

WORKPLACE HEALTH AND SAFETY SURVEY PROGRAMME

2005 EMPLOYER SURVEY FIRST FINDINGS REPORT



**S D Clarke PhD, S Webster MMathStat, J R Jones MSc,
A J Blackburn PGDip, and J T Hodgson MSc.**

WORKPLACE HEALTH AND SAFETY SURVEY PROGRAMME: 2005 EMPLOYER SURVEY FIRST FINDINGS REPORT

S D Clarke, S Webster, J R Jones, A J Blackburn, and J T Hodgson

ABSTRACT

The report presents first findings from the 2005 WHASS Employer survey of 966 workplace health and safety managers. The main findings follow. All figures are estimates and some estimates are based only on workplaces with more than 25 workers: this is not highlighted in the bullet points below but is mentioned in the main text.

- Almost all (98%) workplaces kept records of employee accidents and over a third (40%) of workplaces kept records of work-related ill health among their employees. Nearly all workplaces (93%) kept records of employee sickness absence.
- Nearly all (90%) workplaces routinely investigated the causes of work accidents and nearly all (94%) who keep records or are aware of cases, investigated the cause of work-related illnesses. However, there are reasons to believe these may be over-estimates due to social desirability bias.
- Injury rates per 100,000 employees included an estimated 23 fatal injuries, 127 major injuries and a further 604 injuries causing more than 3 days absence from work. The estimated rate of work-related ill health in the last 12 months was 751 cases per 100,000 employees.
- Work-related injuries led to an estimated 18,000 days off work per 100,000 employees and work-related ill health accounted for another estimated 14,000 days off per 100,000 employees in the last 12 months.
- When asked to identify common or severe risks in the workplace, unprompted, two risks stood out as most prevalent: slipping and tripping, and lifting or carrying weights by hand. When prompted, the most common risks identified in the workplace were slipping or tripping (74% of workplaces), lifting or carrying (67%), stress (57%) and PC usage (54%).
- A majority (85%) of smaller workplaces regularly discussed health and safety with their workforce.
- Virtually all larger workplaces (99%), had a written health and safety policy, and nearly all (96%) of these had documented procedures for implementing this policy. Over half of workplaces produced an annual report, which in 71% of cases included a report on health and safety.
- Just over half (52%) of workplaces had arrangements in place to support return to work of workers on long-term sickness absence.

For information about health and safety ring
HSE's Infoline Tel: 0845 345 0055
Fax: 0845 408 9566
Textphone: 0845 408 9577
e-mail: hseinformationservices@natbrit.com or write to
HSE Information Services, Caerphilly Business Park,
Caerphilly CF83 3GG.

© *Crown copyright* This publication may be freely reproduced, except for advertising, endorsement or commercial purposes. First published 11/05. Please acknowledge the source as HSE.

A National Statistics publication

National Statistics are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference.

ACKNOWLEDGEMENTS

We would like to thank the British Market Research Bureau for undertaking this survey.

We would also like to thank all members of the HSE who contributed to the development of the questions for the WHASS survey programme. These included:

Ahsan Saleem, Alan Morley, Alan Osborne, Alan Spence, Alan Topping, Alberto Pompermaier, Allan Davies, Allan Sefton, Alun Williams, Amy Holmes, Andie Michael, Andrew Cottam, Andrew Smith, Andrew Strawson, Andy Phillips, Andy Weyman, Ann Brazier, Ann Harrington, Anne Morley, Anne Sharp, Anne Wilson, Arwel Barrett, Bal Chaggar, Baljit Sahota, Bill Gillan, Bill MacDonald, Bob Rajan, Bob Tunnicliffe, Bob Warner, Brian Coles, Brian Fullam, Carol Grainger, Carole Sullivan, Catherine Jones, Cathy Kerby, Chris Collinson, Chris Findlow, Chris Molde, Chris Quarrie, Chris Rowe, Chris Taylor, Chris Willby, Clare McNicholas, Colin Mackay, Colin Potter, Colleen Bowen, Damien McElvenny, Dan Mitchell, Dave Rickwood, David Ashton, David Goodchild, David Legge, David Lewis, David Pascoe, David Pennie, David Sowerby, Delyth Dyne, Donald Goodhew, Edward Marshall, Elizabeth Gyngell, Evan Bale, Fiammetta Gordon, Francis McGuigan, Frank Perkins, Geoff Cox, Gordon Macdonald, Graeme Walker, Graham Collins, Graham Stevens, Graham Watson, Gwyneth Deakins, Harvey Wild, Ian Crawford, Ian Greenwood, Ian Travers, Ingrid Summersgill, Isla Fraser, Jacqui Bailey, Jane Willis, Jane Young, Jayn Johnson, Jeremy Bevan, Jim Skilling, Jim Stancliffe, Jo Walker, John Cullen, John Furlong, John Hampton, John Ives, John McGuinness, John Price, John Thompson, John Worth, Jonathan Russell, Josephine Gravell, Judith Reilly, Julia O'Hara, Julia Soave, Julian Delic, Kate Timms, Kath Martin, Katie Cappello, Keith Broughton, Keith Wiley, Keith Wilson, Kevin Myers, Laura Whitford, Len Morris, Linda Varney, Linda Williams, Liz Gibby, Louisa McNamara, Louise Brearey, Luke Le Rendu, Malcolm Darvill, Marcia Davies, Mark Dempsey, Martin Davies, Martin Holden, Matthew Holder, Matthew McCabe, Maureen Disson, Maureen Meldrum, Max Walker, Mel Draper, Melanie Phillips, Michael Topping, Michele McDermott, Mike Cosman, Mike Cross, Mike Sebastian, Mike Shepherd, Mike Tonge, Monica Smith, Morris Johns, Murray Devine, Neal Stone, Nicholas Booker, Nick Ratty, Nick Sangha, Nick Summers, Norman Byrom, Paul Beaumont, Paul Brereton, Paul Buckley, Paul Evans, Paul Oldershaw, Paul Wilkinson, Paul Wusteman, Penny Barker, Peter Evans, Peter Mullins, Richard Elliott, Robert Hampton, Robert Parkes, Robert Paterson, Roger Nourish, Roger Rawbone, Ron Bell, Ron Gardner, Ron McCaig, Rosanna Cousins, Sally Williams, Shelagh Molloy, Shirley Parry, Simon Pilling, Simon Thornhill, Simon Warne, Stefan Sanchez, Stephen Taylor, Stephen Wright, Steve Coldrick, Steve Fairhurst, Steve Pointer, Steve Walker, Steve Whetton, Steve Wood, Stewart Campbell, Stuart Bristow, Susan Mawer, Taf Powell, Teresa Quinn, Terry Rose, Tim Harris, Tom Taylor, Toni Drury, Tony Bandle, Tony Hetherington, Tony Mulhall, Trevor Allan, Trevor Shaw, Will Pascoe. Plus all not listed who contributed through their programmes or teams.

Thanks to those outside HSE consulted on questionnaire development:

Professor David Coggon, Professor Richard Ennals, Dr Mark J Nieuwenhuijsen, Dr Lesley Rushton, Dr Keith Palmer, Professor Raymond Aguis and the THOR team.

Thanks to those involved in the project management and administration:

Claire Huxtable, Dave Dillon, Helen Goddard, John Osman, Katharine Abba, Tony Webster, Tracy Hamilton, Vicky Warbrick.

Thanks to members of the Board that steered the WHASS programme:

Brian Etheridge, David Riley, John Ewins, Paul Davies, Peter Brown, Phil Scott, Richard Clifton, Vic Coleman, John Ewins, Nick Dyson (DWP).

Thanks to those involved in production of this report:

Tracy Vane and Lesley Clark

Most of all we would like to thank employers and their Health and Safety managers who gave their time to take part in this survey.

CONTENTS

	<u>Page</u>
List of figures and tables	v
1. Introduction	1
2. Work-related injuries and ill health	
2.1 Recording	
2.2 Investigation	
2.3 Estimates	2
3. Sickness absence	3
3.1 Recording	
3.2 Use	
3.3 Estimates	4
4. Risk prevalence and risk assessment	6
5. Health and safety management	9
6. Rehabilitation and occupational health	10
7. Health and safety climate	11
8. Costs	12
9. Workplace composition	13
Text references	14
Annex A: Detailed tables of statistics	15
Part A1: Univariate tables	
Part A2: Cross-tabulations by workplace size and sector (private/public):	111
Annex B: Supplementary methodological details	131
Part B1: Derived variables for analysis of WHASS employer survey	
Part B2: Alterations to original weighting and stratification scheme	134
Part B3: Data limitations	137

LIST OF FIGURES AND TABLES

	<u>Page</u>
Figures in text	
Figure 1 Percentage keeping sickness absence records by workplace size	4
Figure 2 Uses of sickness absence data by sector	4
Figure 3 Percentages reporting more action needed by risk control score	7
Figure 4 Risk control score for prompted and unprompted risks	8
Tables in text	
Table A Estimated rates of key survey outcome events	2
Table B Estimated rates of days lost by outcome event	5
Table C Estimated percentage of respondents reporting a risk , unprompted, as one of the three most common or severe risks in British workplaces	6
Table D Estimated percentage reporting having reviewed risk assessments within given time periods	8
Table E Estimated percentage of respondents consulting various sources of advice and information, by workplace size	10
Table F Estimated percentage of respondents strongly agreeing with statements about health and safety in the workplace, by workplace size.	12
Table G Estimated rate of home and off site workers employed	13

1. INTRODUCTION

Workplace Health and Safety Surveys (WHASS) are a suite of employer and worker surveys established by the Health and Safety Executive (HSE) to provide reliable and nationally representative trend information on health and safety hazards, risks and their management in Britain¹. These surveys aim to assist measurement of progress towards national health and safety targets² and provide information that can be used by policy makers and others to improve health and safety in Britain.

This report presents first findings from the 2005 WHASS Employer survey. More detailed analysis and findings from the WHASS Employer survey will be published in 2006, along with findings from the 2005 WHASS Worker survey.

Survey respondents were those with day-to-day responsibility for health and safety at the sampled workplace and a 63% response rate was achieved. Full details of the survey process can be found in the associated survey technical report³. and details of questions are provided in the survey questionnaire⁴ Supplementary methodological details that differ from, or are in addition to this can be found in Annex B.

The commentary below highlights only central estimates for key findings. Tables of more detailed descriptive statistics with 95% confidence intervals are presented in Annex A. Limitations to these data are outlined in Annex B and where these may influence results brief mention is made in the commentary.

2. WORK-RELATED INJURIES AND ILL HEALTH

2.1 Recording

Almost all workplaces (an estimated 98%) kept records of employee accidents [[Table 16](#)], and almost all recorded these in an accident book (90%) [[Table 17](#)]. However, only about half (54%) kept records of employee injuries that occurred while an employee was working off site [[Table 16](#)].

Records of near misses (defined as hazardous situations not causing injury or ill health but with the potential to do so), were kept by an estimated 63% of those workplaces with 25 or more employees [[Table 18](#)].

Over a third (40%) of workplaces kept records of cases of work-related illness among employees [[Table 16](#)].

2.2 Investigation

An estimated 90% of those workplaces with over 25 workers routinely investigated the causes of work accidents [[Table 19](#)] with most of these (82%) always investigating [[Table 20](#)]. Of those workplaces that routinely investigated accidents, a high percentage (82%) had formal structures and procedures to support this investigation [[Table 21](#)]. Further, when prompted with a list of actions corresponding with good practice in accident investigation, even higher percentages of these workplaces report undertaking these in their investigation [[Table 21](#)].

Similarly high percentages of investigation were seen for work-related illness. Of workplaces with over 25 employees that kept records or were aware of cases in the last 12 months, an estimated 94% said they investigate the causes of work-related illness [Table 26]. Again, as for accidents, when prompted with a list of actions corresponding with good practice a high percentage of these workplaces report undertaking these actions in investigation of work-related illness [Table 27].

There are reasons to believe that the estimated proportion of workplaces investigating accidents and ill health and the proportions reporting investigation processes were over estimated in this survey. This is because the proportions appear very high and also because the questions are asked on behalf of the regulator and relate directly to the respondent's role. Further, with investigation processes, respondents are given a list of obviously good things that should be done. These factors suggest some respondents may be providing a socially desirable response that would bias the estimates upwards.

2.3 Estimates

Table A. Estimated rates of key survey outcome events*

Outcome events	Rate per 100,000 employees (95% Confidence Interval)
Fatal accidents	23 (9, 37)
Major accidents	127 (64, 190)
Over 3 day accidents	604 (499, 709)
Near miss incidents	22,700 (0, 59,600)
Near miss incidents with the potential to cause death or serious injury	245 (149, 340)
Employees with work-related illness in the last 12 months	751 (549, 952)

* Further details of the frequency of these outcome events can in annex A [Table 24](#) (injuries), [Table 28](#) (near miss incidents), and [Table 30](#) (work-related ill health)

Table A. shows the rates of various outcomes estimated from this survey. In total 28 fatal injuries were reported by the 966 workplaces surveyed. This equates to an estimated 23 fatal injuries per 100,000 employees [Table A]. This is much larger than the 2004/05 RIDDOR⁵ estimate of 0.7 fatal injuries per 100,000 employees. However, fatal injuries are rare and these estimates are sensitive to a small change in reported numbers. It is possible that because of the dramatic and memorable nature of fatal injuries, respondents to the survey are including those that fall outside

the survey's reference frame. For example fatalities that occurred within their organisation but not at this particular workplace, or occurred among staff that were not their direct employees, or those not occurring within the previous 12 months. All these factors could inflate the reported number that would cause an over estimate of the rate.

The estimated rate of major injuries from this survey was 127 per 100,000 employees. This is more comparable to 2004/05 estimates from RIDDOR, which indicate 118 major injuries per 100,000 employees. The estimated rate of over-three day injuries was 604 per 100,000 employees, which is again similar in order to the 2004/05 RIDDOR estimate of 469 minor injuries per 100,000 employees.

Estimates for near miss incidents indicate 22,700 incidents per 100,000 employed, with an estimated 245 of these incidents per 100,000 employees having the potential to cause death or serious injury. It should be noted that there are difficulties with the near miss rate. A near miss could affect more than one employee so the rate is necessarily an underestimate of the risk of any single employee being exposed to a near miss. Further the very wide confidence intervals indicate the estimates are imprecise and less reliable compared to the other rates. This is because a few workplaces reported a very large number of near misses. These may be recording very minor incidents as near misses. This highlights the further problem of no clearly or widely understood definition of a near miss event.

The estimated rate of work-related ill health in the last 12 months from this survey of employers was 751 cases per 100,000 employees. This is considerably lower than the estimated incidence rate of self-reported work-related ill health among those working in the last 12 months from SWI04/05⁶ of 1800 per 100,000 workers. Further, the reported instances of ill health in this survey may include cases for which the ill health began prior to the last 12 months. This would invite a comparison with the SWI04/05 prevalence rate, estimated as 4200 cases per 100,000 workers employed in the last 12 months. Employers not being aware of all cases of work-related ill health and/or, not accepting in many cases the workers view that such cases are related to work could explain the lower estimates from this survey.

