

Voluntary Protection Program (VPP) Employee Interview Questions

Interviews are an important tool used in assessing the effectiveness of an organization's safety and health program. The list of questions below are examples of common questions that employees may be asked during the University's onsite evaluation conducted by IOSHA.

General Employee Interview Questions:

- ❖ How long have you worked at the University?
- ❖ Tell me about your job. What do you do during a typical day?
- ❖ What are the safety and health hazards of your job?
- ❖ How do you protect yourself from those hazards? What kind of personal protective equipment do you wear? Were you provided training?
- ❖ What type of safety and health training have you received?
- ❖ What happens if management disobeys a company safety rule? If an employee disobeys?
- ❖ How do you respond in the event of a fire, hazardous waste spill, alarm, or medical emergency?
- ❖ What does VPP mean to you?
- ❖ What is one method of reporting a safety or health concern? What was the last unsafe practice you reported and/or corrected?
- ❖ How do your supervisors demonstrate their involvement in safety and health?
- ❖ Have you ever seen anyone testing the air, noise levels, or conducting other surveys for possible health hazards? Do you know what the results were or what they meant?
- ❖ Have you or anyone you know ever been injured or experienced a job-related illness? What is the procedure when someone is injured?
- ❖ How are you involved in the safety decision-making process?
- ❖ Is safety and health valued in your organization?
- ❖ What is one objective in your department's safety program?
- ❖ How does management support your involvement in safety?
- ❖ What are your rights under OSHA?
- ❖ Is there anything else you think we should know about the safety and health program here?

Supervisor Interview Questions:

- ❖ How long have you worked at the University? When did you become a supervisor?
- ❖ What do you see as your role in safety and health?
- ❖ To what kinds of hazards are you and/or your employees exposed?
- ❖ Has the company's upper management provided adequate resources for safety and health programming, such as funding, time, and technical support?
- ❖ What do you do when you discover a hazard in your area?
- ❖ What do you do when an employee reports a hazard in your area?
- ❖ Do you provide employee training in safety and health-related topics? (If so, please describe.)
- ❖ How do you assure that any work restrictions are applied appropriately?

- ❖ Please give some examples where you had to use the disciplinary system for infractions of safety and health rules.
- ❖ When was the last emergency drill? What is your role in drills?
- ❖ How are you held accountable for ensuring safe and healthful working conditions in your area?
- ❖ Do you have contract employees working in your area? If so, how do you control and address safety or health hazards relating to or created by them?
- ❖ Are there routine or unannounced inspections? Who participates?

Adminstrator and Executive Interview Questions:

- ❖ How long have you been with the University?
- ❖ Describe the type of safety and health hazards at this site.
- ❖ How does management ensure that employee exposure to those hazards is eliminated or controlled?
- ❖ How do you demonstrate leadership in and commitment to safety and health?
- ❖ What benefits will a VPP partnership provide for your company?
- ❖ What do you think are your facility's best practices in safety and health?
- ❖ How do you address the competing pressures of production and safety?
- ❖ How do you hold your supervisors accountable for safety and health? Have you ever had to discipline a supervisor for not following the rules?
- ❖ How are you held accountable for your safety and health responsibilities?

Maintenance Personnel Interview Questions:

- ❖ Is there a scheduled preventative maintenance program? How is it carried out?
- ❖ Do maintenance personnel participate in safety functions?
- ❖ Is there a priority system for safety/environmental related maintenance items? Is it being followed?
- ❖ Does the preventive maintenance program include on-site vehicles, sprinkler systems, detection/alarm equipment, fire protection and emergency equipment?
- ❖ Do you have input concerning safety and ease of maintenance for new equipment and machinery purchases?
- ❖ Do you have an inventory of spare parts critical to safety and environmental protection?
- ❖ Are you trained in the control of hazardous energy and the proper use of locks and tags?
- ❖ Is there a system in place to track requests for repairs?
- ❖ What methods are used to monitor the condition of critical equipment?
- ❖ What is the ratio of scheduled versus unscheduled maintenance work?
- ❖ What has the trend regarding maintenance been like over the past few years?
- ❖ What are the safety and health hazards of your job?
- ❖ What type of safety and health training have you received?