

Advisory Committee on Toxic Substances Paper		ACTS/9/2010	
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## Outline plans and timetable for the introduction of new worker and employer surveys to help monitor progress against the strategy

### Issue

1. This paper presents planned developments in HSE's survey program which will ensure a future source of information on the health and safety system in Great Britain, an aspect that is not fully addressed by current data sources.
2. Data from these surveys will provide a significant part of the package of evidence to inform and track progress with the new Strategy and future DSOs.

### Recommendations

3. That the development of these new health and safety surveys are noted and, if appropriate, consideration given to how this new information may contribute to your area of work.

### Consultation

4. The broad shape of the surveys were agreed in consultation with senior stakeholders<sup>1</sup>. Further, a Survey User Group comprising customers of survey outputs across HSE has been consulted for advice on the content of the proposed surveys.

### Background

5. Within HSE, Statistics Branch are responsible for providing statistics on the national picture of Health and Safety at work in Great Britain today. We have well established data on outcomes from several sources, including statutory reports under RIDDOR, national surveys of self-reported workplace injury and illness, and specialist doctor and GP surveillance schemes.
6. However, information on outcome precursors is limited. Both the 2005 Workplace Health and Safety Survey (WHASS) and the programme of FIT3 surveys provided intelligence on precursor measures. However, these surveys were time limited and unsustainable in the current financial climate.
7. In an attempt to meet the need for precursor information in a cost effective manor, Statistics Branch have considered existing 'health and safety system' data sources and how, if at all, they should be brought together. A key consideration in developing proposals for future surveys has been cost. Any new system must be sustainable into the future.

<sup>1</sup> Senior Stakeholders consulted include Jane Willis and Mike Wilcock (Policy group and FIT3), Andrew Cottam (Operational Policy), Mike Sebastian (FOD), Elizabeth Hodgkinson (Policy – Cross cutting), Isla Fairhurst (Science co-ordinator, DRP) and David Riley (CSAG Social Science)

### **Planned surveys**

8. In measuring the health and safety system, it is important to consider the perspective of both employers and workers – employers can reliably report on the health and safety systems within the workplace, but the worker perspective is important in understanding how these systems penetrate the workforce<sup>2</sup>. In view of this, two surveys are planned: a survey of workplace health and safety managers and a survey of workers. Together, these two surveys will provide leading indicators for health and safety outcomes and inform a top level picture of the Health and Safety system as a whole.
9. These surveys will provide one part of a package of evidence used to inform and track progress with the new Strategy and future DSOs. Further, the HSE Board have given their backing to the development of a Performance Measurement framework (see board paper HSE/10/25), to which information from these surveys will contribute strongly.

### ***Survey of workplace health and safety managers***

10. The initial planning work identified a number of surveys undertaken for the organisation at the workplace level. The Communications Directorate's annual survey of stakeholders was found to cover some issues of common interest in terms of employers attitudes and awareness of health and safety that any new survey would want to cover.
11. Given this, and with the overriding objective of future affordability, together with the need to minimise survey burden on employers, it was agreed that the Communication Directorates' stakeholder survey of health and safety managers would be extended and enhanced to collect further information from this audience about the health and safety system.
12. This modified survey is in development, with a questionnaire, designed with input from the HSE survey user group, currently being tested in the field. Annex 1 provides a copy of the questionnaire which is currently being tested. **Note** – the questionnaire at annex 1 should be used as a guide only as it may be modified following testing.
13. The sample size for this survey will be 2,000 workplaces, this sample size being a balance between cost and reliability. It should ensure robust top level results as well as allowing for some segmentation, particularly for SMEs.

### ***Survey of workers***

14. The Office for National Statistics regular monthly Opinions survey is being used as the vehicle for the worker survey. This is an established survey, carried out to national statistics standards, whereby government departments can buy in question space. The worker survey module will be run quarterly, though it will be necessary to combine quarterly results over the course of the year to ensure robust results. The question set for this survey is given at annex 2.

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<sup>2</sup> Both the WHASS and FIT3 survey also considered both these perspectives.

**Survey timing**

15. The survey of health and safety managers will be in the field in the early autumn whilst fieldwork for the worker survey has already started (the first quarters fieldwork ran in April). First results from both these surveys are expected to be reported towards the end of the year.