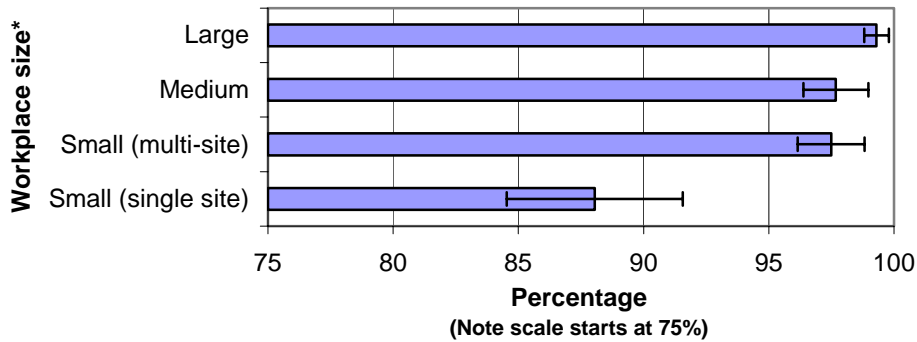
In the above rate estimates from this employer survey, some over-estimation is possible because the number of events relates to the last 12 months whereas the numbers of employees is given by the number on the payroll at one point in time, not the number employed over the last 12 months.

3. SICKNESS ABSENCE

3.1 Recording

Nearly all workplaces, an estimated 93%, kept records of employee sickness absence [Table 12]. As shown in figure 1 small single-site workplaces were slightly less likely to keep these records (88%) than large workplaces (99%), medium (98%) and even small multi-site workplaces (97%) [Table C2]. There was no difference in employee sickness absence record keeping between public and private sector workplaces.

Figure 1. Percentage keeping sickness absence records by workplace size



—| 95% confidence interval

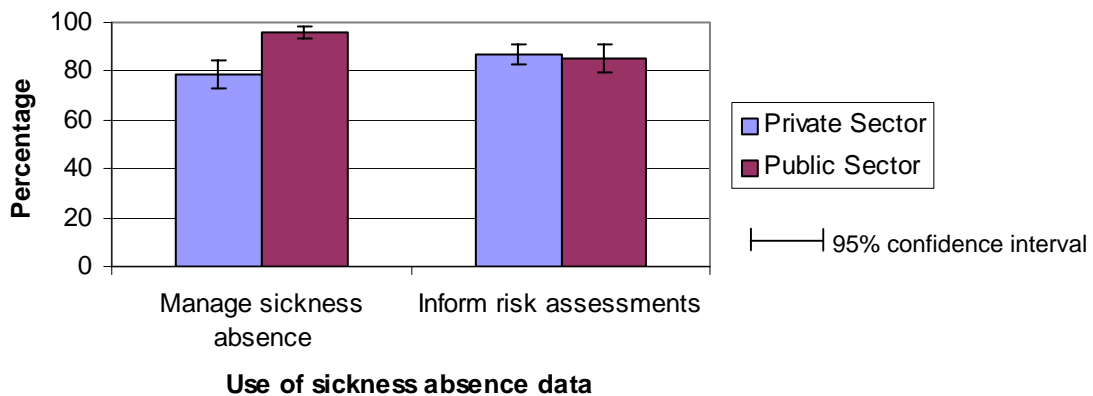
* small multi site workplaces represent those that are part of a larger organisation. Small single site workplaces are not part of a larger organisation. See annex B part B1.

High proportions of workplaces with 25 or more employees (estimates ranging from 84 - 98%) recorded information about the type of injury and illness causing sickness absence and whether it was work-related, along with the number of days absence [Table 13].

3.2 Use

Over two-thirds (70%) of those workplaces which had 25 or more workers and kept records of sickness absence, claimed to regularly review sickness absence records for individuals and half (50%) routinely reviewed these records for whole departments or work units [Table 14]. Between the public and private sectors, the only evidence of a difference was in the reviewing of individual records: an estimated 80% of public sector workplaces claimed to do this, compared with an estimated 66% of private sector workplaces [Table C3]. Of those routinely reviewing sickness absence records an estimated 84% used this information to manage sickness absence and an estimated 86% used it to inform risk assessments [Table 15]. Figure 2 shows comparison of public and private sector uses of these data and indicates no difference in use to inform risk assessments but a larger proportion of public sector workplaces using this data to manage sickness absence (96% vs. 79%) [Table C4].

Figure 2. Uses of sickness absence data by sector



As with incident investigation there may be some bias caused by respondents providing socially desirable responses, especially with respect to use of sickness absence data to inform risk assessments. The proportions appearing very high suggest this. Further, the questions are asked on behalf of the regulator and in terms of using sickness to inform risk assessments, they relate directly to the respondent's role.

3.3 Estimates

Table B. Estimated rates of working days lost by outcome events

Outcome events	Rate per employee (95% Confidence Interval)
Days lost due to accidents	0.18 (0.13, 0.30)
Days lost due to ill health	0.14 (0.08, 0.19)

Estimates of sickness absence rates are shown in Table B. An estimated 0.18 working days were lost per employee due to work-related injuries in the last 12 months and an estimated 0.14 working days were lost per employee due to work-related illness in the last 12 months.

Comparable estimates from the Labour Force Survey (LFS)/ SWI04/05 for 2004/5 indicate 0.3 working days (full day equivalents) were lost per worker due to self-reported work-related injury, and 1.2 working days (full day equivalents) were lost per worker due to self-reported work-related illness⁶.

In the above estimates from this employer survey there is some over estimation in the rates because the number of events relates to a 12-month period, whereas the number of employees included in the denominator is the number on the payroll at one point in time. Also unlike LFS/SWI rates there is no standardisation to full equivalent working days lost in the numerator or denominator. With respect to the days lost due to injury the LFS only counts days off following an accident whereas this survey counts all days lost due to injury.

Notwithstanding these limitations, it is clear that estimates from this employer survey are lower than the self-reported estimate of days lost for injuries and considerably lower for work-related illness. As with the work-related illness rate this may be partly because employers are unaware of a considerable amount of work-related ill health among their employees and/or do not agree with employees that their ill health is work-related.

4. RISK PREVALENCE AND RISK ASSESSMENT

Nearly all workplaces (an estimated 94%) undertook health and safety risk assessments [Table 44]. Estimates suggest that undertaking risks assessments was more prevalent in large workplaces (close to 100%) than in small work places, whether single- or multi-site (91% and 95% respectively) [Table C5]. These differences were statistically significant. Table C shows a summary of which risks were reported when respondents were asked to record the three most common and three most severe risks faced at their workplace (Full table available in Annex A Table 45). Two risks: slipping or tripping, and lifting or carrying weights by hand, stand out as being the most frequently identified common or severe risks in workplaces.

Table C. Estimated percentage of respondents reporting a risk, unprompted, as one of the three most common or severe risks

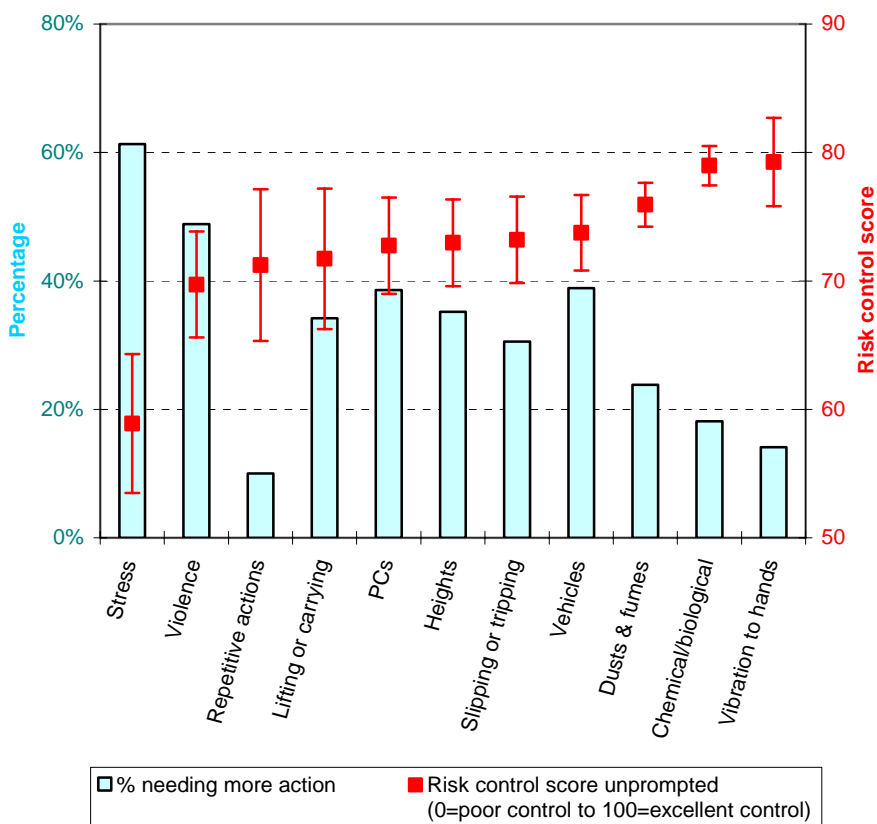
Unprompted risk	Top three most*:	
	Common risks	Severe risks
Slipping or tripping	47%	29%
Lifting or carrying	37%	25%
Handling sharps	14%	9%
PC / laptop usage	10%	7%
Driving / vehicles	8%	9%
Handling hot objects	9%	6%
Electricity / electrocution	5%	8%
Working at height	7%	6%
Violence / threats	5%	6%
Moving machinery / tools	4%	5%
Chemical / biological substances	4%	5%
Others	28%	24%

*Respondents were more able to list up to three common risks than up to three severe risks

Interestingly, given work-related stress is the second most prevalent self-reported work-related ill-health condition⁷, only 3% of workplaces ranked stress as one of their top three most common risks and the same proportion ranked it as one of their three most severe risks [Table 45]. Compared with private sector workplaces, public sector workplaces were much more likely to rank stress; being attacked, threatened or intimidated; and lone working as one of the top three most common or most severe risks [Table C6]. These findings will be in part explained by differences in job descriptions as well as in perception of risk. There were no other notable differences in risk rankings between public and private sector workplaces.

For a selection of established risks, respondents were also asked about their control of these risks and whether they needed to take further action following the risk assessment. Figure 3 shows there is a general inverse relationship with those needing to take more action providing a poorer assessment of risk control. There were differences between hazards in terms of the perceived control of the risk. In particular, the risk of stress was reported to be less well controlled than for other hazards.

Figure 3. Unprompted risks: Percentages reporting more action needed and risk control score



—| 90% confidence interval

Respondents were asked when they last reviewed their risk assessments for any risk they had identified as a common or severe risk in their workplace. Responses were similar across types of risk, and differed little according to whether the risk had been identified as common or severe. Table D shows responses for the three most frequently reported risks: PC/Laptop usage; lifting and carrying; and slipping and tripping. Risk assessments are reported to be continuously reviewed in around a third of workplaces for lifting and for slips and trips, and slightly less often for PC/laptop usage.

When prompted with a list of health and safety risks and asked whether these were present in their workplace, respondents most frequently reported the presence of: Slipping or tripping (74%), lifting or carrying (67%), stress (57%), and PC/laptop usage (54%) [Table 51]. Interestingly, stress and PC/laptop usage did not feature prominently as the most frequently identified common or severe risks when respondents were unprompted.

Self-assessed levels of risk control for those risks identified as present in the workplace when prompted and unprompted are shown in Figure 4. Perceived control is worst for stress and best for handling of hazardous chemical and biological materials. Notably figure 4 demonstrates generally that when the risk is identified unprompted as one of the top three most severe or common its perceived control is higher than when respondents were prompted to assess control of this risk. The one

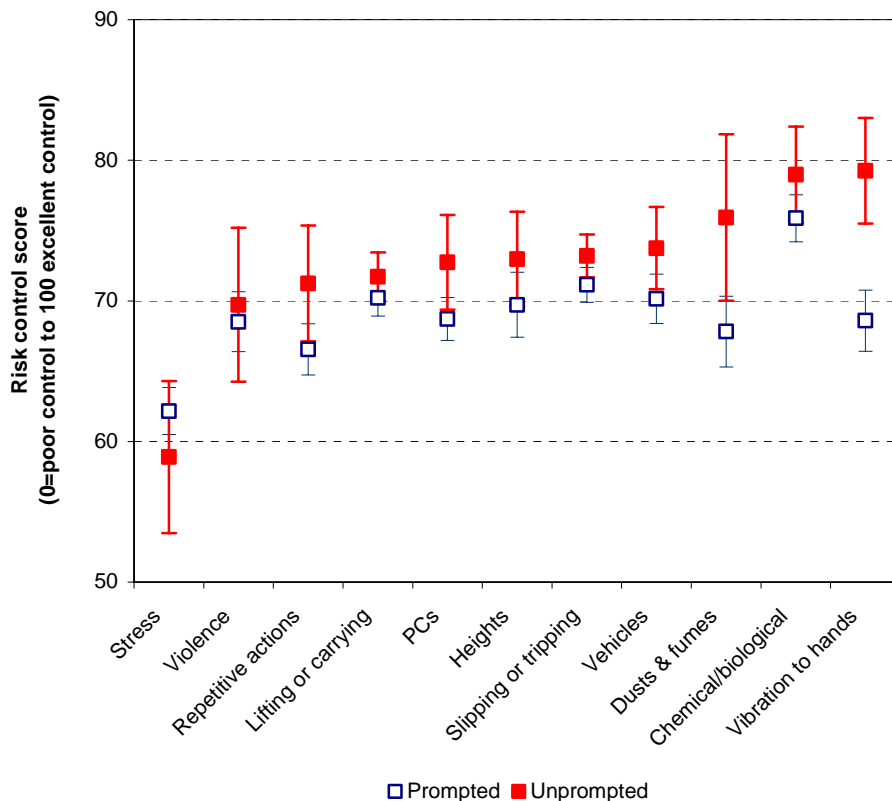
possible exception to this is stress where there is a suggestion that those indicating this risk unprompted perceive its control to be worse than those who are prompted to assess their control of this risk.

Table D: Estimated percentage reporting having reviewed risk assessment within given time period

When last reviewed risk assessment	Risk*					
	PC/laptop usage		Lifting or carrying		Slipping or tripping	
	most common risk	most severe risk	most common risk	most severe risk	most common risk	most severe risk
Continuously	25%	20%	33%	32%	34%	32%
Within last 6 months	42%	44%	41%	39%	43%	44%
Within last year	24%	23%	21%	22%	16%	18%
Within last 3 years	5%	10%	3%	4%	4%	4%
More than 3 years ago	3%	4%	1%	1%	1%	-
Never	-	-	-	0%	0%	0%
Don't know	2%	0%	1%	1%	2%	3%

*Respondents were more able to list up to three common risks than up to three severe risks

Figure 4. Risk control score for prompted and unprompted risks



—| 90% confidence interval

For workplaces reporting less than good control of any risk the perceived barriers to better risk control were wide ranging. [Table 50]. The most common barrier was costs, that was reported as a problem by an estimated 30% of workplaces. This was followed by lack of time (an estimated 20% of workplaces) and worker resistance (16%). Only a small proportion of respondents (an estimated 2%) were unable to identify any barriers.

5. HEALTH AND SAFETY MANAGEMENT

An estimated one third (36%) of workplaces indicated membership of a professional or trade association. [Table 34]. Of these, most were members of a national trade association (73%) with only an estimated 8% specifically members of any health and safety bodies [Table 35].

Among workplaces with 25 or more employees an estimated 52% had a joint committee of managers and workers to discuss health and safety. A further 12% had an employee health and safety representative, but 13% report sole decision-making by a single manager or group managers without worker consultation [Table 37]. Where joint committees were in place, 87% met regularly while the remainder met only when an issue arose [Table 38]. Where health and safety representatives were appointed, this was directly by workers in 48% of cases, or through a trade union in a further 25% of cases [Table 41]. Training was provided to help them perform their duties in 77% of cases [Table 42]. In workplaces with fewer than 25 employees, most employers (85%) regularly discussed health and safety issues with their workforce [Table 36].

