

Presentation Title	Place in Schedule
A description of small business employee perceptions of health and safety climates	Concurrent Session 2.4 <i>Day 2 – Wednesday</i> <i>May 9th, 2018</i> <i>2:30-3:45pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>Introduction:</p> <p>The majority of workers are employed by small enterprises; however, information on small enterprise adoption and implementation of Total Worker Health (TWH) policies and programs is limited. TWH policies and programs exist to facilitate adequate levels of health protection and health promotion. However, employees may not perceive that they are supported in practice. This may reflect poor climates for health and safety. This presentation will describe preliminary data from the Small+Safe+Well (SSWell) study from the Center for Health, Work & Environment, a NIOSH TWH Center of Excellence, which aims to build small business capacity around health, safety and wellbeing policies and programs as well as strengthen organizational climates. We will present a cross-sectional assessment of organizational safety and health climates.</p> <p>Methods:</p> <p>In this first phase of a prospective, longitudinal study, we are recruiting small businesses with fewer than 500 employees in a variety of high and low hazard industries in Colorado USA. We are using an employee health and safety survey to assesses health and safety climates separately on a 1-5 Likert scale. The climate scales reflect reliable and validated surveys. Demographic information on the business and employees is also collected.</p> <p>Results:</p> <p>Fifteen businesses were recruited from April - October 2017 and their employees completed the survey. They represent urban (n=12) and rural (n=3) businesses, including services (n=9), mining/construction (n=2), public admin (n=1) and transportation/communication/electric/gas/sanitation (n=3). 406 employees</p>	Natalie Schwatka, PhD <i>Center for Health, Work & Environment at the Colorado School of Public Health</i>
	Liliana Tenney, MPH <i>Center for Health, Work & Environment at the Colorado School of Public Health</i>
	Miranda Dally, MS <i>Center for Health, Work & Environment at the Colorado School of Public Health</i>
	Carol Brown, PhD <i>Center for Health, Work & Environment at the Colorado School of Public Health</i>
	Erin Shore, MPH <i>Center for Health, Work & Environment at the Colorado School of Public Health</i>
	Lee Newman, MD, MA <i>Center for Health, Work & Environment at the Colorado School of Public Health</i>

(%) completed employee assessments. We observed variation in the level of climates by business. The average safety climate score was 3.69 (SD=0.9) and health climate was 3.89 (SD=0.9). Results for a larger cohort of 50 small businesses will be available and presented and stratified by business type (e.g., industry and region of Colorado) and business size (e.g., <50, 50-99, 100-250, 250-500) as well as worker demographics. Furthermore, the correspondence between health climate and safety climate will be presented.

Discussion:

Little is known about small business health and safety climates. Our preliminary analyses indicate that there is variation in employee perceptions of their health and safety climates at work. Future analyses will examine the correspondence between TWH policies and programs and health and safety climates.