



Is Your Workforce Health and Safety Program Built for What Comes Next?

A self-assessment for EHS managers, occupational health teams, and safety leaders in safety-critical industries.

What you'll evaluate:

- Training & Certification
- Workforce Health & Surveillance
- Incident Tracking & Return-to-Work
- Clinic & Employer Visibility



How to Use This Assessment.

1

Answer honestly

Use the current state of your safety program.

2

Score each Yes

Give yourself 1 point for every Yes response.

3

Total your score

Add all section scores to get your readiness score.

12 Questions | **4 Program areas** | **1 Readiness score**

Use this form to identify **visibility**, **documentation**, **compliance**, and **connectivity** gaps in your program.

This document is designed to be completed by an EHS manager or safety leader.
Keep responses grounded in what your organization can prove today.

SECTION 1

Training and Certification

1

Do you know, right now, which workers are current on required safety training and which are not?

☐

Yes

☐

No

2

If an auditor or regulator asked for proof of training completion for a specific worker today, could you produce it in under five minutes?

☐

Yes

☐

No

3

Is the safety training your workforce receives from an OSHA-authorized provider, meaning workers receive an official U.S. Department of Labor card upon completion?

☐

Yes

☐

No

SECTION 1 - Score: _____/3

SECTION 2

Workforce Health and Surveillance

4

Do you have a complete, up-to-date health and safety record for every worker – including exposures, surveillance results, and medical history?

☐

Yes

☐

No

5

Are workers and health staff automatically notified when surveillance exams or medical clearances are coming due?

☐

Yes

☐

No

6

Can you track exposures and surveillance outcomes at the individual worker level – not just by program, location, or job type?

☐

Yes

☐

No

SECTION 2 - Score: _____/3

SECTION 3

Incident Tracking and Return-to-Work

7

When an incident occurs, does your team have a consistent, documented workflow to capture it – from first report through resolution?

☐

Yes

☐

No

8

Can you track lost days, work restrictions, and accommodations for an injured employee from a single system?

☐

Yes

☐

No

9

If an employee filed a workers' comp claim today for an incident that happened two years ago, could you instantly produce their complete health and safety history

☐

Yes

☐

No

SECTION 3 - Score: _____/3

SECTION 4

Clinic and Employer Visibility

For organizations that work with or operate occupational health clinics:

10

When you send a worker to an occupational health clinic, do you automatically receive visibility into their fitness-for-duty status – without having to call the clinic?

☐

Yes

☐

No

11

Can your supervisors see whether a worker has been cleared to return to work, without accessing their protected clinical records?

☐

Yes

☐

No

12

Does your occupational health clinic give employers direct, secure access to the information they need – so status updates do not require a phone call?

☐

Yes

☐

No

SECTION 4 - Score: _____/3

RESULTS

What Your Score Means.

10-12

Strong Foundation

Your program has most of the right systems in place. The opportunity now is integration – making sure your training records, health data, incident history, and clinic visibility are connected in one worker record rather than living in separate systems. A fully connected program is also your best defense when an audit or claim demands documentation.

6-9

Gaps to Address

You have pieces of a strong program, but gaps in visibility, documentation, or connectivity are creating real risk. Whether it is workers falling out of surveillance compliance, incident records that are hard to pull, or no visibility into clinic status, these gaps cost time and expose your organization to liability. The good news: they are solvable.

0-5

At Risk

Your program has significant blind spots that put your workers and your organization at risk. Incomplete records, manual processes, and disconnected systems make it difficult to stay compliant, respond to incidents, or defend against claims. Now is the time to build the foundation.

Total Score: _____/12

Your score is a starting point, not a final grade. Review the questions where you answered "No" and consider whether those gaps create challenges in visibility, compliance, documentation, or worker readiness.

NEXT STEP

Close the gaps before they become risk.

Wherever you landed, there is a path forward. **PureEHS** brings together **PureOHS**, **SYSTOC**, and **PureSafety** in one connected platform built to close the gaps - so every worker is trained, medically cleared, and fit for work.



Talk to a PureEHS expert.