**Contact**

16. If you would like to discuss these surveys in more detail, please contact Heidi Edwards, lead statistician for survey development. Email: [Heidi.edwards@hse.gsi.gov.uk](mailto:Heidi.edwards@hse.gsi.gov.uk), or telephone 0151 951 3918

DRAFT

H&S MANAGERS PILOT QUESTIONNAIRE
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Good morning, my name is .... I'm calling from Ipsos MORI, the independent research organisation. We are conducting a survey about workplace issues on behalf of a government agency, and I would like to ask you a few questions on this subject. The interview should take about 15-20 minutes.

I would like to assure you of the confidentiality and importance of this survey. It will not be possible to identify you or your organisation from this research. The questionnaire is being conducted for research purposes only.

Throughout this questionnaire, we will be talking about “your workplace”. As many organisations work from several different locations, we would like to confirm that the workplace we would like you to consider is:

ASK ALL

MAN **We need to speak to the person with day to day responsibility for health and safety management at this workplace. Who would that be?**

QA

DO NOT READ OUT. SINGLE CODE ONLY

Respondent	1
Other (RECORD NAME BELOW)	2

RECORD NAME:

MAN **What is your/their job title?**

QB

DO NOT READ OUT. SINGLE CODE ONLY

Owner/partner	1
Managing Director/MD	2
Other director	3
Health and Safety Manager	4
Production Manager	5
Personnel Manager	6
Foreman	7
Manager (unspecified)	8
Office Manager	9
Other (SPECIFY)	10

MAN **What proportion of your time is spent on health and safety issues?**

QC

DO NOT PROMPT UNLESS NO ANSWER. BRACKETS CODES PROVIDED. SINGLE CODE ONLY

Under 5%	1
6%-10%	2
11%-15%	3
16%-20%	4
21%-25%	5
26%-40%	6
41%-50%	7
51%-75%	8
76%-100%	9
Don't know	10

MAN QD QE **Roughly how many employees do your health and safety responsibilities cover in this workplace? SINGLE CODE ONLY**

0 - 4	1
5 - 9	2
10 - 24	3
25 - 49	4
50 - 99	5
100 - 249	6
250+	7
Don't know	8

MAN QE **How long has your employer been running the business which is now carried out at this location? SINGLE CODE ONLY**

QF

One year or less	1
Over 1-2 years	2
Over 2-5 years	3
Over 5-10 years	4
Over 10 years	5
Don't know	5

MAN QF QD **Overall, roughly how many people in your organisation are based in the UK? Please include anyone who works for the organisation, even if they work in a different location or plant to you? SINGLE CODE ONLY**

QD

0 - 4	1
5 - 9	2
10 - 24	3
25 - 49	4
50 - 99	5
100 - 249	6
250+	7
Don't know	8

**START OF INTERVIEW**

ASK ALL

Q1. **What do you think are the two or three main health or safety risks faced by employees in this workplace?**

REMIND RESPONDENT OF THE WORKPLACE TO WHICH WE REFER  
 PROBE FULLY AND RECORD FULL VERBATIM RESPONSE.

PROBE: **Anything else?**

ANY ANSWER (WRITE IN AND CODE '1')

1

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None/no answer

2

Don't know

3

ASK ALL

Q2. Using a scale of 1 to 10, where 1 means no risk at all, and 10 means a high degree of risk, how would you rate the potential health and safety risks faced by employees in this workplace?  
SINGLE CODE ONLY.

No risk at all High degree of risk  
 ← 1 2 3 4 5 6 7 8 9 10 →

ASK ALL

Q3. Using a scale of 1 to 10, where 1 means no control at all, and 10 means a high degree of control, how would you rate the control that employees have over the health and safety risks that could affect them?  
Q2a SINGLE CODE ONLY.

No risk at all High degree of risk  
 ← 1 2 3 4 5 6 7 8 9 10 →

ASK ALL

Q4-7 To what extent do you agree or disagree that investing resources into health and safety ...?  
READ OUT AND RANDOMISE ORDER OF Q3-7. SINGLE CODE ONLY

Q3-7

		Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	No opinion
Q4.	...improves productivity through reduction in sickness absence	1	2	3	4	5	6
Q5.	...demonstrates an employer's commitment to its employees	1	2	3	4	5	6
Q6.	...reduces the threat of prosecution	1	2	3	4	5	6
Q7.	...is expected from clients and customers	1	2	3	4	5	6

ASK ALL

Q8-11 To what extent do you agree or disagree that overall health and safety requirements...?