Results from the survey indicate that almost all workplaces with 25 or more employees had a written health and safety policy (99%) and nearly all (96%) had documented procedures for implementing this policy [Table 43].

Employers consulted a wide range of external sources for information and advice on health and safety in the previous 12 months [Table 53]. Generally medium and larger workplaces were more likely to seek advice or information from a range of sources than small workplaces, whether single- or multi-site [Table E]. There was also a general trend for fewer private sector workplaces to have consulted these sources in the last 12 months than public sector workplaces [Table C8]. An estimated 8% of workplaces did not consult any external sources of information and advice on health and safety in the last 12 months. Comparisons indicate that private sector workplaces were more likely to have consulted no external sources (9%) than public sector workplaces (2%) [Table C8]. Also small single-site (6%) and multi-site (11%) workplaces were more likely to have consulted no external sources than medium (1%) or large workplaces (2%) [Table E].

An estimated 55% of those workplaces with 25 or more employees produced an annual report [Table 54]. More produced this in the public sector (77%) than in the private sector (47%) [Table C9]. Among those workplaces with 25 or more employees producing an annual report, 71% included a report on health and safety [Table 54] and this estimate did not differ between public and private sector organisations [Table C9]. For those workplaces with 25 or more employees that did not include a health and safety report within their annual report, an estimated 80% indicated that they did make health and safety information available to workers, 51%

made this information available to customers and 21% made this information publicly available [\[Table 55\]](#).

Table E: Estimated percentage consulting various sources of advice or information, by workplace size

Source of advice/info	Size of workplace*			
	Small single-site	Small multi-site	Medium	Large
Local health and safety inspector	36%	40%	48%	56%
Local authority publications	48%	43%	53%	57%
HSE info-line	29%	39%	45%	67%
HSE publications / website	55%	54%	77%	86%
Websites other than HSE	29%	34%	62%	81%
Publications other than HSE	44%	43%	75%	82%
Insurance company	42%	34%	50%	63%
Trade associations or local/national business groups	31%	24%	40%	47%
Trade unions	6%	13%	26%	48%
Supplier of equipment or materials	49%	51%	69%	72%
Private health and safety consultant	28%	29%	48%	55%
None of these	6%	11%	1%	2%

* small multi site workplaces represent those that are part of a larger organisation. Small single site workplaces are not part of a larger organisation. See annex B part B1.

Under half (40%) of those workplaces with 25 or more employees had targets for health and safety performance and almost all (97%) indicated that health and safety was regularly considered at top of the company [\[Table 56\]](#). An estimated three-quarters of workplaces (74%) had reviewed their entire health and safety system within the last year [\[Table 57\]](#).

Nearly a third (29%) of workplaces do not use a recognised health and safety system [\[Table 58\]](#), while an estimated 59% of workplaces with 25 or more employees required all their suppliers to work to a recognised health and safety system [\[Table 59\]](#). This requirement was more prevalent in the public sector (74%) than in the private sector (53%) [\[Table C11\]](#).

6. REHABILITATION AND OCCUPATIONAL HEALTH

Half (52%) of workplaces had arrangements in place to support the return to work of employees on long-term sickness absence [\[Table 62\]](#). These arrangements were much more prevalent in the public sector (85%) compared to the private sector (44%) [\[Table C12\]](#). An estimated 39% had no rehabilitation arrangements and had never experienced the need for them. This is inline with a recent CBI survey that estimated 60% of British businesses had rehabilitation arrangements in place⁸.

A very high proportion of workplaces with rehabilitation arrangements indicated good practices when prompted with a list [Table 63]. However, fewer (55%), indicated that they had a written rehabilitation policy. The proportion indicating that they had a policy was much lower than the proportions responding in the affirmative when prompted with a list of good behaviours, it's probable that the survey may be eliciting socially desirable responses to these items. This would result in an over-estimation of the prevalence of established rehabilitation practices. Of those with rehabilitation arrangements, fewer private sector workplaces (47%) had a written policy on rehabilitation compared to the public sector (66%) [Table C13].

An estimated one third (34%) of all workplaces used occupational health or general health professionals in the last 12 months [Table 66]. Private sector workplaces had a higher use of these professionals (45%) compared to public sector workplaces (31%) [Table C14]. Further, estimates suggest that use of these professionals is higher amongst larger workplaces.

Where workplaces had used the services of occupational health or general health professionals in the last 12 months, the most regularly used groups were: health and safety officers (32%); health and safety practitioners (31%); occupational health physicians (21%); and first-aiders (21%) [Table 67]. These professionals were mostly used to advise on work-related health issues (75%), advise on safety issues (71%) and to identify hazards or risks (71%) [Table 68].

For an estimated three quarters (74%) of workplaces with 25 or more employees, employers provided their employees with access to occupational health services [Table 69], although this was much higher in the public sector (94%) than in the private sector (65%) [Table C15].

7. HEALTH AND SAFETY CLIMATE

An employer view of health and safety climate within the workplace was taken by asking five questions broadly indicative of key climate areas of health and safety managers in the workplace. General scale responses to these questions indicated possible social desirability bias as responses were highly skewed towards portraying the workplace in a positive light.

Table F shows the proportion of respondents who strongly agree with statements about health and safety at their workplace, split according to whether the workplaces have fewer than 25 workers or not.

This suggests little difference for most statements between those that employed fewer than 25 workers and those employing 25 or more workers. However, a lower proportion of those in larger workplaces thought that the workers at their workplace would not take risks. The main value in these data will come from comparisons with workers' views, which can be made when data from future planned surveys become available.

Table F: Estimated percentage of respondents strongly agreeing with statements about health and safety in the workplace, by workplace size

Summary of statement about workplace ^a	Workplaces with:	
	Fewer than 25 employees	25 or more employees
Management committed to health and safety at work	47%	52%
Workers fully involved when health and safety procedures, instructions and rules are developed or reviewed	39%	36%
Workers clear about health and safety rules and procedures that apply to them	42%	41%
Workers here would not take risks	38%	20%
Systems or ways of working always encourage health and safety at work	42%	44%

^a These statements varied slightly between those with fewer than 25 employees and those with 25 employees or more and a summary is presented here. Details of the full statements can be seen in [Table 60](#) and [Table 61](#).

8. COSTS

Only around 15% of workplaces report spending more than 10% of their budget on the management of health and safety issues, and 25% didn't know how much of their budget went to health and safety issues [[Table 70](#)]. Almost all (90%) reported that the health and safety situation at their workplace was fully in line with legal requirements [[Table 71](#)]. The nature of this question and the high proportion of positive responses suggests that this is probably an over estimate caused by socially desirable responses. Of those who stated they were fully in line with legal requirements only 13% indicated that their health and safety expenditure could be reduced [[Table 72](#)], and of these most indicated expenditure could only be reduced by up to 10% (an estimated 60%) [[Table 73](#)].

Of the small proportion stating that their workplace was not fully in line with legal requirements, an estimated one third (34%) thought an increase in expenditure of up to 10% would enable them to meet legal requirements [[Table 74](#)].

An estimated 14% of workplaces that reported any work-related ill health or injury had to bring in permanent or temporary staff to replace staff made sick or injured through work [[Table 75](#)]. This represents an estimated 6% of all British workplaces.

A small proportion (4%) had employment liability insurances (ELI) claims settled with respect to their workplace within the last 12 months [[Table 77](#)]. Where employment liability insurance was arranged separately for the workplace, i.e. not part of a wider organisational insurance policy, there was little evidence of ELI premiums changing as a result of health and safety performance with an estimated 79% of workplaces reporting no such change [[Table 80](#)].

9. WORKPLACE COMPOSITION

An estimated 5% of workplaces had some employees on the payroll that worked mostly from home and an estimated 30% had employees on the payroll that spent most of their working time away from the workplace [Table 5]. Table G shows the estimated rate of home workers and offsite workers per 100,000 employees in the workplace. Estimates indicate 780 home workers on the payroll per 100,000 employees, and an estimated 14,000 employees per 100,000 on the payroll working off-site. An estimated 5% of workplaces also had workers working for them from home who were not directly their employees [Table 10].

Table G. Estimated rate of home and off site workers employed

Types of employee	Rate per 100,000 employees (95% Confidence Interval)
Home workers	780 (400, 1700)
Off-site workers	14,000 (12,000, 16,000)

Estimates from the Labour Force Survey (LFS) from the summer of 2003, indicate that some 2.5% of all employees and self-employed people worked as home-workers in their main job⁹. This relates to a rate of 2,500 per 100,000 workers. However this also includes the self-employed who are more likely to be home workers. Set in this context, the figures from this survey do not seem inconsistent with these data.

Some 39% of workplaces indicated that there were some workers working from their worksite that were not their direct employees [Table 7]. The most common type of work undertaken by these workers was cleaning (28%) [Table 6]. Workplaces ensured information was provided on health and safety to over 70% of each type of these workers [Table 9]. For approaching half of these workers responsibility for health and safety was written into the contract [Table 8]. There was variation between groups, although numbers are too small in these sub-analyses to draw any firm conclusions on differences between types of workers. Generally, large workplaces were much more likely to provide information on health and safety risks than small ones [Table C1].

Overall an estimated 68% of workplaces had no trade union members among their employees [Table 33]. The proportion of workplaces reporting no union members was higher in the private sector (79%) compared to the public sector (21%) [Table C18]. Not unsurprisingly the proportion with no union membership tended to get smaller with larger workplace size. However, the data suggest this was not a function of numbers employed alone, since 81% of small single-site workplaces had no union members compared to 65% of small multi-site workplaces that were part of a larger organisation [Table C18].

The 2004 Workplace Employer Relations Survey (WERS) indicated that 64% of all workplaces in Britain with over 10 employees had no union members¹⁰. The estimate of 68% from this survey, which includes smaller workplaces, is consistent with the WERS data.

Text References

¹ For more details of WHASS see:

<http://www.hse.gov.uk/statistics/live/index.htm#whass>

² Revitalising health and safety: Strategy webpage:

<http://www.hse.gov.uk/revitalising/strategy.htm>

³ The WHASS employer survey technical report can be found from:

<http://www.hse.gov.uk/statistics/books.htm>

⁴ The WHASS employer survey questionnaire can be found from:

<http://www.hse.gov.uk/statistics/books.htm>

⁵ For more details of RIDDOR see:

<http://www.hse.gov.uk/statistics/sources.htm#riddor>

⁶ For more details of SWI and LFS data sources see:

<http://www.hse.gov.uk/statistics/sources.htm#lfs>

⁷ For more details of stress statistics see:

<http://www.hse.gov.uk/stress/research.htm>

⁸ Who Cares wins: Absence and labour turnover 2005, CBI May 2005.

⁹ Labour Market trends December 2003, Volume 111 Number 12

p597 Labour Market Spotlight. Available from :

http://www.statistics.gov.uk/downloads/theme_labour/LMT_Dec03.pdf

¹⁰ Kersley, B. Alpin, C. Forth, J. Bryson, A. Bewley, H. Dix, G. Oxenbridge, S. Inside the Workplace: First Findings from the 2004 Workplace Employment Relations Survey (WERS 2004). Available from:

<http://www.dti.gov.uk/er/insideWPfinalwebJune.pdf>

Annex A: Tables of Statistics

Part one: Univariate analyses

Table 1

Whether role includes overall responsibility for health and safety policy

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Don't know	0 (0, 2)	3
Yes	71 (68, 75)	666
No	28 (25, 32)	297

Table 2

Number of workers on Payroll

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
0	1 (1, 3)	5
1-4	1 (0, 2)	66
5-9	10 (8, 13)	172
10-14	29 (26, 33)	103
15-19	15 (13, 18)	66
20-49	9 (7, 11)	168
50-99	22 (20, 26)	121
100-249	6 (5, 7)	88
250+	4 (3, 5)	171
Don't know	2 (2, 3)	6
Mean score	38	
Standard Error	2	
95% C.I.	(34, 43)	

Table 3

What sector establishment is in

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
A private firm or business, limited company or plc	78 (74, 81)	723
A nationalised industry or public corporation	0 (0, 1)	9
Central government or civil service, including public or executive agency	1 (1, 2)	17
Local government or council (including police, fire services and local authority controlled schools)	9 (7, 11)	96
A university or college or other grant-funded education establishment (including 'opted out' schools)	1 (1, 3)	20
Independent or other privately funded educational establishment	0 (0, 1)	4
A health authority or NHS Trust	2 (1, 3)	28
A charity, voluntary organisation or trust	5 (4, 7)	41
Don't know	1 (0, 2)	5
Not stated	2 (1, 4)	23

Table 4

Whether company has more than one site

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	52 (48, 56)	586
No	48 (44, 52)	380

Table 5

Number of workers who spend most of their working hours at home or working off site

Base: All employers

	At home		Off Site	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966		966
0	94 (92, 96)	879	69 (65, 72)	562
One or more	5 (4, 7)	78	30 (27, 34)	389
1-4	4 (3, 6)	43	14 (12, 17)	124
5-9	0 (0, 1)	7	6 (5, 8)	63
10-14	1 (0, 1)	13	2 (1, 3)	33
15-19	0 (0, 0)	1	2 (1, 3)	22
20-49	0 (0, 1)	9	4 (3, 5)	60
50-99	0 (0, 0)	3	1 (1, 1)	29
100-249	0 (0, 0)	1	1 (0, 1)	31
250+	0 (0, 0)	1	0 (0, 0)	27
Don't know	0 (0, 1)	9	1 (0, 2)	15
Mean score	0		5	
Standard Error	0		1	
95% C.I.	(0, 0)		(4, 6)	

Table 6

Number of non-employee workers on site: by type of worker

Base: All employers

	Cleaning		Security		Catering		Maintenance		Computing		Any other group	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966		966		966		966		966		966
0	71 (67, 74)	611	91 (88, 93)	794	92 (90, 94)	811	90 (88, 92)	817	91 (89, 93)	858	92 (89, 93)	841
One or more	28 (25, 31)	343	8 (7, 11)	167	7 (6, 9)	152	8 (7, 11)	137	8 (6, 10)	100	7 (6, 10)	116
1-4	24 (21, 28)	226	8 (6, 10)	118	4 (3, 6)	58	7 (5, 9)	94	7 (5, 9)	71	5 (4, 7)	61
5-9	2 (2, 4)	46	0 (0, 1)	22	2 (1, 3)	43	1 (0, 2)	14	1 (0, 2)	9	1 (1, 2)	20
10-14	0 (0, 1)	24	0 (0, 1)	17	1 (0, 2)	22	0 (0, 1)	12	0 (0, 0)	7	0 (0, 1)	7
15-19	0 (0, 1)	11	0 (0, 0)	3	0 (0, 0)	8	0 (0, 0)	3	- -	-	0 (0, 0)	2
20-49	0 (0, 0)	25	0 (0, 0)	7	0 (0, 1)	17	0 (0, 1)	10	0 (0, 0)	7	0 (0, 1)	14
50-99	0 (0, 0)	6	- -	-	0 (0, 0)	3	0 (0, 0)	2	0 (0, 0)	3	0 (0, 0)	3
100-249	0 (0, 0)	3	- -	-	0 (0, 0)	1	- -	-	0 (0, 1)	2	0 (0, 1)	7
250+	0 (0, 0)	2	- -	-	- -	-	0 (0, 0)	2	0 (0, 0)	1	0 (0, 0)	2
Don't know	1 (1, 3)	12	1 (0, 2)	5	0 (0, 2)	3	1 (1, 3)	12	1 (0, 2)	8	1 (0, 2)	9
Mean score	1		1		1		1		1		1	
Standard Error	0		0		0		0		0		0	
95% C.I.	(1, 1)		(1, 1)		(1, 1)		(1, 1)		(1, 1)		(1, 1)	

