

Name _____

[/test-bank-management-of-occupational-health-and-safety-8e-kelloway](#)

Class _____

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1. According to the textbook, approximately how many workers in Canada die each year as a result of a workplace incident?

- a. 1500 people
- b. 1100 people
- c. 500 people
- d. 100 people

ANSWER:

b

2. Which of the following is a workplace injury that results in an employee missing time from work?

- a. occupational injury
- b. occupational illness
- c. a lost-time injury
- d. a covered workers' compensation injury

ANSWER:

c

3. Priya is a high school geography teacher. This year there is a new geography curriculum and increased student feedback requirement for teachers. Priya is putting in very long hours to revise her teaching materials and complete report cards for her students. How is this heavy workload best described?

- a. an unhealthy workplace
- b. a psychological hazard
- c. an employee responsibility
- d. a physical hazard

ANSWER:

b

4. In OH&S terminology, post-traumatic stress disorder (PTSD) experienced by members of Canada's military as a result of events during their tour of duty would be classified as which of the following?

- a. a hazard
- b. an injury
- c. an agent
- d. an illness

ANSWER:

d

5. Raina is a retail manager. She sprained her wrist when she slipped off a stepladder when moving stock from a high shelf. Which of the following has Raina experienced?

- a. a lost-time injury
- b. a workplace hazard
- c. a safety violation
- d. an occupational injury

ANSWER:

d

6. What other group of workers might be as susceptible to "brown lung" as textile workers?

- a. carpenters/cabinet makers
- b. farmers
- c. hairdressers
- d. police officers

ANSWER:

a

7. Which of the following was articulated by the 1974 Royal Commission on the Health and Safety of Workers in Mines?

- a. requirement for mandatory inspections
- b. standards for ventilation
- c. system of compensation for injured workers
- d. rights of workers

ANSWER:

d

8. Which of the following is NOT considered one of the principal rights of workers outlined by the Royal Commission on the Health and Safety of Workers in Mines?

- a. right to know
- b. right to participate

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- c. right to refuse d. right to advocate

ANSWER: d

9. According to the World Health Organization, which of the following describes a healthy workplace?

- work environment, employer, employee, workload
- health and safety, psychosocial environment, personal human resources, enterprise community involvement
- psychosocial environment, physical environment, psychological health, community
- occupational health and safety, physical environment, psychosocial environment, enterprise community involvement

ANSWER: b

10. What is the main reason why the costs of workplace injuries may be higher than \$12 billion per year?

- a. deaths may have been attributed to other causes
- b. injured workers buy some of their own medical supplies
- c. a large number of injuries go unreported
- d. rehabilitation takes a long time

ANSWER: C

11. Which of the following is the best definition of the term *due diligence*?

- the expected standard of conduct that requires employers to take every reasonable precaution to ensure safety
- the voluntary standard of conduct that requires employees to take every reasonable precaution to ensure safety
- the expected standard of conduct that requires employers to protect the public
- the expected standards of conduct that require government to ensure employers comply with legislation

ANSWER: a

12. Duane works for a heavy equipment operator. Recently, the brakes failed on an excavator Duane was assigned to operate. Duane and a construction worker were injured when the excavator drove into a building on the site. This incident was heavily covered in the news and the company now faces fines and a downturn in business due to the smear on its reputation. These expenses are best described as examples of which of the following?

- direct costs
- indirect costs
- insurable expenses
- economic imperative for safety

ANSWER: b

13. Research has shown that management commitment to health and safety can result in which of the following?

- a. employee motivation b. absenteeism
c. employee citizenship behaviours d. over reporting of minor incidents

ANSWER: a

14. Estimated direct and indirect costs of workplace accidents should be considered

- a. overestimates b. accurate 50% of the time
c. underestimates d. 100% accurate

ANSWER: C

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15. The Meredith Principles are to workers' compensation as the IRS system is to which of the following?

- a. *Canada Labour Code*
- b. OH&S legislation
- c. WHMIS
- d. Bill C-45

ANSWER:

b

16. Enrique is an OH&S professional at a large manufacturing company. The safety programs he implements always emphasize that the managers and workers share responsibility for healthy and safety at work. Which of the following can be said of Enrique's programs?

- a. they use the internal responsibility system
- b. they meet the federal OH&S laws
- c. they help the organization demonstrate due diligence
- d. they reduce workplace illnesses

ANSWER:

a

17. Jean owns a company that cleans up houses after fires and floods. The Ministry of Health is investigating a complaint from one of her employees who claims he has developed a chronic respiratory condition from his work. Jean has obtained a lawyer. Her lawyer reviewed Jean's policies and practices to help demonstrate that Jean took every reasonable precaution to protect the health and safety of her workers. What is the lawyer most likely trying to demonstrate?