READ OUT AND RANDOMISE ORDER OF Q8-Q13. SINGLE CODE ONLY

Q8-13

		Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	No opinion
Q8.	...benefit your company as a whole	1	2	3	4	5	6
Q9.	...save the company money in the long run	1	2	3	4	5	6
Q10.	...are overly bureaucratic	1	2	3	4	5	6
Q11.	...are unnecessarily burdensome on small businesses	1	2	3	4	5	6

ASK ALL

Q12. **How confident are you that you are up to date on current health and safety rules and regulations for this workplace? Would you say you are very confident, fairly confident, not very confident or not at all confident**

READ OUT. REVERSE 1 TO 4. SINGLE CODE ONLY

<b>Q14</b>	<b>Very confident</b>	1
	<b>Fairly confident</b>	2
	<b>Not very confident</b>	3
	<b>Not at all confident</b>	4
	Don't know	5

ASK ALL

Q13. **There are a number of health and safety standards and management systems that some companies use in managing health and safety in the workplace. Does your organisation operate to any of these standards or systems in your own workplace? IF YES Which ones are these?**

**Q15.**

DO NOT READ OUT LIST. DO NOT PROMPT. PROBE:  
**Any others else? MULTICODE OK**

<b>Yes:</b>	HS(G)65	1
	OHSAS 18001	2
	ISO 9001	3
	BS 2800	4
	other named system (write in name)	5
	Company's own system	6
	Yes but can't remember name	7
<b>No</b>	no system used	8
	<b>Don't know if do or not</b>	9

ASK ALL

Q14. **Which of the following types of information sources do you most commonly use to keep up-to-date with health and safety requirements?**

**Q16.** READ OUT LIST. RANDOMISE 1 TO 5. MULTICODE OK. PROBE:  
**(Alt) Any others else?**

	<b>Websites and online sources</b>	1
	<b>Telephone helplines</b>	2
	<b>Printed materials</b>	3
	<b>Contact with other organisations</b>	4
	<b>Contacts within your own organisation</b>	5
	Other (please specify)	6

ASK IF CODED 1 TO 4 AT Q14

Q15. **Have you consulted any of the following in the past 12 months?**  
READ OUT LIST. ROTATE IN GROUPINGS. MULTICODE OK

**Q17.**  
**(Alt)**

	<b>IF CODE 1 AT Q14</b>	
	HSE website	1
	HSE email bulletins	2
	Local council internet sources	3
	Trade association internet sources	4
	<b>IF CODE 2 AT Q14</b>	
	HSE Infoline (telephone enquiries)	5

<b>IF CODE 3 AT Q14</b>	
HSE printed publications	6
Media/journals/other publications	7
Local Council publications	8
<b>IF CODE 4 AT Q14</b>	
Local health & safety inspector/ council inspector	9
Local Council other	10
Trade Assoc/ business group	11
Trade Unions	12
Private advisor/specialist/consultant	13
Suppliers of equipment or materials	14

ASK OF ANYONE WHO HAS USED MULTIPLE SOURCES OF ADVICE IN THE LAST 12 MONTHS AT Q15

Q16. **To what extent do you agree or disagree that you get consistent messages from health and safety advisors?**

Q17b READ OUT. REVERSE 1 TO 5. SINGLE CODE ONLY.

Strongly agree	1
Tend to agree	2
Neither agree nor disagree	3
Tend to disagree	4
Strongly disagree	5
No opinion	6

#### LARGER EMPLOYER ROUTE

**IF 25+ employees (FILTER FROM SAMPLE)**

Q17. **Within your organisation is there a director or other senior manager with specific responsibility for health and safety?**

Q19. DO NOT READ OUT. SINGLE CODE ONLY

Yes	1
No	2
DK	3

IF CODE 1 AT Q17

Q18. **Is that you?**

DO NOT READ OUT. SINGLE CODE ONLY

Q20.