Table 7

**Whether there are any workers in
workplace who are not direct employees**

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	39 (35, 43)	475
No	61 (57, 65)	491

Table 8

Who is responsible for non-employed on-site workers' health and safety: by type of worker

Base: All with each type of non-employee on-site worker

	Cleaning		Security		Catering		Maintenance		Computing		Any other group	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		343		167		152		137		100		116
Written into the contract for this work	36 (30, 43)	167	48 (36, 61)	103	55 (42, 67)	97	41 (30, 53)	75	22 (13, 35)	37	32 (22, 45)	54
Left to the contracting employer	34 (28, 41)	98	32 (21, 45)	46	31 (20, 44)	37	25 (15, 37)	26	33 (21, 46)	27	29 (19, 42)	30
Left to the managers or supervisors in the workplace	18 (13, 24)	50	11 (5, 24)	11	9 (4, 19)	11	20 (11, 32)	23	28 (17, 42)	21	30 (20, 44)	27
Left to individual workers	7 (4, 12)	15	4 (1, 12)	3	2 (0, 13)	1	10 (5, 22)	6	12 (6, 24)	8	6 (2, 18)	3
Don't know	5 (2, 9)	13	5 (1, 15)	4	4 (1, 12)	6	4 (2, 11)	7	5 (2, 13)	7	2 (0, 14)	2

Note: Alternative responses were coded as first – that – applies, reading downwards

Table 9

For which of these types of non-employed on-site workers is it ensured that information on health and safety risks is provided

Base: All with non-employed on-site workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		475
Cleaning (cleaning of building and premises)	77 (71, 83)	283
Security	71 (58, 82)	137
Catering	71 (58, 82)	125
Maintenance	72 (59, 82)	113
Computing (computing services)	86 (74, 93)	88
Any other group	78 (65, 87)	94

Table 10

Whether establishment has any workers who work at or from their home who are not employees (contract, agency or freelance)

Base: All respondents

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	5 (4, 7)	66
No	95 (93, 96)	894
Don't know	0 (0, 1)	6

Table 11

Number of people working for establishment (who are not employees) at or from home

Base: All where establishment has people working for them at or from home who are not employees

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		66
1-4	67 (53, 79)	37
5-9	13 (6, 27)	10
10-14	3 (1, 8)	4
15-19	3 (0, 18)	1
20-49	8 (3, 19)	7
50-99	-	-
100-249	3 (0, 20)	1
250+	0 (0, 1)	2
Don't know	3 (1, 9)	4
Mean score	0	
Standard Error	0	
95% C.I.	(0, 1)	

Table 12

Whether a record of employee sickness absence is kept

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	93 (91, 95)	917
No	6 (5, 9)	47
Don't know	0 (0, 1)	2

Table 13

What is recorded about sickness absence

Base: All keeping a record of employee sickness absence, where there are 25+ workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		507
The type of illness causing absence	84 (79, 88)	446
The type of injury causing absence	93 (89, 95)	479
Whether the illness was caused or made worse by work	85 (80, 89)	444
Whether the injury occurred at or in the course of work	98 (96, 99)	496
The number of days absent from work	96 (93, 98)	490
Whether a doctor's certificate was provided	96 (94, 98)	491
None of these	1 (0, 3)	2

Table 14

Whether sickness absence data is routinely reviewed for these groups

Base: All keeping record of employee sickness absence and where there are 25+ workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		507
Individual workers	70 (64, 75)	373
Departments or work units	50 (45, 56)	292
The whole organisation	72 (66, 77)	383
Don't know	3 (1, 6)	10
None of these	7 (4, 11)	25

Table 15

Whether sickness absence information is used to manage sickness absence or inform risk assessments

Base: All where sickness absence is routinely reviewed

	Manage sickness absence		Inform risk assessments	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		472		472
Yes	84 (79, 88)	412	86 (82, 89)	396
No	14 (11, 20)	54	13 (10, 17)	67
Don't know	2 (1, 4)	6	1 (0, 3)	9

Table 16

Whether records are kept of employees injured in the course of work or suffering work-related/exacerbated illness, and whether records include off-site injuries

Base: All employers

	Record of accidents		Includes off-site injuries		Record of work-related illness	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966		952		966
Yes	98 (97, 99)	952	54 (50, 58)	610	40 (36, 43)	488
No	2 (1, 3)	14	45 (41, 49)	330	-	-
No, do not keep such records	-	-	-	-	12 (10, 15)	97
No, have not experienced any such cases	-	-	-	-	48 (44, 52)	371
Don't know	-	-	1 (1, 2)	12	1 (0, 1)	10

Table 17

Where accidents are recorded

Base: All keeping record of employee work accidents

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		952
The accident book	90 (87, 92)	828
Other paper records	45 (41, 49)	522
Computerised records	28 (25, 31)	394
None of these	0 (0, 2)	2

Table 18

Whether a record kept of near misses, and how many recorded in last 12 months

Base: Workplaces with 25+ workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517
Total: Keep records	63 (57, 68)	364
Do not keep records	36 (31, 42)	147
Don't know if keep records	1 (0, 4)	6
Number of near misses recorded:		
0	49 (42, 56)	135
One or more	42 (35, 49)	200
1	11 (7, 17)	31
2	7 (4, 11)	26
3	3 (2, 6)	15
Table 18 continued on next page		

	Percentage (95% C.I.)	Unweighted frequency
4	4 (2, 6)	18
5-9	7 (4, 11)	33
10-14	2 (1, 4)	15
15-19	2 (1, 5)	8
20-29	2 (1, 4)	15
30-39	2 (1, 4)	13
40-49	-	-
50-99	1 (0, 2)	10
100-149	0 (0, 0)	2
150+	2 (1, 5)	14
Don't know how many near misses	9 (5, 14)	29
Mean score	45	
Standard Error	38	
95% C.I.	(0, 119)	

Table 19

Whether routinely investigate the causes of work accidents

Base: Workplaces with 25+ workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517
Yes	90 (86, 93)	484
No	2 (1, 4)	7
No, never experienced	8 (5, 12)	26

Table 20

Whether ALWAYS investigate the causes of work accidents

Base: All who routinely investigate the causes of work accidents

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		484
Yes, always	82 (77, 86)	387
Investigate major accidents only	15 (11, 19)	84
It depends	3 (1, 6)	12
Other answer	0 (0, 1)	1

Table 21

Which of these are done when investigating the causes of accidents

Base: All who routinely investigate the causes of work accidents

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		484
Have formal procedures to structure and support the investigation	82 (76, 86)	415
Identify direct or immediate causes	97 (94, 98)	469
Identify underlying causes	91 (86, 94)	450
Have systems in place to ensure that recommendations of investigations are acted upon	91 (86, 94)	444
Review risk assessments following investigation	91 (87, 94)	445
Communicate findings to the workforce	90 (86, 93)	434
Follow up to ensure that any actions taken have been successful	86 (81, 90)	424
Don't know	0 (0, 3)	1

Table 22

Whether investigated causes of workplace injuries

Base: Workplaces with under 25 workers where workers have experienced workplace injuries

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		67
Yes, all	78 (66, 86)	52
Yes, some	7 (3, 17)	5
No	15 (8, 26)	10

Table 23

Whether any workers experienced workplace injuries in last 12 months and whether any injuries have been reported under RIDDOR 1995

Base: All employers / All who have experienced workplace injuries

	Workplace injuries		Reported under RIDDOR	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966		413
Yes	27 (24, 30)	413	36 (30, 42)	242
No	73 (69, 76)	547	62 (56, 68)	166
Don't know	1 (0, 2)	6	2 (1, 6)	5

Table 24

Number of injuries of each type reported in last 12 months

Base: All where injuries were reported under RIDDOR '95 in last 12 months

	Fatal injuries		Major injuries		Over 3-day injuries	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		242		242		242
0	92 (86, 95)	220	79 (71, 85)	161	10 (6, 18)	22
One or more	8 (4, 13)	19	20 (14, 28)	75	90 (82, 94)	211
1	7 (3, 13)	14	12 (8, 19)	41	56 (47, 65)	78
2	0 (0, 1)	2	6 (2, 13)	17	11 (7, 17)	33
3	1 (0, 4)	2	1 (0, 4)	3	9 (5, 14)	25
4	0 (0, 1)	1	0 (0, 1)	4	5 (3, 9)	15
5-9	-	-	0 (0, 1)	3	5 (3, 8)	22
10-14	-	-	1 (0, 2)	4	2 (1, 4)	11
15-19	-	-	-	-	0 (0, 1)	6
20-29	-	-	0 (0, 1)	1	1 (0, 2)	12
30-39	-	-	0 (0, 1)	1	0 (0, 1)	3
40-49	-	-	-	-	0 (0, 1)	2
50+	-	-	0 (0, 1)	1	0 (0, 1)	4
Don't know	1 (0, 3)	3	1 (0, 3)	6	1 (0, 3)	9
Mean score	0		1		2	
Standard Error	0		0		0	
95% C.I.	(0, 0)		(0, 1)		(2, 3)	

Table 25

Whether there was an investigation into how these health problems arose

Base: All who kept health records and reported that workers had a health problem in the last 12 months, and those who do not keep records but are aware of such cases

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		139
Yes	80 (70, 88)	118
No	19 (11, 29)	18
Don't know	1 (0, 4)	3

Table 26

Whether investigate causes of work-related illness

Base: Workplaces with 25+ workers who keep records of work-related illness, or who do not but are aware of cases of work-related illness in the last 12 months

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		336
Yes	94 (91, 97)	316
No	5 (3, 9)	17
Don't know	0 (0, 1)	3

Table 27

Which of these are done when investigating causes of work-related illness

Base: All workplaces with 25+ workers who investigate causes of work-related illness

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		316
Have formal procedures to structure and support the investigation	83 (76, 88)	270
Identify direct or immediate causes	96 (93, 98)	302
Identify underlying causes	94 (91, 97)	291
Have systems in place to ensure that recommendations of investigations are acted upon	92 (85, 96)	294
Review risk assessments following investigation	93 (88, 96)	294
Communicate findings to the workforce	92 (87, 95)	281
Follow up to ensure that any actions taken have been successful	87 (80, 92)	279
None of these	1 (0, 5)	2

Table 28

How many near misses recorded in last 12 months and how many of these had potential to cause death or serious injury

Base: All who keep records of near misses

	Near misses		Potential to cause death/serious injury	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		364		200
0	49 (42, 56)	135	63 (53, 72)	110
One or more	42 (35, 49)	200	34 (26, 44)	83
1	11 (7, 17)	31	13 (8, 21)	28
2	7 (4, 11)	26	7 (4, 13)	18
3	3 (2, 6)	15	5 (2, 10)	10
4	4 (2, 6)	18	1 (0, 3)	5
5-9	7 (4, 11)	33	5 (2, 13)	11
10-14	2 (1, 4)	15	-	-
Table 28 continued on next page				

	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
10+	-	-	2 (1, 5)	11
15-19	2 (1, 5)	8	-	-
20-29	2 (1, 4)	15	-	-
30-39	2 (1, 4)	13	-	-
40-49	-	-	-	-
50-99	1 (0, 2)	10	-	-
100-149	0 (0, 0)	2	-	-
150+	2 (1, 5)	14	-	-
Don't know	9 (5, 14)	29	4 (1, 10)	7
Mean score	45		1	
Standard Error	38		0	
95% C.I.	(-30, 119)		(1, 2)	

Table 29

Number of days off taken by employees in last 12 months due to work-related injuries, or estimated number for small workplaces

Base: All respondents. Don't knows from days off column are included in estimated days off column

	Days off (larger establishments)		Estimated days off (smaller establishments / Don't know)	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		496		568
0	51 (45, 57)	179	86 (82, 88)	416
One or more	36 (31, 42)	219	9 (7, 12)	68
1	1 (0, 3)	7	0 (0, 2)	2
2	4 (2, 7)	14	1 (0, 2)	3
3	2 (1, 5)	9	0 (0, 1)	3
4	2 (1, 5)	8	1 (0, 2)	4
5-9	4 (3, 7)	26	2 (1, 4)	13

Table 29 continued on next page

	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
10-14	6 (4, 10)	32	2 (1, 3)	9
15-19	2 (1, 3)	13	1 (0, 2)	7
20-29	6 (4, 10)	37	1 (0, 2)	8
30-39	3 (1, 5)	14	1 (0, 2)	5
40-49	0 (0, 1)	7	0 (0, 0)	1
50-99	2 (1, 4)	17	0 (0, 0)	6
100-149	1 (0, 3)	9	0 (0, 1)	3
150+	2 (1, 4)	27	0 (0, 2)	4
Don't know	13 (10, 18)	98	6 (4, 8)	84
Mean score	16		2	
Standard Error	3		1	
95% C.I.	(10, 22)		(1, 4)	

Table 30

Number of employees had work-related illness in last 12 months

Base: All who keep records of work-related illness

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		488
0	69 (64, 74)	283
One or more	25 (20, 30)	135
1	16 (12, 21)	65
2	5 (3, 8)	24
3	3 (1, 5)	18
4	1 (0, 2)	5
5-9	1 (0, 2)	15
10-14	0 (0, 1)	2
Table 30 continued on next page		

	Percentage (95% C.I.)	Unweighted frequency
15-19	0 (0, 1)	2
20-29	0 (0, 0)	1
30-39	0 (0, 0)	1
40-49	0 (0, 0)	1
50-99	-	-
100-149	-	-
150+	0 (0, 0)	1
Don't know	6 (4, 9)	70
Mean score	1	
Standard Error	0	
95% C.I.	(0, 1)	

Table 31

Whether aware of any cases of work-related illness in last 12 months

Base: All who do not keep records of work-related illness or don't know how many cases

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		107
Yes	4 (1, 12)	4
No	94 (85, 98)	100
Don't know	2 (0, 10)	3

Table 32

Number of days off or estimated number of days off taken by employees in last 12 months due to work-related illness

Base: Actual numbers for workplaces with 25+ workers, who keep record of sickness absence, including whether illness was work-related

Base: Estimated numbers for workplaces with fewer than 25 workers or who did not know number of days off taken by employees

	Number of days off		Estimated number of days off	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		444		615
0	71 (65, 76)	272	81 (78, 85)	433
1	2 (1, 5)	6	0 (0, 1)	2
2	1 (0, 3)	4	1 (0, 3)	4
3	-	-	1 (0, 2)	3
4	0 (0, 2)	1	0 (0, 1)	1
5-9	1 (0, 3)	2	2 (1, 4)	12
10-14	1 (0, 3)	7	2 (1, 4)	16
Table 32 continued on next page				

	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
15-19	0 (0, 2)	3	-	-
20-29	2 (1, 4)	15	1 (0, 2)	5
30-39	2 (1, 5)	8	0 (0, 1)	2
40-49	1 (0, 4)	4	0 (0, 2)	2
50-99	1 (1, 3)	10	1 (0, 2)	6
100-149	0 (0, 1)	4	0 (0, 1)	1
150+	2 (1, 5)	15	0 (0, 1)	1
Don't know	15 (11, 20)	93	8 (6, 10)	108
Not able to make an estimate	-	-	2 (1, 3)	19
Mean score	11		2	
Standard Error	3		1	
95% C.I.	(5, 17)		(1, 3)	

