

Statistical Survey on the Modernization of Occupational Health and Safety Laws in Québec 2025

Establishment Component

About the study

This survey is conducted by the ISQ at the request of the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST). The survey aims to learn about the realities of the workplace following the adoption of the Act to modernize the occupational health and safety system (AMOHSS) on September 30, 2021.

Confidentiality

Your establishment has been selected for this survey. Your participation is **mandatory** in accordance with the *Act respecting the Institut de la statistique du Québec*.

Your answers must be sent to the Institut de la statistique du Québec as requested in this questionnaire. The Institut de la statistique du Québec guarantees that the answers provided by your establishment as part of this study will remain confidential.

Assistance

If you require any assistance, please contact the Direction de la gestion de la collecte by phone at 1-800-561-0213 or by e-mail at collecte@stat.gouv.qc.ca.

Instructions

- ▶ Do not send the paper questionnaire back to us. To participate in the survey, you must complete the online questionnaire within the next two weeks by following the instructions in the letter or email you received. The Institut de la statistique du Québec will call the establishments that have not submitted their online questionnaire to obtain their answers by telephone.
- ▶ Your answers must relate to the selected establishment.
- ▶ Answering question 1.1 is mandatory. Make sure you have the answer to this question before you complete the online questionnaire.
- ▶ If your establishment is closed permanently or does not have any employees, please call the Institut de la statistique du Québec at 1-800-561-0213.
- ▶ In the following questionnaire, underlined text formatting is used to indicate that a word is important. Words followed by an asterisk are defined in the glossary.

Glossary

The definitions below refer to the terms in the questionnaire marked with an asterisk (*).

Analyzing risks

Risk analysis consists in identifying the level of risk by assessing the severity of damage and the probability that it will occur.

Animals and animal products

These include dead or live animals, animal parts (e.g. fur, feathers), blood, contaminated litter, or animal-based foods such as meat, cheese or milk.

Asbestos

Asbestos can be present in materials that insulate against fire or heat, some construction materials, and asphalt road pavements. Tasks involving these materials can produce asbestos fibres, which can be inhaled by workers and accumulate in their lungs.

Certified association/union

A worker association recognized by the Tribunal administratif du travail (TAT) that represents all or some of an employer's workers. It has the exclusive power to negotiate working conditions and attempt to reach a collective agreement for the employees it represents.

Chemical products and contaminants

These include, for example, volatile, acidic, or basic products, metals, or products suspended in the air. They can be breathed in by workers, damage or penetrate their skin or eyes, or be swallowed by accident.

Crystalline silica

Crystalline silica is present in sand, rock, concrete, granite, brick, asphalt, ceramic, etc. Tasks involving these materials can produce fine crystalline silica dust, which can be inhaled by workers and accumulate in their lungs.

Distress

Psychological distress refers to a set of negative emotions such as irritability, fatigue, discouragement and low self-esteem, which can lead to depression or anxiety.

Employer

A person who, under a contract of employment or a contract of apprenticeship, even without remuneration, retains the services of a worker.

Ergonomic risks

There are various ergonomic risks to which workers may be exposed, including awkward postures, physical exertion, and repetitive movements.

Establishment

All of the facilities and equipment grouped on one site and organized under the authority of one person or of related persons. Establishments include, for example, sites used to produce or distribute goods or services, schools, and construction companies. Construction sites are not establishments. An organization may therefore comprise more than one establishment.

First aid and first response

First aid and first response are different, as first aid is given by first aiders, and first response is given by professionals trained in pre-hospital care.

For a Safe Maternity Experience Program (SMEP)

The purpose of the For a Safe Maternity Experience Program (SMEP) is to allow a pregnant or breastfeeding worker to continue working when her work involves physical dangers to her unborn child, to the child she is breastfeeding, or to herself because of her pregnancy.

Group of establishments (Multi-establishment approach)

An approach that allows an employer to group together several establishments within an organization whose activities are of a similar nature, under certain conditions, for the application of prevention and participation mechanisms.