- a. that the employee knew the assumption of risk
- b. Jean's moral consideration for health and safety
- c. Jean's due diligence
- d. Jean's compliance with Canadian standards

ANSWER:

c

18. The IRS system is based on which of the following?

- a. the public monitoring of workplace violations
- b. financial support
- c. assumption of risk
- d. the interaction of stakeholders within the system

ANSWER:

d

19. Being an active member of a Joint Health and Safety Committee at work allows workers to satisfy which one of the principal OH&S employee rights?

- a. the right to refuse dangerous work without penalty
- b. the right to participate in identifying and correcting health and safety problems
- c. the right to know about hazards in the workplace
- d. the right to refuse wearing safety equipment that is uncomfortable

ANSWER:

b

20. According to the text, what was the primary reason why supervisors on construction sites underestimated health and safety risks?

- a. They could not recognize unsafe conditions.
- b. They believed that risks were unavoidable.

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- c. They had not experienced any recent incidents.
- d. They were obsessed with meeting deadlines.

ANSWER:

a

21. Lars is a volunteer firefighter and has just watched the safety training video about the new respirators. He finds that the one he has been given by his supervisor does not fit properly over his orthodontic braces. What should Lars do?

- a. try to modify the new respirator to fit better
- b. report the problem to his supervisor
- c. swap equipment with another firefighter to get a better fit
- d. continue to wear the old equipment

ANSWER:

b

22. Which of the following is a primary barrier to OH&S programming in workplaces?

- a. people do not support the concept of safe working conditions
- b. not everyone is committed to implementing OH&S programs
- c. there are not enough safety inspectors
- d. some hazards are impossible to change

ANSWER:

b

23. Which of the following explains why young workers are at particular risk for injury in the workplace?

- a. Young workers may not be aware of their workplace rights.
- b. Young workers care less about their own health and safety.
- c. Young workers are more accident prone.
- d. Young workers ignore legislation.

ANSWER:

a

24. During the summer, Noriko works at a theme park. What is the main reason why seasonal workers like her are exposed to a higher risk of injury by the employer than full-time workers?

- a. They are less aware of job hazards.
- b. They have a more casual attitude toward safety.
- c. They receive less safety training.
- d. They are afraid to speak up.

ANSWER:

c

25. Diego is interested in a career in OH&S. His interests are focused on helping organizations develop motivational health and safety programs. Which of the following careers would be the best fit for him?

- a. registered occupational hygienist
- b. occupational health nurse
- c. registered occupational hygienist technologist
- d. a Canadian Registered Safety Professional designation following training in psychology

ANSWER:

d

26. Under OH&S laws, employers are responsible for conducting research on occupational health and safety.

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- a. True
- b. False

ANSWER: False

27. As an emergency room nurse, Ellie is often exposed to biological hazards such as blood, bacteria, and viruses.

- a. True
- b. False

ANSWER: True

28. Occupational illness is any abnormal condition or disorder caused by exposure to environmental factors associated with employment.

- a. True
- b. False

ANSWER: True

29. In today's health and safety climate, workplace safety inspectors routinely attribute workplace safety incidents to the accident proneness of the employees involved.

- a. True
- b. False

ANSWER: False

30. The internal responsibility system stipulates government must take ultimate responsibility for workplace safety.

- a. True
- b. False

ANSWER: False

31. "Emphasis" is one of the three Es of the traditional views of safety.

- a. True
- b. False

ANSWER: False

32. Size of the total workforce is an important consideration when comparing provincial workplace injury statistics.

- a. True
- b. False

ANSWER: True

33. The standard of due diligence would require a bank to foresee the possibility of a robbery.

- a. True
- b. False

ANSWER: True

34. Partnerships between employers, unions, and employees often facilitate overcoming the barriers associated with occupational health and safety programs.

- a. True

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b. False

ANSWER: True

35. Employees should care about occupational health and safety for the same reasons as employers.

a. True
b. False

ANSWER: True

36. What is a workplace hazard? Please define the term and give an example of a hazard that would be common in each of the following jobs: hairdresser, office worker, retail cashier.

ANSWER: A hazard is any source of potential adverse health effect, damage, or harm to something or someone under certain conditions at work.

Examples of hazards (not an inclusive list)

Hairdresser: Repetitive hand and arm motion, chemicals in hair products

Office worker: Repetitive motion (e.g., keyboarding), glare from computer screen, poor work station design, possible heavy workload

Retail cashier: germs on money, cards, etc., possible exposure to biological hazards in handling meat products, repetitive motion, chemicals (BPA) in some cash register receipts.