Table 33

What percentage of workers are members of a trade union

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
0%	68 (64, 71)	519
1-9%	4 (3, 6)	56
10-19%	3 (2, 4)	32
20-49%	8 (6, 10)	101
50-99%	9 (7, 12)	152
100%	1 (0, 2)	9
Don't know	7 (6, 10)	97
Mean score	11	
Standard Error	1	
95% C.I.	(9, 13)	

Table 34

Whether a member of professional organisation or trade association

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	36 (32, 40)	412
No	55 (51, 59)	467
Don't know	9 (7, 12)	87

Table 35

A member of which professional organisation(s) or trade association(s)

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		412
National trade associations	73 (67, 78)	277
Local government association	5 (3, 9)	18
Specific health and safety bodies	8 (6, 12)	61
General purpose national bodies	7 (5, 11)	28
ISO9001/standard setting body	2 (1, 4)	9
Regional bodies	3 (1, 5)	11
NHS/other government bodies	2 (1, 5)	11
Don't know which organisation	6 (4, 10)	26
Other answer	2 (1, 4)	10
Not stated	0 (0, 1)	2

Table 36

Whether discuss health and safety issues with workforce

Base: Workplaces with fewer than 25 workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		449
Yes	85 (81, 88)	383
No	15 (12, 19)	66

Table 37

What structures are in place to discuss and resolve health and safety issues

Base: Workplaces with 25+ workers

	Percentage (95% C.I.)	Unweighted Frequency
Unweighted total		517
A joint committee of managers and workers	52 (46, 58)	318
Employee health and safety representatives	12 (8, 16)	52
Discussion of health and safety issues with staff	12 (8, 16)	51
A 'managers only' committee or working party	11 (8, 16)	42
I make decisions	1 (0, 4)	6
Someone else makes decisions	3 (1, 5)	13
Other answer	9 (6, 13)	32
None of these	0 (0, 3)	1
Don't know	0 (0, 1)	2

Note: Alternative responses were coded as first – that – applies, reading downwards

Table 38

Whether joint committee meet regularly or when issues arise

Base: All employers with a joint committee for health and safety

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		310
Meet regularly to discuss health and safety issues	87 (81, 92)	284
Meet to discuss health and safety issues only when they arise	12 (8, 19)	24
Don't know	1 (0, 2)	2

Table 39

Whether discuss health and safety issues with staff regularly or when issues arise

Base: All employers where discuss H&S issues with staff

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		210
Regularly discuss health and safety with staff	80 (71, 87)	180
Discuss health and safety with staff only when issues arise	20 (13, 29)	30

Table 40

Whether decisions made alone or after informal discussion

Base: All employers who make decisions about health and safety issues

	Percentage (95% C.I.)	Unweighted Frequency
Unweighted total		100
On your own	8 (3, 19)	7
After informal discussion with colleagues/staff	87 (74, 94)	91
Don't know	5 (1, 18)	2

Table 41

How health and safety representatives are appointed

Base: All with health and safety representatives

	Percentage (95% C.I.)	Unweighted Frequency
Unweighted total		189
By a trade union	25 (18, 34)	83
By workers but not through a trade union	48 (38, 58)	73
By management	22 (14, 32)	29
Don't know	5 (1, 13)	3
Other answer	0 (0, 0)	1

Note: Alternative responses were coded as first – that – applies, reading downwards

Table 42

Whether representatives are provided with any related training

Base: All with health and safety representatives

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		189
Yes	77 (66, 85)	159
No	22 (14, 32)	27
Don't know	1 (0, 8)	3

Table 43

Whether there is a written health and safety policy and whether there are documented procedures for implementing it

Base: Workplaces with 25+ workers

	Written H&S policy		Documented procedures for implementation	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517		514
Yes	99 (96, 100)	514	96 (92, 98)	504
No	1 (0, 4)	3	3 (1, 6)	8
Don't know	-	-	1 (0, 5)	2

Table 44

Whether carried out risk assessments in workplace

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	94 (92, 96)	923
No	6 (4, 8)	43

Table 45

Three most COMMON and three most SEVERE risks in workplace

Base: All carrying out risk assessments in workplace

	Common risks		Severe risks	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		923		923
Stress	3 (2, 4)	36	3 (2, 5)	30
PC/ Laptop usage	10 (8, 13)	115	7 (6, 10)	72
Work requiring repetitive movement of upper limbs other than PC-related	4 (3, 5)	40	1 (1, 3)	22
Work in awkward or tiring positions	4 (2, 5)	34	2 (1, 3)	22
Lifting or carrying weights by hand	37 (33, 41)	390	25 (22, 28)	266
Work requiring appreciable force	1 (0, 2)	6	1 (0, 2)	7
Table 45 continued on next page				

	Common risks		Severe risks	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Vibration to hands from use of powered tools or machines	4 (3, 6)	38	3 (2, 5)	34
Vibration or jolting from riding, sitting or standing up on vehicles or machines	1 (0, 2)	8	0 (0, 1)	3
Noise	1 (1, 2)	13	1 (1, 2)	14
Handling or touching chemical or biological materials or substances	4 (3, 5)	43	5 (3, 6)	56
Breathing in dusts, fumes, smoke gases or vapours	2 (2, 4)	32	2 (2, 4)	35
Being threatened, verbally abused, intimidated or physically attacked	5 (4, 7)	54	6 (4, 8)	59
Working at height	7 (5, 9)	76	6 (5, 8)	89
Slipping or tripping	47 (43, 51)	477	29 (25, 32)	287
Driving or working around vehicles	8 (7, 11)	100	9 (7, 11)	115
<i>Table 45 continued on next page</i>				

	Common risks		Severe risks	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Contact with moving machinery/ tools (general)	4 (3, 6)	41	5 (3, 6)	54
Handling sharps (cuts)	14 (12, 18)	129	9 (7, 12)	74
Handling/contact with hot objects or liquids (burns/scalds)	9 (7, 12)	68	6 (5, 9)	55
Lone working	1 (1, 2)	13	1 (0, 2)	11
Fire	3 (2, 5)	24	4 (3, 6)	42
Electricity/electrocution	5 (4, 7)	47	8 (6, 11)	73
Falling objects	2 (1, 3)	26	2 (1, 4)	26
Infection	2 (1, 3)	12	1 (0, 2)	10
Injuries from animals	1 (0, 1)	6	1 (0, 2)	7
Table 45 continued on next page				

	Common risks		Severe risks	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Walk/bump into fixed object	1 (0, 2)	14	0 (0, 0)	1
Unclear hazard/risk	13 (11, 16)	125	8 (6, 10)	79
Don't know	2 (2, 4)	21	3 (2, 4)	22
No answer	12 (10, 15)	82	32 (28, 36)	248

Table 46

Whether needed to take more precautions on these measures as a result of risk assessment of common/severe risks

Base: All identifying each risk as one of the three most common or severe risks in their workplace

<i>Most common</i>	PC/ Laptop usage		Lifting or carrying weights by hand		Slipping or tripping	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		113		371		472
Don't know	1 (0, 4)	1	0 (0, 0)	1	1 (0, 3)	4
More action taken	36 (25, 47)	49	34 (29, 41)	149	30 (25, 36)	174
Already doing enough	64 (52, 74)	63	66 (59, 71)	221	69 (63, 74)	294

<i>Most severe</i>	PC/ Laptop usage		Lifting or carrying weights by hand		Slipping or tripping	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		70		251		224
Don't know	-	-	0 (0, 0)	1	2 (1, 7)	3
More action taken	40 (27, 55)	32	36 (29, 44)	100	30 (23, 38)	85
Already doing enough	60 (45, 73)	38	64 (56, 71)	150	68 (59, 75)	136

Table 47

Assessment of current control of these risks

Base: All identifying each risk as one of the three most common or severe risks in their workplace

<i>Most common</i>	PC/ Laptop usage		Lifting or carrying weights by hand		Slipping or tripping	
	Identified as common risk		Identified as common risk		Identified as common risk	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		113		371		472
Excellent	17 (9, 28)	14	14 (10, 20)	37	16 (12, 21)	51
Very good	41 (30, 53)	47	34 (28, 41)	120	39 (33, 44)	181
Good	34 (24, 46)	45	47 (41, 54)	190	42 (36, 48)	212
Neither good nor poor	5 (2, 14)	5	4 (2, 6)	20	3 (2, 6)	26
Poor	-	-	1 (0, 3)	4	0 (0, 3)	2
Don't know	3 (1, 12)	2	-	-	-	-
Table 46 continued on next page						

<i>Most severe</i>	PC/ Laptop usage		Lifting or carrying weights by hand		Slipping or tripping	
	Identified as common risk		Identified as common risk		Identified as common risk	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		70		251		224
Excellent	11 (5, 25)	6	14 (9, 21)	24	15 (10, 23)	23
Very good	44 (31, 59)	32	33 (26, 41)	75	38 (30, 46)	89
Good	37 (24, 51)	27	49 (41, 57)	134	42 (35, 51)	101
Neither good nor poor	5 (1, 18)	4	3 (2, 7)	15	4 (2, 9)	11
Poor	3 (0, 17)	1	0 (0, 1)	3	-	-

Table 48: **How decided that enough was being done about these risks**

Base: All identifying each risk as one of the three most common or severe risks in their workplace

	PC/ Laptop usage		Slipping or tripping		PC/ Laptop usage		Lifting or carrying		Slipping or tripping	
	Identified as common risk		Identified as common risk		Identified as severe risk		Identified as severe risk		Identified as severe risk	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		63		298		39		150		137
Took advice from external expert	15 (7, 30)	10	11 (7, 16)	27	13 (4, 32)	5	11 (6, 19)	15	13 (7, 22)	14
Quantitative risk assessment used	41 (27, 57)	28	42 (36, 49)	139	40 (23, 60)	18	36 (27, 45)	66	36 (27, 47)	58
Made a personal judgement	14 (6, 31)	6	23 (18, 30)	63	8 (2, 28)	3	18 (12, 27)	24	20 (13, 30)	23
Provided training	0 (0, 1)	1	3 (1, 6)	8	-	-	0 (0, 2)	2	-	-
Compared with good practice	24 (14, 40)	17	31 (25, 38)	84	35 (19, 55)	14	31 (23, 41)	52	26 (18, 36)	31
Followed policy/legislation	8 (3, 20)	5	0 (0, 3)	1	-	-	-	-	-	-
Review/monitor accident levels	2 (0, 13)	3	4 (2, 8)	18	-	-	-	-	-	-
Discussed with staff / advised internally	10 (4, 22)	8	2 (1, 5)	8	-	-	-	-	1 (0, 4)	1
Provided extra equipment/ implemented procedures	6 (2, 17)	4	3 (2, 7)	11	5 (1, 28)	1	-	-	-	-
Other answer	0 (0, 1)	1	1 (0, 5)	5	-	-	-	-	0 (0, 2)	1
Had no/few accidents	-	-	4 (2, 7)	14	-	-	1 (0, 8)	1	-	-
Don't know	-	-	2 (0, 7)	2	-	-	-	-	4 (1, 14)	2
No answer	-	-	-	-	13 (5, 30)	8	25 (17, 35)	35	26 (18, 35)	40

Table 49

When was risk assessment of these risks last reviewed

Base: All identifying each risk as one of the three most common or severe risks in their workplace

	PC/ Laptop usage		Lifting or carrying weights by hand		Slipping or tripping		PC/ Laptop usage		Lifting or carrying weights by hand		Slipping or tripping	
	Identified as common risk		Identified as common risk		Identified as common risk		Identified as severe risk		Identified as severe risk		Identified as severe risk	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		113		371		472		70		251		280
Continuous process	25 (16, 36)	43	33 (27, 39)	138	34 (29, 40)	175	20 (11, 33)	21	32 (26, 40)	94	32 (26, 39)	97
Within last 6 months	42 (31, 55)	38	41 (35, 47)	142	43 (37, 49)	180	44 (30, 59)	26	39 (32, 47)	91	44 (36, 51)	113
Never	-	-	-	-	0 (0, 0)	2	-	-	0 (0, 1)	1	0 (0, 0)	1
Within last year	24 (15, 36)	21	21 (16, 27)	73	16 (12, 21)	83	23 (13, 38)	13	22 (16, 30)	52	18 (13, 24)	49
Don't know	2 (0, 9)	3	1 (0, 4)	2	2 (1, 5)	12	0 (0, 1)	2	1 (0, 6)	1	3 (1, 7)	8
Within last 3 years	5 (2, 13)	5	3 (2, 6)	13	4 (2, 6)	17	10 (4, 22)	6	4 (2, 8)	9	4 (2, 8)	12
More than 3 years ago	3 (1, 10)	3	1 (0, 4)	3	1 (0, 3)	3	4 (1, 14)	2	1 (0, 6)	3	-	-

Table 50

Barriers to improving risk control

Base: All employers identifying any risks where it is thought that current control of any risk is less than good

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		105
Costs	30 (19, 43)	35
Lack of communication with managers	6 (3, 13)	16
Lack of training	4 (2, 8)	8
Lack of time	20 (11, 32)	16
Lack of staff	12 (6, 24)	13
Paperwork	6 (2, 16)	4
Planning difficulties	9 (4, 20)	9
Worker resistance	16 (8, 29)	13
Working practices	4 (2, 11)	9
Lack of resources - general	3 (1, 11)	3
No answer	14 (7, 27)	11
Don't know	2 (0, 12)	2
Other answer	11 (5, 22)	13

Table 51

Which of these risks are present in the workplace

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Stress	57 (53, 60)	614
PC/ Laptop usage	54 (50, 58)	615
Work requiring repetitive movement of upper limbs not PC-related	31 (27, 34)	360
Work in awkward or tiring positions	26 (23, 29)	292
Lifting or carrying weights by hand	67 (63, 70)	706
Work requiring appreciable force	20 (17, 23)	244
Vibration to hands from use of powered tools or machines	15 (12, 17)	206
Vibration/jolting from riding, sitting or standing on vehicles/machines	7 (6, 9)	123
Noise	20 (18, 23)	283
Handling or touching chemical or biological materials or substances	37 (33, 41)	425
Breathing in dusts, fumes, smoke, gases or vapours	23 (20, 26)	303
Being threatened, verbally abused, intimidated or physically attacked	36 (32, 40)	360
Working at height	20 (17, 23)	281
Slipping or tripping	74 (70, 77)	763
Driving or working around vehicles	31 (27, 34)	412
Don't know	0 (0, 1)	2
None of these	5 (4, 7)	30

Table 52

Assessment of control of these hazards in workplace

Base: All where each hazard present in workplace and assessment is provided

	Stress		PC/ Laptop usage		Work requiring repetitive movement of upper limbs other than PC-related		Work in awkward or tiring positions		Lifting or carrying weights by hand		Work requiring appreciable force	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		601		607		353		287		703		244
Excellent	8 (6, 11)	37	13 (10, 17)	67	8 (5, 13)	23	8 (5, 14)	17	13 (10, 17)	73	11 (7, 19)	16
Very good	23 (19, 27)	133	30 (25, 34)	200	27 (21, 33)	112	25 (19, 31)	77	32 (28, 37)	221	28 (21, 36)	60
Good	45 (40, 49)	277	45 (40, 50)	276	52 (45, 58)	179	48 (40, 55)	149	48 (43, 53)	353	51 (43, 59)	149
Neither good/poor	17 (13, 21)	112	9 (7, 13)	54	11 (7, 16)	38	16 (11, 22)	40	5 (4, 7)	47	9 (5, 15)	16
Poor	5 (4, 8)	39	2 (1, 4)	10	0 (0, 0)	1	1 (0, 4)	3	1 (1, 3)	9	0 (0, 2)	3
Very poor	0 (0, 2)	3	-	-	-	-	1 (0, 4)	1	-	-	-	-