Health and safety action plan

An action plan is a prevention mechanism specific to an establishment. Where there is no requirement to prepare or implement a prevention program, such as for establishments with 19 or fewer workers, the employer must prepare and implement an action plan specific to that establishment.

Health and safety liaison officer (HSLO)

A liaison officer is a worker who holds a job in the establishment. The liaison officer position is one of the participation mechanisms specific to establishments with 19 or fewer workers.

Health and safety committee (HSC)

A health and safety committee is one of the participation mechanisms specific to an establishment. It is comprised of employer and employee representatives.

Health and safety prevention program

A prevention program is a prevention mechanism specific to an establishment. The prevention program is prepared by the employer, with the participation of workers. It aims to identify, correct and control risks in the workplace using concrete actions.

Health and safety representative (HSR)

A health and safety representative is a worker who holds a position in the establishment. This person plays a role in terms of health and safety with the workers and the employer.

Identifying risks

Identifying risks in the workplace and associating them with the places where they can be found.

Implement

Taking concrete action to reduce or eliminate the risks identified in the workplace. First, prevention measures are identified, then they are applied in the workplace.

Manage

Putting in place the necessary measures to eliminate or control risks that could affect the health and safety of workers while promoting their participation.

Multi-establishment approach (group of establishments)

An approach that allows an employer to group together several establishments within an organization whose activities are of a similar nature, under certain conditions, for the application of prevention and participation mechanisms.

Noise

Noise refers to unwanted or uncomfortable sounds. Noise becomes a risk if it is difficult to hold a conversation with co-workers one metre away, even when shouting. Excessively loud noises, even if they are very short, can also pose a risk.

Number of workers

To count the number of workers in accordance with the *Act respecting occupational health and safety (AOHS)*, the employer must include the following people: regular employees, trainees, students, placement agency workers, workers whose services are lent or hired out to the employer, temporary foreign workers, workers under temporary assignment, teleworking staff, volunteers, staff on the road or on a construction site attached to the establishment, and staff on a replacement or call list.

Participation mechanisms

Mechanisms aimed at enabling workers and employers to jointly manage occupational health and safety in order to eliminate hazards at the source.

Prevention mechanisms

Mechanisms that promote the management of occupational health and safety and enable the employer to introduce workplace prevention measures with the participation of workers.

Prevention measures

Actions to be taken to eliminate a hazard or control a risk.

Prevention program

A prevention program is a prevention mechanism specific to an establishment. The prevention program is prepared by the employer, with the participation of workers. It aims to identify, correct and control risks in the workplace using concrete actions.

Psychosocial risks

Psychosocial risks can be present in any workplace. They may include violence, harassment, or potentially traumatic events (such as death threats, serious injuries, sexual violence).

Union/certified association

A worker association recognized by the Tribunal administratif du travail (TAT) that represents all or some of an employer's workers. It has the exclusive power to negotiate working conditions and attempt to reach a collective agreement for the employees it represents.

Worker

A person who, under a contract of employment or a contract of apprenticeship, even without remuneration, carries out work for an employer.

Workplace

The physical and social environment where workers carry out their work activities.

Section 1 Establishment profile

To count the number of workers in accordance with the AOHS, the employer must **include** the following people: regular employees, trainees, students, placement agency workers, workers whose services are lent or hired out to the employer, temporary foreign workers, workers under temporary assignment, teleworking staff, volunteers, staff on the road or on a construction site attached to the establishment, and staff on a replacement or call list.

Exclude: employer representatives (owner, board members), and workers from other companies doing specialized work who are not under the supervision of the establishment's employer (e.g., ventilation system maintenance workers).

If your establishment is part of an organization/business that has several establishments in Québec, answer question 1.2. Otherwise, answer question 1.3.

1.1 In the past 12 months, how many workers were there in your establishment at the time when there were the most workers on your payroll?

- None
- 1-19
- 20-49
- 50-99
- 100-499
- 500-999
- 1 000 or more

1.2 Since October 2022, has your establishment* been grouped with other establishments belonging to your company for the application of occupational health and safety prevention* and participation* mechanisms?