Yes	1
No	2

#### END LARGER EMPLOYER ROUTE

ASK ALL

Q19. **Do you provide all new employees with any of the following in their first few months of employment ...?**

Q22 (alt) READ OUT. REVERSE 1 TO 2. MULTICODE OK

Information about health and safety procedures and requirements within the workplace	1
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Training about health and safety requirements within the workplace	2
Don't know/can't remember	3

ASK ALL

Q20-21 **Have you informed your employees of health and safety law by ...?**

READ OUT. REVERSE 1 TO 2. SINGLE CODE ONLY

Q24-25

		Yes	NO	DK
Q20.	...displaying a Health and Safety law poster	1	2	3
Q21.	...providing the leaflet called 'Health and Safety law: What you should know'	1	2	3

### SMALLER EMPLOYER ROUTE

IF <25 employees (FILTER FROM SAMPLE)

Q22. **Do you or another manager ever formally review your organisations health and safety systems and procedures?**

Q26. DO NOT READ OUT. SINGLE CODE ONLY

Yes	1
No	2
Don't know	3

ASK IF EVER REVIEWED (CODE 1 AT Q22)

Q23. **How often are your health and safety systems and procedures reviewed?**

READ OUT. REVERSE 1 TO 4. SINGLE CODE ONLY

Q27.

Annually or more often	1	1
At least every 2 years, but not annually	2	2
Between every 2 and 5 years	3	3
Less frequently than every five years	4	4
Don't know	5	5

### END OF SMALLER EMPLOYER ROUTE

ASK ALL

Q24. **On a day to day basis, which of the following best describes who has responsibility for ensuring employees adhere to good health and safety practice?**

Q28. READ OUT. SINGLE CODE ONLY

You or another manager	1
Employees themselves	2
Both managers and your employees	3
Don't know	4

ASK ALL

Q25. **Do you ever have discussions or meetings with employees at your workplace about health and safety issues?**

Q29.

DO NOT READ OUT LIST. SINGLE CODE ONLY.

Yes	1
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No	2
Don't know/can't remember	3

**LARGER EMPLOYER ROUTE**

**IF 25+ employees (FILTER FROM SAMPLE)**

Q26-28 **Within your organisation...?**  
 READ OUT Q30-33. RANDOMISE ORDER. SINGLE CODE ONLY.

**Q30-33**

		Yes	No	Don't know
Q26.	...are sickness absence statistics monitored by senior personnel (e.g. by the Board or managing Director)	1	2	3
Q27.	...is health and safety regularly considered by senior personnel (e.g. by the Board or managing Director)	1	2	3
Q28.	Are health and safety systems and procedures ever reviewed by senior personnel (e.g. by the Board or managing Director)	1	2	3

IF REVIEW AT BOARD TOP MANAGEMENT LEVEL (CODE 1 AT Q28)

Q29. **How often do senior personnel (such as the Board or Managing Director) review your organisation's health and safety systems and procedures?**

READ OUT. REVERSE 1 TO 4. SINGLE CODE ONLY

**Q34 Alternative**

Annually or more often	1
At least every 2 years, but not annually	2
Between every 2 and 5 years	3
Less frequently than every five years	4
Don't know	5

ASK ALL 25+ employees

Q30. **Does your organisation require suppliers or contractors to work to a health and safety performance standard that your company has specified?**

**Q35.** DO NOT READ OUT. SINGLE CODE ONLY

Yes	1
No	2
Don't know	3

ASK ALL 25+ employees

Q31. **Does your company have employee health and safety representatives?**

DO NOT READ OUT. SINGLE CODE ONLY

**Q38.**

Yes	1
No	2
DK	3

ASK IF CODE 1 AT Q31

Q32. **Are these employee health and safety representatives chosen by management, trade unions or by the employees themselves?**

Q39. CAN BE MULTICODED

Managers	1
Trade unions	2
Employees	3
None of these	4
DK	5

ASK IF CODE 1 AT Q32

Q33. **Are these employee health and safety representatives provided with any training to help them perform their duties as health and safety representatives?**

Q40. DO NOT READ OUT. SINGLE CODE ONLY

Yes	1
No	2
DK	3

ASK ALL 25+ EMPLOYEES

Q34. **Does your organisation recognise any trade unions?**

DO NOT READ OUT. SINGLE CODE ONLY

Q41.

Yes	1
No	2
Don't know	3

ASK ALL 25+

Q35-37 **In your organisation, do you use any of the following ways of discussing and resolving health and safety issues in your workplace?**

READ OUT. RANDOMISE Q35 TO 37.