37. Three principal rights provide the basis for much of the health and safety legislature in Canada. Name each and describe a situation in which a worker might exercise this specific right.

ANSWER: a) The right to refuse dangerous work without penalty.
b) The right to participate in identifying and correcting health and safety problems.
c) The right to know about hazards in the workplace.

Right to refuse—situations could include being asked to climb on unsafe ladders/scaffolding, use unsafe equipment/vehicles, work where protective equipment has not been provided, or where chemical/biological agents are not properly stored.

Right to participate—situations could include serving on a Joint Health and Safety Committee, participating in the investigation of a workplace incident, or participating in job analysis.

Right to know—situations could include orientation and training, WHMIS training.

38. Research has found that there is a negative relationship between job insecurity and safety, and between performance-based pay and safety. Explain why job insecurity and performance-based pay programs can override safety training.

ANSWER: Job insecurity means fear of losing one's job (e.g., layoffs, downsizing)—commitment to safety may decrease because workers believe the organization no longer cares about them, or because they are just focused on getting their work done in order to improve their chances of keeping their job.

Performance-based pay means reaching targets/goals to get rewards—such programs can switch the focus away from safety—workers will do whatever it takes to earn the reward.

39. List four major stakeholders in OH&S. Describe two different health and safety partnership initiatives that involve pairs or groups of stakeholders.

ANSWER: • Health and safety professionals

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- Professional associations
- Educators
- Community associations
- Organized labour
- Employers
- Employees
- Government

Examples of partnerships: not an exclusive list

- Health and safety professionals can help managers and HR staff to develop, manage, and evaluate their OH&S program.
- Government can be responsive to community associations and professional associations when developing legislation around OH&S.
- Government agencies can fund research by professionals and professional associations about OH&S.
- Organized labour and employers work together to ensure workplaces have appropriate health and safety management.
- Employees can work with their unions to communicate health and safety concerns to management.
- Professional associations (e.g., Industrial Accident Prevention Association) and educators can work together to develop safety programs for teenage workers (e.g., Young Worker Awareness Program).
- Employers and organized labour can work together to analyze incidents and reduce injuries and illnesses.

40. Differentiate between the legal and the moral obligation of employers when it comes to health and safety.

ANSWER: Employers are obligated to follow existing legislation, but are not required to go beyond it. In contrast, employers have a moral obligation to employees, their families, and the community to provide a safe work environment, which may mean going past the legislation in order to maintain the health and safety of the worker and the financial and psychological well-being of his/her family.

41. Explain why the 1960s and 1970s were an important time for health and safety in Canada.

ANSWER: The 1960s and 1970s were an important time for health and safety in Canada. Those decades saw the implementation of the Canada Labour (Standards) Code and the Canada Labour (Safety) Code. In 1974, the Ontario government formed the Royal Commission on the Health and Safety of Workers in Mines. Chaired by Dr. James Ham, this commission was the first to articulate the three principal rights of workers. These are:

- the right to refuse dangerous work without penalty
- the right to participate in identifying and correcting health and safety problems
- the right to know about hazards in the workplace

42. You are the new safety director for a large supermarket chain that has hot food in the deli, in-house bakeries, and in-house meat cutting to give customers exactly what they want. The previous safety director emphasized the three Es of safety. Prepare a presentation for supermarket managers (new and experienced) to explain to them what the three Es are, how they can help to promote safety in workplaces, but importantly why they do not provide a total solution to workplace safety and why you, as the new safety director, are working closely with Human Resources in your new safety programming.

ANSWER: The three Es are:

- Engineering solutions—safer work environments, safer equipment, and personal protective equipment
- Education—of supervisors and employees
- Enforcement of regulations and practices—through supervision and consequences

Focusing on the people side is necessary because effective safety programs depend on individual skills,

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abilities, and motivation to work safely—which are not adequately covered by the three Es. Enforcement only creates compliance—not a willingness to be proactive in creating a safe workplace. Variables such as safety leadership and safety climate are predictors of safety outcomes (e.g., incidents, accidents, and injuries). Other important people influences are: job design, high performance work systems, job insecurity, work scheduling, work overload, lean manufacturing, and pay for performance systems. Any of these can support safety or work against it. Human resources skills are important in safety promotion for several reasons. Safety is integrated with other HR functions, such as training and worker orientation. Safety compliance is related to legislative compliance, an area of strength of HR departments. Safety programs also decrease costs in areas such as sick time and workers' compensation, again areas of knowledge for HR practitioners.