- Yes
- No
- Don't know

1.3 Are any of the workers at your establishment represented by a union* or covered by a collective agreement?

- Yes, **all of them**
- Yes, **some of them**
- No

1.4 Which of the following activities have been carried out for your establishment/your group of establishments*?

- Identification and analysis of the risks present in the workplace
- Preparation of a prevention program*
- Neither
- Not applicable

If your organization has adopted a multi-establishment approach* in terms of occupational health and safety, answer questions 1.5B and 1.5C. Otherwise, answer question 1.5A.

1.5 A Is there an active health and safety committee* (HSC) in your establishment?

- Yes
- No
- Not applicable

OR

B Is there an active health and safety committee* (HSC) in your group of establishments*?

- Yes → [Go to question 1.5C](#)
- No → [Go to question 1.6](#)
- Not applicable → [Go to section 2](#)

C Besides this committee, has an additional HSC been formed at your establishment*?

- Yes
- No
- Not applicable

1.6 Has your establishment identified the risks present in the workplace in writing?

- Yes
- No
- Not applicable

Section 2 Psychosocial risks

The next questions are about psychosocial risks in the workplace.

2.1 Since October 2021, have workers at your establishment received training about psychosocial risks* in the workplace?

- Yes, **all of them** have → [Go to question 2.2](#)
- Yes, **some of them** have → [Go to question 2.2](#)
- No, none of them have → [Go to question 2.3](#)

2.2 Which of the following topics were covered during the training on psychosocial risks* offered since October 2021?

| | Yes | No |
|--|--------------------------|--------------------------|
| A Physical violence | <input type="checkbox"/> | <input type="checkbox"/> |
| B Psychological violence | <input type="checkbox"/> | <input type="checkbox"/> |
| C Harassment | <input type="checkbox"/> | <input type="checkbox"/> |
| D Potentially traumatic events | <input type="checkbox"/> | <input type="checkbox"/> |
| E Workload | <input type="checkbox"/> | <input type="checkbox"/> |
| F Recognition | <input type="checkbox"/> | <input type="checkbox"/> |
| G Autonomy to make decisions | <input type="checkbox"/> | <input type="checkbox"/> |
| H Support from colleagues and supervisor | <input type="checkbox"/> | <input type="checkbox"/> |
| I Workplace justice | <input type="checkbox"/> | <input type="checkbox"/> |
| J Other – specify: _____ | | |

2.3 Overall, how would you rate your establishment's current capacity to...

| | Very good | Fairly good | Fairly poor | Very poor |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| A ... <u>identify</u> * psychosocial risks? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B ... <u>implement</u> * prevention measures* aimed at reducing the psychosocial risks identified? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

2.4 Since October 2021, which of the following tools or methods have been used to identify* psychological risks* in your establishment?

If you have not used any tools or methods to identify psychological risks in your establishment, check “No” to all.*

| | Yes | No |
|---|--------------------------|--------------------------|
| A CNESST tools | <input type="checkbox"/> | <input type="checkbox"/> |
| B Identification tools by the Institut national de santé publique (INSPQ) | <input type="checkbox"/> | <input type="checkbox"/> |
| C Staff survey | <input type="checkbox"/> | <input type="checkbox"/> |
| D Application of CSA Z1003 standard (psychological health and safety in the workplace) | <input type="checkbox"/> | <input type="checkbox"/> |
| E External private consultation services | <input type="checkbox"/> | <input type="checkbox"/> |
| F Services from your joint sector-based association (JSA) | <input type="checkbox"/> | <input type="checkbox"/> |
| G Services from your prevention mutual | <input type="checkbox"/> | <input type="checkbox"/> |
| H Services from the Réseau de santé publique en santé au travail (RSPSAT) | <input type="checkbox"/> | <input type="checkbox"/> |
| I Other – specify: _____ | | |

2.5 A Have you used any CNESST tools to manage* psychological risks* in your establishment?

- Yes → [Go to question 2.5B](#)
- No → [Go to question 2.6](#)

B Have the CNESST tools helped you take actions to reduce* the psychological risks* in your establishment?

- Yes
- No

We are talking about distress observed among workers in the workplace.