Table 52 continued on next page

	Noise		Handling or touching chemical or biological materials or substances		Breathing in dusts fumes, smoke, gases or vapours		Threatened, verbally abused, intimidated or physically attacked		Working at height		Slipping or tripping	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		279		420		300		351		280		761
Excellent	9 (5, 14)	26	20 (16, 26)	72	14 (9, 19)	44	12 (8, 17)	34	11 (7, 18)	34	13 (11, 17)	78
Very good	27 (21, 34)	89	40 (34, 46)	184	29 (23, 36)	100	35 (29, 41)	113	34 (27, 42)	101	36 (32, 41)	272
Good	50 (42, 57)	130	36 (30, 42)	151	42 (35, 50)	128	38 (32, 44)	153	47 (39, 55)	124	43 (39, 47)	350
Neither good/poor	10 (6, 17)	28	2 (1, 5)	12	10 (6, 16)	19	10 (7, 14)	38	4 (2, 9)	16	6 (5, 9)	56
Poor	3 (1, 7)	6	0 (0, 0)	1	3 (1, 6)	8	3 (1, 7)	12	2 (1, 7)	5	1 (0, 2)	5
Very poor	-	-	-	-	1 (0, 5)	1	0 (0, 1)	1	-	-	-	-

Table 52 continued on next page

	Vibration to hands from use of powered tools or machines		Vibration or jolting from riding sitting or standing on vehicles/machines		Driving or working around vehicles	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		201		120		405
Excellent	6 (3, 12)	13	3 (1, 8)	4	12 (9, 17)	40
Very good	38 (30, 47)	75	25 (16, 37)	33	34 (28, 40)	135
Good	44 (36, 53)	90	53 (41, 65)	63	43 (37, 49)	190
Neither good/poor	9 (5, 15)	20	14 (7, 27)	16	8 (5, 12)	37
Poor	0 (0, 1)	3	1 (0, 4)	4	0 (0, 2)	2
Very poor	-	-	-	-	0 (0, 0)	1

Table 53

Which external sources of information/advice on health and safety were used in last 12 months

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Local health and safety inspector	39 (36, 43)	422
Local authority publications	46 (42, 50)	472
HSE infoline	35 (32, 39)	416
HSE publications / website	57 (54, 61)	651
Websites other than HSE	35 (32, 39)	455
Publications other than HSE	47 (44, 51)	570
Insurance company	40 (36, 43)	437
Trade associations or local/national business groups	29 (26, 33)	358
Trade unions	12 (10, 14)	188
Supplier of equipment or materials	52 (48, 56)	589
Private health and safety specialist or consultant	31 (28, 34)	382
Fire brigade	1 (0, 2)	8
Internal source	2 (2, 4)	26
Training/courses	1 (0, 1)	7
None of these	8 (6, 10)	49
Don't know	1 (0, 2)	6
Other answer	0 (0, 1)	6

Table 54

Whether an annual report is produced and whether this includes a report on health and safety

Base: All employers in workplaces with 25+ workers

	Produce annual report		Includes report on H&S	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517		325
Yes	55 (50, 61)	325	71 (63, 77)	244
No	39 (34, 45)	159	18 (13, 25)	53
Don't know	5 (3, 9)	33	11 (7, 17)	28

Table 55

Whether information on health and safety is made available to anyone

Base: All who do not produce annual report, or produce report not including health and safety report, in workplaces with 25+ workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		212
Available to the public	21 (15, 29)	40
Available to the workforce	80 (72, 86)	175
Available to customers or clients	51 (42, 59)	114
Don't know	1 (0, 7)	1
None of these	17 (11, 25)	32

Table 56

Whether have targets for health and safety performance and whether health and safety is regularly considered at top of company

Base: All employers in workplaces with 25+ workers

	H&S targets		H&S considered at top of company	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517		517
Yes	40 (35, 46)	265	97 (94, 98)	503
No	52 (46, 58)	227	3 (1, 5)	12
Don't know	8 (5, 12)	25	0 (0, 1)	2

Table 57

How recently health and safety systems and procedures reviewed

Base: All employers in workplaces with 25+ workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517
Year	74 (69, 79)	369
Two years	15 (12, 20)	99
Five years	6 (3, 10)	21
Not fully reviewed on this timescale	2 (1, 4)	18
Don't know	3 (1, 6)	10

Table 58

Whether use recognised health and safety management system

Base: All employers in workplaces with 25+ workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517
Yes - hs(g)65	10 (7, 14)	90
Yes - ohsas 18001	4 (2, 6)	30
Yes - iso 90001	8 (6, 12)	39
Yes - bs 2800	1 (0, 4)	2
Yes - system not named	27 (22, 32)	111
No	29 (24, 34)	154
Company system	2 (1, 5)	11
Iso general	0 (0, 1)	3
Don't know	15 (11, 20)	59
Other answer	3 (2, 6)	18

Table 59

Whether require suppliers to work to recognised health and safety management system or a specified performance standard

Base: All employers in workplaces with 25+ workers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517
Yes - all	59 (53, 64)	323
Yes - some	8 (5, 11)	53
No	23 (18, 28)	102
Not applicable	3 (2, 6)	13
Don't know	8 (5, 12)	26

Table 60

Agreement with statements about health and safety culture in workplace

Base: Workplaces with 25+ workers who have given response to this statement

	Management are committed to health and safety at work		Workers fully involved when health and safety procedures, instructions and rules are developed or reviewed		Workers are clear about the health and safety rules and procedures that apply to them		Workers here would not take risks at work		Our work systems or ways of working always encourage health and safety at work	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		517		516		516		513		517
Strongly agree	52 (46, 58)	292	36 (31, 42)	188	41 (35, 47)	200	20 (16, 25)	90	44 (39, 50)	236
Agree	47 (41, 53)	212	52 (46, 57)	271	52 (46, 58)	279	59 (53, 64)	282	53 (47, 58)	259
Neither agree nor disagree	1 (0, 2)	11	8 (5, 12)	39	4 (3, 8)	27	13 (10, 17)	93	2 (1, 4)	19
Disagree	0 (0, 1)	2	3 (2, 5)	16	2 (1, 5)	9	7 (5, 10)	47	1 (0, 4)	3
Strongly disagree	-	-	1 (0, 4)	2	0 (0, 1)	1	0 (0, 1)	1	-	-

Table 61

Agreement with statements about health and safety culture in workplace

Base: Workplaces with fewer than 25 workers

	Everyone here is committed to health and safety at work		Everyone is fully involved when health and safety procedures, instructions and rules are developed or reviewed		People here are clear about the health and safety rules and procedures that apply to them		People here would not take risks at work		Our work systems or ways of working always encourage health and safety at work	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		449		448		449		449		448
Strongly agree	47 (42, 52)	204	39 (34, 44)	169	42 (37, 46)	182	38 (33, 43)	165	42 (37, 47)	188
Agree	49 (44, 54)	228	51 (47, 56)	235	55 (50, 59)	247	49 (45, 54)	226	54 (49, 59)	241
Neither agree nor disagree	3 (2, 5)	14	6 (4, 8)	25	2 (1, 4)	12	7 (5, 9)	31	3 (1, 5)	13
Disagree	1 (0, 2)	3	4 (2, 6)	19	2 (1, 3)	8	6 (4, 8)	25	1 (0, 2)	5
Strongly disagree	-	-	-	-	-	-	0 (0, 1)	2	0 (0, 2)	1

Table 62

Whether there are rehabilitation arrangements in place

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	52 (49, 56)	607
No, no arrangements	7 (6, 10)	59
No, have never experienced this	39 (35, 42)	283
Don't know	2 (1, 3)	17

Table 63

Which rehabilitation practices are used as part of these arrangements

Base: All with rehabilitation arrangements in place

	Percentage (95% C.I.)	Unweighted Frequency
Unweighted total		607
Keeping in contact with off-sick workers	97 (94, 98)	595
Identify workplace controls, adjustments required to help worker return to work	95 (93, 97)	584
Seek professional help and advice when needed	96 (93, 98)	590
Hold a 'return to work' interview	89 (85, 92)	553
Prepare and agree a return to work plan	90 (87, 93)	542
Have a written policy on rehabilitation	55 (50, 60)	317
Train or coach line managers and supervisors to manage rehabilitation	61 (56, 66)	362
Don't know	0 (0, 2)	2
Other answer	1 (0, 2)	10

Table 64

Whether have arrangements in place to support workers who develop incapacity to remain at work

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	42 (39, 46)	504
No, no arrangements	9 (7, 11)	66
No, have never experienced this	46 (42, 50)	367
Don't know	3 (2, 5)	29

Table 65

Whether have arrangements in place to support workers who develop incapacity to remain at work, and which practices are used as part of these arrangements

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Identify workplace controls, adjustments required to help workers return to work	97 (94, 98)	492
Seek professional help and advice when needed	95 (91, 97)	487
Have a written policy on rehabilitation	53 (48, 59)	258
Train or coach line managers and supervisors to manage rehabilitation	63 (58, 69)	317
Don't know	1 (0, 3)	2
Other answer	1 (0, 3)	6

Table 66

Whether used any occupational or general health professionals over last 12 months

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	34 (31, 38)	446
No	60 (57, 64)	475
Don't know	6 (4, 8)	45

Table 67

Which occupational / general health professionals used

Base: All using occupational / general health professionals in last 12 months

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		446
Occupational health physician	21 (17, 26)	139
Occupational health nurse	14 (11, 19)	102
General practitioner	16 (13, 21)	104
Staff nurse with no OH qualifications	3 (2, 6)	14
Occupational hygienist	3 (2, 6)	32
Ergonomist	3 (2, 6)	27
Health and safety practitioner	31 (25, 37)	142
First aiders	21 (16, 26)	112
Health and safety officer	32 (27, 38)	138
Physiotherapist	6 (4, 9)	54
<i>Table 67 continued on next page</i>		

	Percentage (95% C.I.)	Unweighted frequency
Risk assessment consultant	1 (0, 3)	6
External consultant	16 (12, 21)	63
Chiropractor	1 (0, 3)	3
Insurance company	2 (1, 5)	5
Private healthcare - general	1 (0, 1)	5
Occupational health - general	1 (0, 3)	4
Fire service	2 (1, 4)	6
Trainer / training services - general	1 (0, 3)	6
No answer	1 (0, 5)	3
Don't know	9 (6, 14)	29
Other answer	8 (5, 12)	36

Table 68

What work these professionals undertook

Base: All using occupational/general health professionals in last 12 months

	Percentage (95% C.I.)	Unweighted Frequency
Unweighted total		446
Undertake health checks or medicals	40 (34, 45)	240
Monitor sickness absence records	23 (18, 28)	117
Attend health and safety meetings	44 (38, 50)	197
Advise on work-related health issues	75 (70, 80)	360
Advise on general health issues	49 (43, 55)	251
Advise on safety issues	71 (66, 77)	312
Identify risks/hazards	71 (65, 76)	310
Implement health and safety risk procedures	46 (40, 52)	190
Treat ill-health/ results of accidents	30 (25, 35)	173
Provide support during back to work rehabilitation	33 (28, 39)	202
Health and safety training	2 (1, 5)	10
Counselling	0 (0, 0)	4
Don't know	7 (5, 12)	20
Other answer	2 (1, 5)	12

Table 69

Whether occupational health services are available to individual employees / ALL employees

Base: Workplaces with 25+ workers using occupational/general health professionals in last 12 months

	Individual employees		ALL employees	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		313		244
Yes	74 (66, 80)	244	99 (96, 100)	239
No	21 (15, 27)	58	2 (1, 4)	5
Don't know	6 (3, 12)	11	-	-

Table 70

Proportion of costs spent on management of health and safety

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Up to 10%	60 (56, 64)	525
11 to 20%	9 (7, 11)	92
21 to 30%	3 (2, 4)	35
31 to 40%	1 (0, 2)	9
41 to 50%	1 (0, 2)	9
Over 50%	2 (1, 3)	25
Don't know	25 (22, 28)	271

Table 71

Whether situation is fully in line with legal requirements

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Fully in line	90 (88, 92)	846
Falls short	9 (7, 11)	108
Don't know	1 (1, 3)	12

Table 72

Whether money spent on health and safety could be reduced

Base: Workplace is fully in line with legal requirements

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		846
Yes	13 (11, 16)	103
No	79 (76, 83)	688
Don't know	7 (5, 10)	55

Table 73

By how much workplace could money and time spent on health and safety be reduced

Base: Workplace could reduce time and money spent on health and safety

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		103
Less than 10%	60 (49, 71)	58
10-19%	10 (5, 19)	12
20-29%	6 (2, 15)	7
30-39%	0 (0, 0)	1
50% or more	9 (4, 18)	8
Don't know	15 (9, 24)	17

Table 74

By how much workplace would have to increase money and time spent on health and safety management to meet legal requirements

Base: Situation at workplace falls short of legal requirements

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		108
Less than 10%	34 (24, 46)	36
10-24%	29 (19, 42)	32
25-49%	6 (2, 16)	9
50-99%	5 (2, 15)	5
100% or more	0 (0, 1)	1
Refused	1 (0, 10)	1
Don't know	24 (15, 36)	24

Table 75

Whether had to bring in new staff as temporary or permanent replacements for staff injured or made ill by work

Base: All where there have been staff injured or suffering ill health

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		461
Yes	14 (11, 19)	74
No	85 (80, 89)	381
Don't know	0 (0, 1)	6

Table 76

How many replacement staff brought in

Base: All employers who have brought in new staff as temporary or permanent replacements for staff injured or made ill by work

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		86
0	14 (6, 28)	9
1-4	62 (47, 75)	47
5-9	11 (5, 25)	7
10+	2 (1, 8)	4
Don't know	11 (4, 24)	19
Mean score	3	
Standard Error	1	
95% C.I.	(2, 4)	

Table 77

Whether had any settled claims under employer liability insurance in last 12 months

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
Yes	4 (3, 5)	116
No	94 (93, 96)	818
Don't know	2 (1, 3)	32

Table 78

How many of these claims were due to health and safety claims from employees and how many were other claims

Base: All who have had settled claims under employer liability insurance in last 12 months

	Employees		Other claims	
	Percentage (95% C.I.)	Unweighted frequency	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		116		116
0	19 (9, 38)	8	-	-
1-10	-	-	16 (8, 32)	14
11-20	-	-	56 (41, 71)	59
21-30	-	-	-	-
31-40	-	-	-	-
41-50	-	-	-	-
51-60	-	-	-	-
61-70	-	-	-	-
71-80	-	-	-	-
81-90	-	-	-	-
91-100	47 (32, 62)	39	-	-
Don't know	8 (4, 16)	18	12 (7, 21)	25
Not stated	26 (16, 39)	51	15 (7, 29)	18
Mean score	2		0	
Standard Error	0		0	
95% C.I.	(1, 3)		(0, 1)	

Table 79

Whether employer liability insurance arranged separately for this work site

Base: All with more than one site

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		586
Yes	28 (24, 33)	150
No	63 (57, 67)	396
Don't know	9 (7, 13)	40

Table 80

Whether had change in employer liability insurance premiums related to health and safety performance at this site

Base: All single site workplaces, or where employer liability insurance is arranged separately for this site

