

Appendix Table 1. Items deleted from the Workplace Integrated Safety and Health Assessment (WISH) tool

Leadership commitment

(q1c) Our company's leadership, such as senior leaders and managers, take responsibility for ensuring a safe and healthy work environment

(q1e) The importance of health and safety is communicated across all levels of the organization, both formally and informally

Participation

(q2e) Leadership, such as supervisors and managers, initiate discussions with employees to identify hazards or other concerns in the work environment.

Policies, programs and practices

(q3b) Supervisors are responsible for identifying unsafe working conditions on their units.

(q3d) 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.

(q3h) This organization ensures that policies to prevent harm to employees from abuse, harassment, discrimination, and violence are followed.

Comprehensive and Collaborative Strategies

(q4a) This company has a comprehensive approach to promote and protect worker safety and health. This includes collaborative efforts across departments as well as education and programs for individuals and policies about the work environment.

(q4b) This company has a comprehensive approach to worker well-being. This includes collaboration across departments in efforts to prevent work-related illness and injury and to promote worker health.

Adherence

(q5e) The wages for the lowest-paid employees in this organization seem to be enough to cover basic living expenses such as housing and food.