2.6 In your opinion, since October 2021, has the number of workers with symptoms of distress* (e.g., poor concentration, irritability, sadness, fatigue, discouragement, mood swings, agitation/nervousness, aggressiveness) in your establishment...

- increased?
- decreased?
- remained stable?
- You haven't noticed

Section 3 Support for workers not represented by a certified association (union)

If all the staff at your establishment is unionized, answer question 3.1, then go to section 4.

If some of the staff at your establishment is unionized, answer all the questions in this section.

If none of the staff at your establishment is unionized, go to question 3.2.

3.1 Were your establishment's union representatives involved in establishing operating procedures for the health and safety committee* (HSC)?

- Yes
- No
- N/A, there is no health and safety committee in my establishment

3.2 Since April 2022, have non-unionized staff at your establishment received information about the role of the health and safety representative* or liaison officer*?

- Yes, **all of them** have
- Yes, **some of them** have
- No, none of them have
- Not applicable

3.3 Please indicate how much you agree or disagree with the following statement:

My establishment needs support in appointing a health and safety representative* or liaison officer*.

- Completely agree
- Somewhat agree
- Somewhat disagree
- Completely disagree

3.4 Since April 2022, have non-unionized staff at your establishment appointed a health and safety representative* from among its members?

- Yes
- No
- N/A, there is no health and safety representative in my establishment

3.5 Since April 2022, have non-unionized staff in your establishment appointed a health and safety liaison officer* from among its members?

- Yes
- No
- N/A, there is no health and safety liaison officer in my establishment

3.6 Since April 2022, which of the following health and safety support services has your establishment received?

If your establishment has not received any services, check "No" to all.

| | Yes | No |
|---|--------------------------|--------------------------|
| A Telephone consultation with a CNESST health and safety inspector | <input type="checkbox"/> | <input type="checkbox"/> |
| B Telephone consultation with a CNESST prevention advisor | <input type="checkbox"/> | <input type="checkbox"/> |
| C Visit from a CNESST health and safety inspector | <input type="checkbox"/> | <input type="checkbox"/> |
| D Visit from a CNESST prevention advisor | <input type="checkbox"/> | <input type="checkbox"/> |
| E Services from the Réseau de santé publique en santé au travail (RSPSAT) | <input type="checkbox"/> | <input type="checkbox"/> |
| F Services from a joint sector-based association (JSA) | <input type="checkbox"/> | <input type="checkbox"/> |
| G Services from a prevention mutual | <input type="checkbox"/> | <input type="checkbox"/> |
| H External private consultation services | <input type="checkbox"/> | <input type="checkbox"/> |
| I Other – specify: _____ | | |

3.7 Since April 2022, have non-unionized staff at your establishment been informed of the availability of health and safety support services offered by CNESST or an external organization?

- Yes
- No
- Don't know

3.8 Through what means are non-unionized staff in your establishment informed about occupational health and safety prevention* and participation mechanisms*?

| | Yes | No | Not applicable |
|--|--------------------------|--------------------------|--------------------------|
| A Health and safety committee* (HSC) activities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B Interventions by the health and safety representative* or liaison officer* | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C Intranet site | <input type="checkbox"/> | <input type="checkbox"/> | |
| D Team meetings | <input type="checkbox"/> | <input type="checkbox"/> | |
| E Information sessions | <input type="checkbox"/> | <input type="checkbox"/> | |
| F Information posted on a bulletin board | <input type="checkbox"/> | <input type="checkbox"/> | |
| G Other – specify: _____ | | | |

Section 4 For a Safe Maternity Experience (FSME) Program

The next questions are about the For a Safe Maternity Experience (FSME) Program. The purpose of this program is to allow a pregnant or breastfeeding worker to continue working when her work involves physical dangers to her unborn child, to the child she is breastfeeding, or to herself because of her pregnancy.

