

The Nordic Occupational Safety Climate Questionnaire



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Safety climate

- Safety climate is defined as workgroup members' shared perceptions of management and workgroup safety related policies, procedures and practices
- It reflects workers' perception of the true value of safety in the organisation

Purpose of NOSACQ-50

- A diagnostic and intervention tool to evaluate the status and progress of safety climate in an organisation
- A benchmarking tool at the group, company, sector, national and international level, generating possibilities for cross-level knowledge sharing

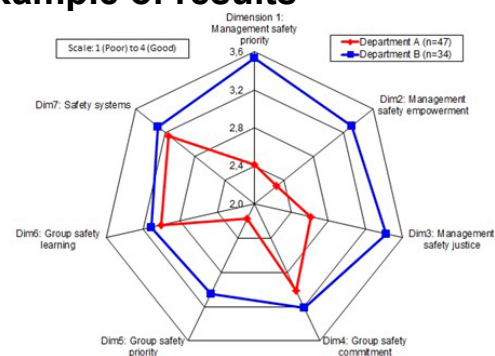
Safety climate dimensions – 50 items

1. Management safety priority, commitment, and competence (9 items)
2. Management safety empowerment (7 items)
3. Management safety justice (6 items)
4. Workers' safety commitment (6 items)
5. Workers' safety priority and risk non-acceptance (7 items)
6. Safety communication, learning, and trust in co-workers safety competence (8 items)
7. Trust in the efficacy of safety systems (7 items)

Examples of items

- Management encourages employees here to work in accordance with safety rules - even when the work schedule is tight
- We who work here break safety rules in order to complete work on time

Example of results



- Freely available in 45+ language versions
 - International benchmarks, 750+ studies, 100,000+ respondents, all sectors
 - Developed and originally validated in all five Nordic countries
- Kines et al. (2011). Nordic Safety Climate Questionnaire (NOSACQ-50): a new tool for measuring occupational safety climate. *International Journal of Industrial Ergonomics*, 41, 634-646, <https://doi.org/10.1016/j.ergon.2011.08.004>

