.63	0.89
Those who act safely receive positive recognition	5634	3.19	1.00
Everyone has the resources and/or equipment they need to complete their work safely	5635	3.51	1.00
Averaged OPM-MU score	5660	3.56	0.72

Respondents were asked to use a five-point Likert scale (1= strongly disagree, 2 disagree, 3 neither agree or disagree, 4 agree, 5 = strongly agree)

**For the purpose of this questionnaire, an audit means a formal process of evaluating and reporting on how the workplace manages health and safety in accordance with a recognised standard.
Regular means that an audit is repeated at regular intervals, for example, once every year.*

For more information about the
Organizational Performance Metric – Monash University (OPM-MU):
E: surveys@monash.edu
W: workhealthsafetyresearch.org

Organizational Performance Metric – Monash University (OPM-MU)

Average Scores by Industry (2013 – 2015)

Table 2. OPM-MU in Arts & Recreation Industry (32 workplaces)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	924	3.41	1.16
Everyone at this workplace values ongoing OHS improvement in this workplace	924	3.69	0.99
This workplace considers health and safety at least as important as production and quality in the way work is done	923	3.58	1.09
Workers and supervisors have the information they need to work safely	923	3.76	0.90
Employees are always involved in decisions affecting their health and safety	921	3.28	1.11
Those in charge of OHS have the authority to make the changes they have identified as necessary	921	3.61	0.95
Those who act safely receive positive recognition	919	3.11	1.06
Everyone has the resources and/or equipment they need to complete their work safely	922	3.49	1.04
Averaged OPM-MU score	924	3.49	0.81

Table 3. OPM-MU in Construction Industry (2 workplaces)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	678	3.82	0.94
Everyone at this workplace values ongoing OHS improvement in this workplace	682	3.87	0.86
This workplace considers health and safety at least as important as production and quality in the way work is done	680	3.69	1.05
Workers and supervisors have the information they need to work safely	682	3.95	0.81
Employees are always involved in decisions affecting their health and safety	682	3.67	1.02
Those in charge of OHS have the authority to make the changes they have identified as necessary	680	3.89	0.88
Those who act safely receive positive recognition	685	3.62	0.98
Everyone has the resources and/or equipment they need to complete their work safely	683	3.70	0.96
Averaged OPM-MU score	685	3.77	0.67

Table 4. OPM-MU in Electricity Gas Water & Waste Industry (1 workplace)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	73	4.07	0.73
Everyone at this workplace values ongoing OHS improvement in this workplace	73	4.00	0.80
This workplace considers health and safety at least as important as production and quality in the way work is done	73	4.00	1.05
Workers and supervisors have the information they need to work safely	73	4.18	0.77
Employees are always involved in decisions affecting their health and safety	73	3.77	0.99
Those in charge of OHS have the authority to make the changes they have identified as necessary	72	3.97	0.79
Those who act safely receive positive recognition	72	3.46	1.10
Everyone has the resources and/or equipment they need to complete their work safely	72	3.68	1.12
Averaged OPM-MU score	73	3.89	0.68

Table 5. OPM-MU in Healthcare Industry (24 workplaces)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	1913	3.50	0.97
Everyone at this workplace values ongoing OHS improvement in this workplace	1915	3.65	0.89
This workplace considers health and safety at least as important as production and quality in the way work is done	1918	3.56	0.99
Workers and supervisors have the information they need to work safely	1915	3.76	0.82
Employees are always involved in decisions affecting their health and safety	1910	3.27	0.99
Those in charge of OHS have the authority to make the changes they have identified as necessary	1911	3.48	0.84
Those who act safely receive positive recognition	1912	3.04	0.93
Everyone has the resources and/or equipment they need to complete their work safely	1912	3.36	1.01
Averaged OPM-MU score	1923	3.45	0.69

Table 6. OPM-MU in Manufacturing Industry (15 workplaces)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	1051	3.65	0.98
Everyone at this workplace values ongoing OHS improvement in this workplace	1053	3.65	0.91
This workplace considers health and safety at least as important as production and quality in the way work is done	1055	3.64	1.04
Workers and supervisors have the information they need to work safely	1054	3.85	0.84
Employees are always involved in decisions affecting their health and safety	1053	3.44	0.95
Those in charge of OHS have the authority to make the changes they have identified as necessary	1053	3.63	0.87
Those who act safely receive positive recognition	1053	3.16	0.98
Everyone has the resources and/or equipment they need to complete their work safely	1050	3.65	0.87
Averaged OPM-MU score	1056	3.58	0.70

Table 7. OPM-MU in Mining Industry (2 workplaces)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	389	3.83	0.80
Everyone at this workplace values ongoing OHS improvement in this workplace	390	3.88	0.78
This workplace considers health and safety at least as important as production and quality in the way work is done	389	3.59	0.99
Workers and supervisors have the information they need to work safely	390	3.97	0.73
Employees are always involved in decisions affecting their health and safety	390	3.70	0.88
Those in charge of OHS have the authority to make the changes they have identified as necessary	390	3.82	0.76
Those who act safely receive positive recognition	386	3.41	0.91
Everyone has the resources and/or equipment they need to complete their work safely	388	3.63	0.92
Averaged OPM-MU score	390	3.73	0.58

Table 8. OPM-MU in Transport Postal & Warehousing Industry (21 workplaces)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	605	3.68	1.04
Everyone at this workplace values ongoing OHS improvement in this workplace	607	3.88	0.93
This workplace considers health and safety at least as important as production and quality in the way work is done	606	3.51	1.21
Workers and supervisors have the information they need to work safely	607	3.85	0.90
Employees are always involved in decisions affecting their health and safety	608	3.54	1.11
Those in charge of OHS have the authority to make the changes they have identified as necessary	607	3.71	0.97
Those who act safely receive positive recognition	607	3.21	1.07
Everyone has the resources and/or equipment they need to complete their work safely	608	3.47	1.12
Averaged OPM-MU score	609	3.61	0.77

Organizational Performance Metric – Monash University (OPM-MU)

Average Scores by Union (2014)

Table 9. OPM-MU in Australian Nursing & Midwifery Federation (Victorian branch)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	4886	3.66	1.08
Everyone at this workplace values ongoing OHS improvement in this workplace	4881	3.51	1.03
This workplace considers health and safety at least as important as production and quality in the way work is done	4881	3.48	1.11
Workers and supervisors have the information they need to work safely	4880	3.76	0.93
Employees are always involved in decisions affecting their health and safety	4875	3.19	1.14
Those in charge of OHS have the authority to make the changes they have identified as necessary	4863	3.43	1.00
Those who act safely receive positive recognition	4863	2.99	1.08
Everyone has the resources and/or equipment they need to complete their work safely	4865	3.38	1.12
Averaged OPM-MU score	4887	3.43	0.84

Table 10. OPM-MU in Australian Education Union (Victorian branch)

	Number of employees	Mean	Standard deviation
Formal OHS audits at regular intervals are a normal part of our workplace*	4743	3.57	1.13
Everyone at this workplace values ongoing OHS improvement in this workplace	4744	3.62	1.01
This workplace considers health and safety at least as important as production and quality in the way work is done	4745	3.26	1.14
Workers and supervisors have the information they need to work safely	4733	3.74	0.95
Employees are always involved in decisions affecting their health and safety	4736	3.19	1.15
Those in charge of OHS have the authority to make the changes they have identified as necessary	4729	3.64	1.02
Those who act safely receive positive recognition	4729	2.90	1.09
Everyone has the resources and/or equipment they need to complete their work safely	4726	3.23	1.14
Averaged OPM-MU score	4747	3.39	0.84