4.1 Do you **know** the protocols of the For a Safe Maternity Experience (FSME) Program*?

- Yes → [Go to question 4.2](#)
- No → [Go to section 5](#)

4.2 How did you **learn** about the FSME protocols?

| | Yes | No |
|---|--------------------------|--------------------------|
| A Email received via MonEspace CNESST online services | <input type="checkbox"/> | <input type="checkbox"/> |
| B Publication in a print or digital magazine | <input type="checkbox"/> | <input type="checkbox"/> |
| C CNESST message on social media | <input type="checkbox"/> | <input type="checkbox"/> |
| D Interactions with staff at the establishment | <input type="checkbox"/> | <input type="checkbox"/> |
| E Visit to the CNESST website | <input type="checkbox"/> | <input type="checkbox"/> |
| F Other – specify: _____ | | |

Visit the page:

[Protocols – For a Safe Maternity Experience Program | Commission des normes de l'équité de la santé et de la sécurité du travail - CNESST](#) on the CNESST website (available in French only).

4.3 Have you ever **consulted** the protocols of the For a Safe Maternity Experience (FSME) Program*?

- Yes → [Go to question 4.4](#)
- No → [Go to section 5](#)
- Don't know → [Go to section 5](#)

4.4 How did you **consult** the SMEP protocols?

| | Yes | No |
|---------------------------------------|--------------------------|--------------------------|
| A Directly on the CNESST website | <input type="checkbox"/> | <input type="checkbox"/> |
| B You received the documents by email | <input type="checkbox"/> | <input type="checkbox"/> |
| C You received the paper documents | <input type="checkbox"/> | <input type="checkbox"/> |

4.5 Why did you consult the FSME protocols?

| | | Yes | No |
|---|--|--------------------------|--------------------------|
| A | To obtain information on workplace hazards for pregnant workers | <input type="checkbox"/> | <input type="checkbox"/> |
| B | To reassign a pregnant worker according to the FSME program | <input type="checkbox"/> | <input type="checkbox"/> |
| C | To develop my establishment's reassignment policy for pregnant workers | <input type="checkbox"/> | <input type="checkbox"/> |
| D | Other – specify: _____ | | |

4.6 Did the protocols you consulted enable one or more workers to continue working?

Yes

No

4.7 Referring to the protocols you consulted, please indicate how much you agree or disagree with each of the following statements.

| | | Completely agree | Some-what agree | Some-what disagree | Completely disagree |
|---|--|--------------------------|--------------------------|--------------------------|--------------------------|
| A | The available protocols are relevant to the working conditions in my establishment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B | The information provided in the protocols is easy to understand. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C | The information provided in the protocols is relevant to my establishment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D | The protocols have helped improve support for pregnant workers through the reassignment process. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E | The protocols have helped provide healthy and safe working conditions to pregnant workers in my establishment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Section 5 Participation and prevention mechanisms

A. Single or non-grouped establishments

This section is intended for organizations that have only one establishment in Québec, as well as for organizations that have several establishments in Québec but have not adopted a multi-establishment approach in terms of occupational health and safety.

If you are an establishment in a group of establishments (multi-establishment approach), go to section 5B (question 5.18).

Count all HSRs who were active in your establishment since January 2025. For example, if an HSR left and was replaced, answer "2".

5.1 Since January 2025, how many health and safety representatives* (HSR) were active in your establishment?

Number of representatives: _____

5.2 On average, how many hours a week does a health and safety representative* (HSR) spend on their functions as representative in your establishment?

You can provide an approximate number.

Number of hours: _____

5.3 Who appoints HSRs in your establishment?

| | Yes | No | Not applicable |
|---|--------------------------|--------------------------|--------------------------|
| A Non-unionized staff | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B Unionized staff or union representatives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C Other – specify: _____ | | | |

5.4 Please identify which of the following people were involved in the preparation of your establishment's prevention program*, or in the identification or analysis of the risks for your establishment.

| | Yes | No | Not applicable |
|--|--------------------------|--------------------------|--------------------------|
| A Health and safety representatives* (HSR) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B Employer representatives | <input type="checkbox"/> | <input type="checkbox"/> | |
| C Health and safety committee* (HSC) members | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D Unionized staff and union representatives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E Non-unionized staff | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| F External resources (joint sector-based associations (JSA), mutuels, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | |
| G External private consultation services | <input type="checkbox"/> | <input type="checkbox"/> | |
| H Other – specify: _____ | | | |

5.5 How many people in your establishment worked on preparing this prevention program*, or in the identification or analysis of these risks?