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		530
Yes - increase	4 (2, 6)	21
Yes - decrease	3 (2, 4)	20
No	79 (75, 82)	400
Don't know	15 (12, 19)	89

Table 81

Percentage increase in premium

Base: All employers where had increase in premiums due to H&S performance

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		21
1-9	20 (6, 50)	3
10-19	0 (0, 3)	1
20-49	23 (7, 54)	3
50-99	-	-
100	-	-
Don't know	57 (31, 80)	14
Mean score	14	
Standard Error	4	
95% C.I.	(4, 24)	

Table 82

Percentage decrease in premium

Base: All employers where had decrease in premiums due to H&S performance

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		20
1-9	21 (6, 53)	3
10-19	12 (3, 40)	3
20-49	29 (11, 58)	5
50-99	18 (4, 53)	2
100	-	-
Don't know	20 (7, 48)	7
Mean score	22	
Standard Error	6	
95% C.I.	(9, 34)	

Table 83

Annual cost of employer liability insurance for this work site

Base: All employers

	Percentage (95% C.I.)	Unweighted frequency
Unweighted total		966
0-499	3 (2, 5)	23
500-999	4 (3, 6)	27
1000-4999	13 (10, 15)	94
5000-9999	5 (4, 7)	50
10000-19999	3 (2, 5)	37
20000-29999	1 (0, 2)	11
30000-39999	1 (0, 2)	14
40000-49999	1 (0, 1)	11
50000-59999	0 (0, 1)	4
Table 83 continued on next page		

60000-69999	-	-
70000-79999	0 (0, 0)	4
80000-89999	0 (0, 1)	4
90000-99999	0 (0, 0)	2
100000+	2 (1, 3)	49
Refused	0 (0, 1)	4
Don't know	67 (63, 70)	632
Mean score	155506	
Standard Error	57389	
95% C.I.	(42615, 268396)	

Part A2: Cross-tabulations by workplace size and sector (private/public):

Table C1

For which of these types of non-employed on-site workers ensure information on health and safety risks is provided

Base: All with non-employed on-site workers

	Size of workplace			
	Small (single site)	Small (multi-site)	Medium	Large
	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)
Cleaning (cleaning of building and premises)	74 (61, 84)	75 (64, 84)	84 (73, 91)	92 (83, 97)
Security	14 (6, 28)	12 (7, 21)	21 (13, 32)	73 (58, 84)
Catering	12 (6, 24)	5 (2, 12)	18 (11, 28)	59 (42, 74)
Maintenance	11 (5, 22)	10 (5, 18)	15 (9, 24)	41 (25, 60)
Computing (computing services)	17 (10, 30)	8 (4, 16)	6 (2, 13)	33 (17, 54)
Any other group	11 (5, 22)	6 (3, 13)	18 (11, 28)	19 (11, 30)

Table C2

Whether company keeps a record of employee sickness absence

Base: All employers

	Size of workplace				Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
	Small (single site) Percentage (95% C.I.)	Small (multi-site) Percentage (95% C.I.)	Medium Percentage (95% C.I.)	Large Percentage (95% C.I.)		
Yes	88 (83, 92)	97 (95, 99)	98 (95, 99)	99 (98, 100)	93 (90, 95)	98 (93, 99)
No	12 (8, 16)	3 (1, 5)	2 (1, 5)	1 (0, 2)	7 (5, 10)	2 (1, 7)
Don't know	0 (0, 3)	-	-	0 (0, 1)	0 (0, 2)	-

Table C3

Whether sickness absence data is routinely reviewed for these groups

Base: All keeping record of employee sickness absence and where there are 25+ workers

	Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
Individual workers	66 (59, 73)	80 (71, 88)
Departments or work units	48 (42, 55)	57 (46, 68)
The whole organisation	73 (66, 79)	72 (61, 81)
Don't know	2 (0, 6)	4 (1, 13)
None of these	9 (5, 14)	2 (0, 12)

Table C4

Whether use sickness absence information to manage sickness absence or inform risk assessments

Base: All where sickness absence is routinely reviewed

	Private sector		Public sector	
	Manage sickness absence	Inform risk assessments	Manage sickness absence	Inform risk assessments
	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)
Yes	79 (72, 84)	87 (82, 91)	96 (89, 99)	85 (76, 91)
No	19 (14, 26)	12 (9, 17)	3 (1, 10)	14 (8, 23)
Don't know	2 (1, 5)	1 (0, 4)	1 (0, 5)	1 (0, 3)

Table C5

Whether carried out risk assessments in workplace

Base: All employers

	Size of workplace			
	Small (single site) Percentage (95% C.I.)	Small (multi-site) Percentage (95% C.I.)	Medium Percentage (95% C.I.)	Large Percentage (95% C.I.)
Yes	91 (87, 94)	95 (92, 97)	99 (96, 100)	100 (98, 100)
No	9 (6, 13)	5 (3, 8)	1 (0, 4)	0 (0, 2)

Table C6

Three most COMMON and three most SEVERE risks in workplace

Base: All carrying out risk assessments in workplace

	Private sector		Public sector	
	Common risks	Severe risks	Common risks	Severe risks
	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)
Stress	1 (0, 2)	1 (0, 2)	11 (7, 17)	12 (7, 19)
PC/ Laptop usage	9 (7, 12)	7 (5, 10)	14 (10, 21)	9 (5, 15)
Work requiring repetitive movement of upper limbs other than PC-related	4 (2, 6)	2 (1, 3)	3 (1, 8)	1 (0, 5)
Work in awkward or tiring positions	3 (2, 5)	2 (1, 4)	6 (3, 11)	1 (0, 4)
Lifting or carrying weights by hand	39 (34, 43)	26 (22, 30)	31 (24, 39)	23 (17, 31)
Work requiring appreciable force	1 (0, 2)	1 (0, 3)	-	0 (0, 2)
Vibration to hands from use of powered tools or machines	5 (3, 7)	4 (2, 6)	1 (0, 5)	2 (0, 5)
Vibration or jolting from riding, sitting or standing up on vehicles or machines	1 (0, 2)	0 (0, 1)	-	-
Table C6 continued on next page				

	Private sector		Public sector	
	Common risks	Severe risks	Common risks	Severe risks
	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)
Noise	2 (1, 3)	1 (1, 3)	-	0 (0, 2)
Handling or touching chemical or biological materials or substances	4 (3, 6)	5 (3, 7)	2 (0, 5)	3 (1, 7)
Breathing in dusts, fumes, smoke gases or vapours	3 (2, 5)	3 (2, 4)	0 (0, 2)	2 (0, 5)
Being threatened, verbally abused, intimidated or physically attacked	2 (2, 5)	3 (2, 4)	18 (12, 25)	17 (11, 24)
Working at height	8 (6, 11)	6 (5, 9)	3 (1, 6)	5 (3, 10)
Slipping or tripping	45 (41, 50)	28 (24, 33)	53 (45, 62)	31 (24, 40)
Driving or working around vehicles	9 (7, 12)	10 (8, 13)	6 (3, 11)	6 (3, 10)
Contact with moving machinery/ tools (general)	5 (4, 7)	6 (4, 8)	1 (0, 5)	2 (1, 6)
Handling sharps (cuts)	16 (13, 20)	10 (8, 13)	9 (5, 16)	5 (2, 11)

Table C6 continued on next page

	Private sector		Public sector	
	Common risks	Severe risks	Common risks	Severe risks
	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)
Handling/contact with hot objects or liquids (burns/scalds)	11 (8, 14)	7 (5, 10)	3 (1, 8)	2 (1, 7)
Lone working	0 (0, 1)	0 (0, 1)	4 (2, 9)	4 (2, 9)
Fire	2 (1, 4)	4 (2, 6)	5 (2, 10)	7 (4, 13)
Electricity/electrocution	6 (4, 8)	9 (7, 12)	4 (2, 9)	5 (2, 11)
Falling objects	2 (1, 4)	2 (1, 4)	2 (1, 7)	2 (1, 7)
Infection	1 (1, 3)	1 (0, 1)	2 (1, 7)	3 (1, 7)
Injuries from animals	1 (0, 2)	1 (0, 2)	-	1 (0, 6)
Walk/bump into fixed object	1 (0, 2)	0 (0, 0)	1 (0, 4)	-
Unclear hazard/risk	12 (9, 15)	-	19 (14, 27)	1 (0, 5)
Don't know	2 (1, 4)	-	3 (1, 9)	0 (0, 0)
No answer	12 (10, 16)	7 (5, 10)	9 (5, 15)	10 (6, 16)

Table C7

Which professional organisation(s) or trade association(s) a member of

Base: All employers

	Size of workplace			
	Small (single site) Percentage (95% C.I.)	Small (multi-site) Percentage (95% C.I.)	Medium Percentage (95% C.I.)	Large Percentage (95% C.I.)
National trade associations	82 (74, 88)	67 (56, 76)	61 (51, 71)	50 (35, 64)
Local government association	5 (2, 12)	10 (5, 19)	6 (3, 14)	5 (2, 11)
Specific health and safety bodies	5 (2, 11)	0	3 (1, 9)	2 (1, 6)
General purpose national bodies	5 (2, 10)	10 (5, 18)	13 (7, 20)	37 (23, 53)
ISO9001/standard setting body	1 (0, 7)	3 (1, 9)	4 (1, 10)	2 (1, 7)
Regional bodies	1 (0, 7)	3 (1, 9)	2 (1, 7)	2 (0, 8)
NHS/other government bodies	5 (2, 11)	4 (1, 11)	6 (3, 13)	6 (1, 25)
Don't know which organisation	2 (1, 6)	11 (6, 21)	8 (4, 16)	4 (2, 8)
Other answer	2 (1, 7)	1 (0, 9)	3 (1, 10)	3 (1, 7)
Not stated	-	-	1 (0, 8)	0 (0, 3)

Table C8

Which external sources of information/advice on health and safety used in last 12 months

Base: All employers

	Size of workplace				Private sector	Public sector
	Small (single site)	Small (multi-site)	Medium	Large		
	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)		
Local health and safety inspector	36 (31, 42)	40 (35, 46)	48 (41, 55)	56 (43, 68)	38 (34, 42)	47 (39, 55)
Local authority publications	48 (42, 54)	43 (37, 49)	53 (46, 60)	57 (44, 69)	41 (37, 46)	65 (57, 73)
HSE infoline	29 (24, 35)	39 (33, 44)	45 (38, 52)	67 (55, 78)	33 (29, 38)	45 (37, 54)
HSE publications / website	55 (49, 61)	54 (47, 60)	77 (70, 82)	86 (76, 93)	55 (51, 60)	67 (59, 74)
Websites other than HSE	29 (24, 35)	34 (29, 40)	62 (55, 68)	81 (71, 88)	33 (29, 37)	46 (38, 54)
Publications other than HSE	44 (38, 50)	43 (37, 49)	75 (69, 81)	82 (72, 90)	47 (43, 51)	52 (44, 60)
Insurance company	42 (37, 48)	34 (29, 40)	50 (43, 57)	63 (50, 74)	41 (37, 45)	34 (26, 42)
Trade associations or local/national business groups	31 (26, 37)	24 (19, 29)	40 (33, 47)	47 (34, 60)	31 (28, 36)	22 (16, 29)
Trade unions	6 (4, 9)	13 (9, 17)	26 (21, 33)	48 (35, 61)	7 (5, 9)	33 (26, 41)
Supplier of equipment or materials	49 (43, 55)	51 (45, 57)	69 (62, 75)	72 (59, 83)	51 (46, 55)	60 (52, 68)
Private health and safety specialist or consultant	28 (23, 34)	29 (24, 35)	48 (41, 55)	55 (42, 67)	32 (28, 36)	27 (20, 34)
Fire brigade	0 (0, 2)	2 (1, 4)	-	1 (0, 3)	0 (0, 1)	3 (1, 8)
Internal source	0 (0, 2)	5 (3, 8)	2 (1, 5)	2 (1, 5)	2 (1, 4)	5 (3, 10)
Training/courses	1 (0, 2)	0 (0, 3)	1 (0, 3)	2 (0, 12)	0 (0, 1)	1 (0, 5)
None of these	6 (4, 10)	11 (8, 16)	1 (0, 4)	2 (0, 12)	9 (7, 12)	2 (1, 6)
Don't know	-	1 (0, 4)	-	0 (0, 2)	1 (0, 2)	1 (0, 5)
Other answer	0 (0, 2)	0 (0, 2)	1 (0, 3)	0 (0, 2)	0 (0, 1)	1 (0, 4)

Table C9

Whether produce annual report and whether this includes report on health and safety

Base: All employers in workplaces with 25+ workers

	Private sector		Public sector	
	Produce annual report	Includes report on H&S	Produce annual report	Includes report on H&S
	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)	Percentage (95% C.I.)
Yes	47 (40, 54)	71 (61, 79)	77 (67, 85)	72 (59, 82)
No	47 (40, 54)	19 (12, 28)	20 (13, 30)	19 (11, 31)
Don't know	6 (3, 10)	11 (6, 19)	2 (1, 9)	9 (4, 20)

Table C10

How recently health and safety systems and procedures reviewed

Base: All employers in workplaces with 25+ workers

	Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
Year	79 (73, 84)	63 (52, 73)
Two years	13 (9, 18)	20 (13, 31)
Five years	4 (2, 8)	12 (6, 23)
Not fully reviewed on this timescale	2 (1, 5)	2 (1, 6)
Don't know	2 (1, 6)	2 (1, 9)

Table C11

Whether require suppliers to work to recognised health and safety management system or a specified performance standard

Base: All employers in workplaces with 25+ workers

	Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
Yes - all	53 (46, 60)	74 (63, 83)
Yes - some	7 (4, 10)	11 (6, 19)
No	28 (23, 35)	9 (4, 19)
Not applicable	4 (2, 9)	1 (0, 4)
Don't know	8 (4, 13)	5 (2, 14)

Table C12

Whether there are rehabilitation arrangements in place

Base: All employers

	Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
Yes	44 (40, 49)	85 (78, 90)
No, no arrangements	9 (7, 12)	2 (1, 6)
No, have never experienced this	45 (41, 49)	13 (8, 20)
Don't know	2 (1, 3)	0 (0, 0)

Table C13

Whether have arrangements in place to support workers who develop incapacity to remain at work, and which practices are used as part of these arrangements

Base: All employers

	Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
Identify what workplace controls and adjustments are required to help workers return to work	95 (91, 98)	98 (93, 100)
Seek professional help and advice when needed	94 (89, 97)	97 (91, 99)
Have a written policy on rehabilitation	47 (40, 54)	66 (57, 74)
Train or coach line managers and supervisors to manage rehabilitation	60 (53, 67)	70 (61, 78)
Don't know	1 (0, 5)	-
Other answer	1 (0, 5)	1 (0, 3)

Table C14

Whether used any occupational or general health professionals over last 12 months

Base: All employers

	Size of workplace				Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
	Small (single site) Percentage (95% C.I.)	Small (multi-site) Percentage (95% C.I.)	Medium Percentage (95% C.I.)	Large Percentage (95% C.I.)		
Yes	25 (21, 31)	35 (30, 41)	64 (57, 71)	75 (63, 83)	31 (28, 35)	45 (37, 53)
No	73 (68, 78)	55 (49, 61)	33 (27, 40)	20 (13, 31)	64 (60, 68)	47 (39, 56)
Don't know	1 (0, 3)	10 (7, 14)	2 (1, 6)	5 (2, 13)	5 (3, 7)	7 (4, 13)

Table C15

Whether occupational health services are available to individual employees

Base: Workplaces with 25+ workers using occupational/general health professionals in last 12 months

	Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
Yes	65 (55, 73)	94 (86, 97)
No	27 (20, 36)	6 (3, 14)
Don't know	8 (4, 17)	0 (0, 1)

Table C16

Whether had to bring in new staff as temporary or permanent replacements for staff injured or made ill by work

Base: All employers

	Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
Yes	4 (3, 6)	13 (9, 20)
No	95 (93, 97)	86 (79, 90)
Don't know	0 (0, 1)	1 (0, 5)

Table C17

Whether role includes overall responsibility for health and safety policy

Base: All employers

	Size of workplace				Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
	Small (single site) Percentage (95% C.I.)	Small (multi-site) Percentage (95% C.I.)	Medium Percentage (95% C.I.)	Large Percentage (95% C.I.)		
Don't know	-	1 (0, 4)	-	0 (0, 1)	0 (0, 2)	0 (0, 0)
Yes	84 (80, 88)	60 (54, 66)	66 (59, 72)	57 (43, 70)	74 (70, 78)	59 (51, 67)
No	16 (12, 20)	39 (33, 45)	34 (28, 41)	43 (30, 57)	26 (22, 30)	41 (33, 49)

Table C18

What percentage of workers are members of a trade union

Base: All employers

	Size of workplace				Private sector Percentage (95% C.I.)	Public sector Percentage (95% C.I.)
	Small (single site) Percentage (95% C.I.)	Small (multi-site) Percentage (95% C.I.)	Medium Percentage (95% C.I.)	Large Percentage (95% C.I.)		
0%	81 (76, 85)	65 (59, 70)	35 (29, 42)	13 (7, 22)	79 (76, 82)	21 (15, 29)
1-9%	2 (1, 4)	6 (3, 9)	10 (7, 15)	8 (4, 16)	4 (3, 6)	4 (2, 9)
10-19%	2 (1, 5)	3 (2, 6)	5 (3, 10)	11 (3, 36)	3 (2, 4)	2 (1, 6)
20-49%	5 (3, 8)	9 (6, 13)	12 (8, 17)	21 (13, 32)	5 (3, 7)	19 (14, 27)
50-99%	5 (3, 8)	10 (7, 14)	24 (18, 30)	25 (17, 35)	5 (3, 6)	30 (23, 38)
100%	0 (0, 3)	2 (1, 4)	0 (0, 3)	2 (0, 10)	0 (0, 0)	4 (2, 10)
Don't know	5 (3, 9)	6 (4, 10)	14 (10, 19)	20 (12, 33)	4 (3, 7)	19 (13, 26)

Annex B: Supplementary methodological details

The main survey methodology can be found in the Technical note at [WEB ADDRESS](#). This supplement contains additional details and revisions to this methodology.

Part B1: Derived variables for analysis of WHASS standalone employer survey

In addition to the variables created by BMRB social in producing tables of statistics, a number of derived variables have been added or modified. These are detailed below.

sicsec: New coding of industry sector

Sample sizes were small and it was considered that some industry sectors could usefully be combined. SIC sections A and B ('Agriculture, hunting and forestry', and Fishing) were combined. SIC section N ('Health and social work') was re-formed, after being split into 'Human health' and 'Vet and social work health' previously.

sizewgt: Alternative coding of size, used during the post-stratification weighting procedure.

Undertaken so workplace size distribution of the sample data could be matched with workplace size distribution for the dataset which was used to define population distribution. Organisations were coded as: Micro (5-10 employees); Small (11-49 employees); Medium (50-299 employees); or Large (300+ employees).

sml_mult: Alternative coding of size used for final analysis.

It was decided that self-reported sizes (number of workers on payroll) were more aligned to the answers respondents gave to other questions, than were the IDBR-based organisation sizes. Also, this variable allows distinction between single- and multi-site workplaces. Organisations were coded as: Small single-site (5-49 employees, single workplace); Small multi-site (5-49 employees at multiple workplaces); Medium (50-249 employees); or Large (250+ employees).

_qesca, _qescb, ..., _qesco: Risk responses (excellent, good, etc) coded as scores on a 0-100 scale. The third letter ('c' or 's') refers to 'common' or 'severe' risks. The final letter denotes the type of risk (e.g. 'a = stress') and in this sense follows the same naming convention as other related existing variables.

To enable a numerical comparison between risks and across industry/sectors/workplace sizes. Responses were numerically coded as follows:

Excellent = 100

Very good = 80

Good = 60

Neither good nor poor = 40

Poor = 20

Very poor = 0

bestwt: New weighting system based on a raking procedure.

See Annex B: Changes to weighting procedure for rationale.

Weights were derived in Microsoft Excel, following the procedures documented in ¹

qenr1, qenr2, qenr3, qenr4, qenr5, qenr6:

A recoding of 36 variables

_qenr1_1, _qenr1_2, ..., _qenr1_6,

_qenr2_1, _qenr2_2, ..., _qenr2_6

_qenr3_1, _qenr3_2, ..., _qenr3_6

_qenr4_1, _qenr4_2, ..., _qenr4_6

_qenr5_1, _qenr5_2, ..., _qenr5_6

_qenr6_1, _qenr6_2, ..., _qenr6_6

into six first-that-applies variables asking who is responsible for various groups of non-employees' health and safety.

On reflection a first answer that applies coding is more useful for these questions. For six groups of workers the question asks about who is responsible for their health and safety: written into the contract; left to the contracting employer; left to the managers or supervisors in the workplace; left to individual workers. There are also DK and not stated categories. These are now coded (in that order) as first that applies.

qestr: New first-that-applies variable to replace QESTRUC which asked separately about various possible structures workplaces could have in place to discuss and resolve H&S issues

Again it was felt this variable was more sensibly considered as first-that-applies. The original question asks about what structures are in place: a joint committee of managers and workers; employee health and safety representatives; discussion of health and safety issues with staff; managers only committee or working party; sole decision making; someone else makes decisions; and several other categories which have now been combined as 'other'. In this order, the categories form a best-to-worst description of level of worker involvement. These are now coded (in that order) as first that applies.

qereps: New first-that-applies variable to replace the previous seven

variables _qereps1, ..., _qereps7 which asked separately about various possible ways in which health and safety representatives could be appointed.

Again it was felt this variable was more sensibly considered as first-that-applies. The original question asks about what method is used: appointed by workers but not through a trade union; appointed by a trade union; appointed by management (and various non-responses,

DK etc). In this order, the categories form a best-to-worst description of level of worker involvement. These are now coded (in the stated order) as first that applies.

altqein_1, altqein_2, altqein_3: Replace existing variables showing how many fatal/major/over3day injuries occurred. The difference is that don't knows are coded as zero.

To produce more sensible rates for number of fatal/major/minor injuries per 100,000 people.

qd: Combination of variables measuring known number of days lost due to accidents and estimated number of days lost for those who did not know.

To allow a greater sample size for estimating days lost.

qdill: Equivalent to qd for days lost due to ill health

actra_a, ..., actra_o: Combines 'whether needed to take further action after risk assessment' for risks identified as common or severe. The suffices _a, ..., _o represent the different risks and are in the same order as for existing variables.

Allows an overall assessment of whether further action is usually needed for this risk, without the added complication of common/severe breakdown. The actra variables record yes if the respondent has answered that further action needs to be taken after a risk assessment of the relevant risk, if that risk has been identified as either common or severe in their workplace.

rac_a, ..., rac_o: Combines assessment of current control of risk for each risk, from their identification as common and/or severe risk. Where a risk has been identified as both common and severe, the lower score is chosen. Again _a to _o represent the type of risk and follow the pattern of existing variables ('a = stress' etc).

This allows a single assessment of current control of risk in order to combine risks identified as common or severe.

phca, phcb, ..., phco: Numerical versions of the QEHA questions: "assessment of control of this hazard in the workplace"

Undertaken to allow comparison between groups on a numerical scale. Assessment of control is recoded as:

Excellent = 100

Very good = 80

Good = 60

Neither good nor poor = 40

Poor = 20

Very poor = 0

Part B2: Alterations to original weighting and stratification scheme.

The sample and stratification:

The sample was drawn from the Inter-Departmental Business Register (IDBR) and was stratified by SIC industry code and number of workers on the payroll. A boost sample was also obtained for Scotland and Wales. Larger organisations were over-sampled and smaller organisations under-sampled to compensate for the fact that many employees work for each large organisation. Random sampling was used within each stratum.

The IDBR was used to define workplace size (categorised as micro, small, medium or large). Upon first inspection of the data, however, it became clear that the respondents representing each workplace often had a different idea of the size of their workplace. Further inspection and follow-up phone-calls revealed that this was usually because the respondent was (as instructed) answering questions on behalf of those people for whom they were responsible, whereas the IDBR sizes sometimes reflected the size of the company in a much wider, or sometimes much narrower, sense. Responses to the survey questions were much more aligned to the self-reported workplace size and it was decided this should form the basis of a new size categorisation. This categorisation combined micro and small workplaces but introduced a new distinction, between small workplaces based on a single site and small workplaces on multiple sites.

The final size categories chosen were therefore:

Small single-site: Single site workplaces employing fewer than 50 workers

Small multi-site: Workplaces with multiple sites, employing fewer than 50 workers in total

Medium: Workplaces with 50-249 employees

Large: Workplaces with 250 or more employees

Weighting:

Data was originally weighted according to which stratum an organisation belonged to, with some adjustment for non-response incorporated. However, in order to circumvent the discrepancy between the two size classifications, a post-stratification weighting scheme was chosen. This method has the additional benefit of avoiding the extra variability caused by spreading the sample very thinly across the weighting classes, which was necessarily the case when trying to under- and over-sample particular industries and workplace size categories to such a large extent.

Weights were attached to each data unit (respondent) in a given stratum using a raking procedure¹. Raking follows an iterative procedure to match sample and

¹ Elliot, D. (1991). Weighting for non-response. A survey researcher's guide. *Office of population censuses and surveys (social survey division)*. p27-31.

population marginal distributions, and for this dataset a total of 3 iterations was enough to match the marginal distributions to within 2 decimal places.

Analysis and estimation:

The svy commands in Stata were used to analyse the data. Use of these commands ensures that confidence intervals and standard errors are estimated using a Taylor series approximation method which properly accounts for the weighting structure. However, for the analysis, the stratification was not directly specified, for two reasons. Firstly, the original stratification used for sampling was not identical to the stratification used in creating the post-stratification weighting – workplace size bands were altered slightly to due to constraints on the availability of population marginal distribution data, and some industries (SIC sections A and B) were collapsed due to low numbers. Secondly, the very small numbers in some strata meant that some collapsing of strata would be necessary for analysis of each question, and on consideration of the structure of the data, it was felt that a consistent approach of collapsing all strata was most sensible, providing that non-specification of strata did not affect estimation of standard errors. A sensitivity analysis (see below) showed that the specification or non-specification of the strata in Stata did not significantly affect the estimated standard errors.

Notes on workplace size:

1. Sampling was based on companies with 5 or more employees, but some companies in the sample report having fewer than 5 workers on the payroll. In computing sample marginal distributions, these organisations are included in the 5-10 category.
2. The size categories used for weighting the data were not exactly the same as those used in the analysis, due to constraints on the availability of population distribution figures. For the purposes of weighting, specifically for matching sample and population marginals, workplace size was split into four categories: 5-10 workers; 11-49 workers; 50-299 workers; and 300+ workers. This should not affect the analyses significantly.

Sensitivity analysis to test the decision not to specify strata in the final analysis:

Some of the most important variables were computed once without specifying the stratification structure and once using the stratification originally used to select organisations (this structure was based on company size as defined by IDBR, SIC code and country).

Annex B Table B1 below shows the estimated number of respondents stating that each of 15 risks is present in their workplace. Annex B Table B2 shows estimated rates for number of fatal, major and over-3-day injuries, number of days lost due to accidents and ill health, and number of workers suffering ill health in the last 12 months.

Annex B Table B1:

Risk	Estimate without specifying strata	Estimate using strata
	% (95% C.I.)	% (95% C.I.)
Stress	51.00 (45.42 – 56.56)	51.00 (45.38 – 56.60)
PC / Laptop usage	54.11 (48.52 – 59.59)	54.11 (48.64 – 59.47)
Repetitive movements	29.50 (24.70 – 34.81)	29.50 (24.67 – 34.84)
Awkward / tiring work	26.59 (21.98 – 31.77)	26.59 (22.00 – 31.74)
Lifting	63.70 (58.01 – 69.02)	63.70 (58.12 – 68.93)
Using appreciable force	19.43 (15.59 – 23.96)	19.43 (15.66 – 23.85)
Vibration to hands	17.61 (13.83 – 22.15)	17.61 (13.99 – 21.92)
Vibration to whole body	6.82 (4.53 – 10.16)	6.82 (4.53 – 10.15)
Noise	21.56 (17.40 – 26.40)	21.56 (17.49 – 26.27)
Handling chemicals	33.60 (28.62 – 38.98)	33.60 (28.87 – 38.69)
Breathing dusts & fumes	22.81 (18.66 – 27.57)	22.81 (18.74 – 27.47)
Being threatened	26.79 (22.35 – 31.75)	26.79 (22.75 – 31.26)
Working at height	18.85 (14.97 – 23.46)	18.85 (15.03 – 23.38)
Slipping and tripping	69.26 (63.71 – 74.30)	69.26 (63.72 – 74.28)
Driving	28.73 (24.05 – 33.91)	28.73 (24.01 – 33.95)

Annex B Table B2: Rates per 100,000 workers:

	Without using strata	Using strata
Fatal injuries	2.64 (0 – 6.48)	2.64 (0 – 6.47)
Major injuries	135.87 (14.89 – 256.86)	135.87 (15.04 – 256.70)
Over 3-day injuries	705.68 (328.05 – 1083.31)	705.68 (328.39 – 1082.97)
Days lost – accidents	33968 (20548 – 47388)	33968 (20278 – 47414)
Days lost – ill health	8318 (2721 – 13915)	8318 (2698 – 13931)
No. workers ill in last 12m	580.64 (132.9 – 1028.4)	580.64 (134.1 – 1030.5)

Part B3: Data Limitations

The data is not representative of all British workplaces as estimates relate to workplaces with 5 or more employees according to the IDBR, although several questions were only asked of those workplaces with 25 or more employees on the payroll. Workplaces are work units within the IDBR and can be defined by the activity of a single employer at a single set of premises. For example, a series of shops that are part of a chain would each represent separate workplaces. A hospital comprising a number of buildings but on a single site would represent a single workplace. Where estimates relate to workers they relate to employees on the payroll within these workplaces unless stated otherwise.

There are some limitations to the data presented. Firstly as with all surveys, estimates become less reliable as the number of respondents answering a particular question becomes smaller. This may happen in the case of a sub-analysis or a follow-up to a question that only related to a small part of the entire population surveyed. To represent this, tabulated estimates considered less reliable are presented in italics. Where the actual number responding to any question was lower than 20 these tables have not been reproduced.

It is also vital to remember that estimates relate to the reports or view of health and safety managers at a site in response to a survey undertaken on behalf of the regulator. Although assurances of respondents' anonymity were given it is possible that in some cases respondents were influenced by a desire to provide responses that were more favourable with respect to the workplace's health and safety management. The survey questions aimed to minimise the influence of this social desirability bias although this was not possible for all questions. Where this may be affecting estimates it is highlighted in the text. The text contains reference to statistics considered to be of interest and all statistics mentioned are survey estimates. Many tables of statistics are included in Annex A that were considered of insufficient interest to highlight in this first findings report. These are included for completeness or for those who may have a specific interest.