Number of people: _____

5.6 In total, how many hours did all of these people spend on preparing this prevention program*, or on the identification or analysis of risks for your establishment?

Number of hours: _____

5.7 What was the total amount billed by the external private consultation services that worked on preparing your prevention program*, or on identifying or analyzing risks?

You can provide an approximate amount.

Amount in Canadian \$: _____

If your establishment has an occupational health and safety committee, go to question 5.8.
 Otherwise, go to question 5.11

5.8 Currently, on your establishment’s health and safety committee* (HSC), how many members represent the employer and how many represent the workers?

| | Number of members... |
|---------------------------------|----------------------|
| A ... representing the employer | <input type="text"/> |
| B ... representing the workers | <input type="text"/> |

5.9 Since January 2025, how many meetings has this committee held?

Number of meetings:

5.10 How long have these meetings lasted, on average?

You can provide an approximate duration.

Average duration in hours: and minutes

Establishments with fewer than 20 workers

Count all HSLOs who were active in your establishment between January and May 2025. For example, if an HSLO left and was replaced, answer “2”.

5.11 Since January 2025, how many health and safety liaison officers* (HSLO) were active in your establishment?

Number of liaison officers:

5.12 On average, how many hours a week does a health and safety liaison officer* spend on their functions as liaison officer in your establishment?

You can provide an approximate number.

Number of hours:

5.13 Who appoints liaison officers* in your establishment?

| | Yes | No | Not applicable |
|--|--------------------------|--------------------------|--------------------------|
| A Non-unionized staff | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B Unionized staff or union representatives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C Other – specify: <input type="text"/> | | | |

If your establishment has identified the risks present in the workplace in writing, go to question 5.14. Otherwise, go to question 5.35.

5.14 Please identify which of the following people were involved in the identification of workplace health and safety risks in your establishment.

| | Yes | No | Not applicable |
|--|--------------------------|--------------------------|--------------------------|
| A Health and safety liaison officers* | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B Employer representatives | <input type="checkbox"/> | <input type="checkbox"/> | |
| C Health and safety committee* (HSC) members | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D Unionized staff or union representatives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E Non-unionized staff | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| F External resources (joint sector-based associations (JSA), mutuals, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | |
| G External private consultation services | <input type="checkbox"/> | <input type="checkbox"/> | |
| H Other – specify: _____ | | | |

5.15 How many people in your establishment worked in the identification of the risks* present in the workplace?

Number of people: _____

5.16 In total, how many hours did all of these people spend on the identification of the risks* present in the workplace?

Round off to the nearest hour.

Number of hours: _____

5.17 What was the total amount billed by external private consultation services that worked on identifying the risks* present in the workplace?

You can provide an approximate amount.

Amount in Canadian \$: _____

If you answered section 5A, go to the end of the questionnaire (section 6).

B. Grouped establishments (multi-establishment approach*)

This section is for establishments that are part of a group of establishments for occupational health and safety (multi-establishment approach).

If you are not part of such a group and have answered section 5A, go to question 5.35.

5.18 When grouping your establishments (for the application of prevention* and participation* mechanisms), did you refer to the CNESST's guide entitled Guide sur l'approche par multiétablissements?

- Yes
- No
- Don't know

5.19 Among the establishments in your group, how many have 19 or fewer workers and how many have 20 or more workers?

| | Type of grouped establishments | Number of establishments |
|---|--------------------------------|--------------------------|
| A | 19 or fewer | <input type="text"/> |
| B | 20 or more | <input type="text"/> |

5.20 Do any of your workers carry out activities in more than one of the grouped establishments?

- Yes → [Go to question 5.21](#)
- No → [Go to section 5.22](#)
- Don't know → [Go to question 5.22](#)

5.21 During the grouping process for your establishments (for the application of prevention* and participation* mechanisms), did you count the workers who carry out activities in several establishments...

- ... once for all establishments?
- ... once for each establishment where they carry out activities?
- Don't know

Count all HSRs who were active in your group of establishments between since January 2025. For example, if an HSR left and was replaced, answer "2".

5.22 Since January 2025, how many health and safety representatives* (HSR) were active in your group of establishments?

Number of representatives:

5.23 On average, how many hours a week does a health and safety representative* (HSR) spend on their functions as representative in your group of establishments?

You can provide an approximate number.

Number of hours: _____

5.24 Who appoints HSRs in your group of establishments?

| | Yes | No | Not applicable |
|---|--------------------------|--------------------------|--------------------------|
| A Non-unionized staff on the HSC | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B Unionized staff or union representatives on the HSC | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C Other – specify: _____ | | | |

If your group of establishments has a prevention program, or if risks have been identified or analyzed, go to question 5.25. Otherwise, go to question 5.26.

5.25 Please identify which of the following people were involved in the preparation of the prevention program* for your group of establishments.

| | Yes | No | Not applicable |
|---|--------------------------|--------------------------|--------------------------|
| A Health and safety representatives* (HSR) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B Employer representatives | <input type="checkbox"/> | <input type="checkbox"/> | |
| C Health and safety committee* (HSC) members | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D Unionized staff or union representatives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E Non-unionized staff | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| F External resources (joint sector-based associations (JSA), mutuels, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | |
| G External private consultation services | <input type="checkbox"/> | <input type="checkbox"/> | |
| H Other – specify: _____ | | | |

5.26 How many people in your establishments worked in the preparation of the prevention program*, or in the identification* or analysis of the risks* for your group of establishments?

Number of people: _____

5.27 In total, how many hours did all of these people spend on the preparation of this prevention program*, or on the identification* or analysis of risks*?

Round off to the nearest hour.

Number of hours:

5.28 What was the total amount billed by the external private consultation services that worked on preparing this prevention program*?

You can provide an approximate amount.

Amount in Canadian \$:

If your group of establishments has at least one health and safety committee, go to question 5.29. Otherwise, go to question 5.35.

5.29 Currently, on your group of establishments' main health and safety committee* (HSC), how many members represent the employer and how many represent the workers?

| | Number of members... |
|--|----------------------|
| A ... representing the employer | <input type="text"/> |
| B ... representing the workers | <input type="text"/> |

5.30 Since January 2025, how many meetings in total have been held by the main HSC of your group of establishments*?

Total number of meetings:

5.31 How long have the meetings of your main HSC lasted, on average?

You can provide an approximate duration.

Average duration in hours: and minutes

If your establishment has an additional health and safety committee, go to question 6.45. Otherwise, go to the end of the questionnaire (section 7).

5.32 Currently, on your establishment's additional health and safety committee* (HSC), how many members represent the employer and how many represent the workers?

| | Number of members... |
|--|----------------------|
| A ... representing the employer | <input type="text"/> |
| B ... representing the workers | <input type="text"/> |

5.33 Since January 2025, how many meetings in total have been held by your establishment's additional health and safety committee* (HSC)?

Total number of meetings: _____

5.34 How long have the meetings of this additional health and safety committee* lasted, on average, in hours and minutes?

You can provide an approximate duration.

Average duration in hours: _____ and minutes _____

5.35 Are the following health risks present in your establishment?

| | | Yes | No |
|----------|-------------------------------------|--------------------------|--------------------------|
| A | Noise* | <input type="checkbox"/> | <input type="checkbox"/> |
| B | Crystalline silica* | <input type="checkbox"/> | <input type="checkbox"/> |
| C | Asbestos* | <input type="checkbox"/> | <input type="checkbox"/> |
| D | Chemical products and contaminants* | <input type="checkbox"/> | <input type="checkbox"/> |
| E | Animals and animal products* | <input type="checkbox"/> | <input type="checkbox"/> |
| F | Psychosocial* | <input type="checkbox"/> | <input type="checkbox"/> |
| G | Ergonomic* | <input type="checkbox"/> | <input type="checkbox"/> |