Q42-44

	Yes	No	DK
Q35. <b>A joint committee of managers and employees or their representatives</b>	1	2	3
Q36. <b>Discussion or meetings with employees generally</b>	1	2	3
Q37. <b>A managers-only committee or working group</b>	1	2	3

ASK ALL 25+

Q38. **Do you have any other ways of discussing and resolving health and safety issues in your workplace?**

Q45. PROBE FULLY AND RECORD FULL VERBATIM RESPONSE.

PROBE: **Anything else?**

ANY ANSWER (WRITE IN AND CODE '1')

1

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None/no answer

2

Don't know

3

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IF DISCUSSIONS OR MEETINGS WITH EMPLOYEES GENERALLY (IF CODE 1 AT Q25, Q35 OR Q36)

Q39. **You mention that you discuss health and safety issues in meetings with employees or employee representatives. Are these discussions or meetings held regularly or only when particular health and safety issues arise?**

Q46.

DO NOT READ OUT LIST. DO NOT PROMPT. PROBE:

**Any others else? SINGLE CODE ONLY**

Regularly	1
Only when issues arise	2
Don't know/can't remember	3

ASK ALL

Q40. **Have you undertaken a risk assessment for your workplace? By risk assessment, we mean you have examined in a structured way what, in your work, could harm**

Q47. **people, and planned how you will control these risks? IF YES is the risk assessment contained in a written document**

READ OUT. REVERSE 1 TO 3. SINGLE CODE ONLY

<b>Yes</b> written risk assessment	1
<b>Yes</b> , we have undertaken a risk assessment, but it has not been written down	2
<b>No</b> , haven't formally considered risks in this way	3
Don't know	4

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ASK IF THEY HAVE MADE A RISK ASSESSMENT (CODE 1 OR 2 AT Q40)

Q41. **To what extent do you agree or disagree that by doing the risk assessment it has helped your business to reduce the risk of workplace accidents or work-related illness?**

Q48.

READ OUT. REVERSE 1 TO 5. SINGLE CODE ONLY

Strongly agree	1
Tend to agree	2
Neither agree nor disagree	3
Tend to disagree	4

Strongly disagree	5
Don't know	6

CHECK ROUTING IN QUESTION

**I am going to read out a few things some managers have said about health and safety in the workplace.**

Q42-48

**For each statement and thinking about your workplace, please tell me whether this is something you would agree with strongly, tend to agree with, neither agree or disagree with, tend to disagree with or disagree with strongly.**

Q50-56

READ OUT AND RANDOMISE ORDER OF Q42-48. SINGLE CODE ONLY

		Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	No opinion
	<b>ASK ORGANISATIONS 25+ EMPLOYEES</b>						
Q42.	Q51. Employees are committed to health and safety at work	1	2	3	4	5	6
Q43.	Q54. Management are committed to health and safety at work	1	2	3	4	5	6
	<b>ASK ORGANISATIONS &gt;25 EMPLOYEES</b>						
Q44.	Q52. Everyone here is committed to health and safety at work	1	2	3	4	5	6
	<b>ASK ALL</b>						
Q45.	Q50. Employees here would not take risks	1	2	3	4	5	6
Q46.	Q53. Employees are fully involved when health and safety procedures, instructions and rules are developed or reviewed	1	2	3	4	5	6
Q47.	Q55. Our work systems or ways of working ALWAYS encourage health and safety at work	1	2	3	4	5	6
Q48.	Q56. Employees here are clear about the health and safety rules and procedures that apply to them	1	2	3	4	5	6

**LARGER EMPLOYER ROUTE**

25+ EMPLOYEES ONLY OTHERS TO Q50

Q49. **As far as you are aware, does your organisation provide an occupational health support service?**

Q57. DO NOT READ OUT. SINGLE CODE ONLY

Yes	1
No	2
Don't know	3

ASK ALL

Q50. **Does your company make information on its health and safety performance...?**  
READ OUT. ROTATE 1 TO 3. MULTICODE FOR 1 TO 3 OK

Q62.

...available to the public	1
...available to the workforce	2
...available to clients or customers	3
None of these	4
Don't know	5

Demographics

We would now like to ask you a few questions that will help us analyse the findings from this survey.

QF **Gender**

Male	1
Female	2

QG **What was your age on your last birthday?**

16-24	1
25-34	2
35-44	3
45-54	4
55-59	5
60-64	6
65+	7

QH **To which of these groups do you consider you belong to?**

WHITE	British	1
	Irish	2
	Any other white background	3
MIXED	White and Black Caribbean	4
	White and Asian	5
	Any other mixed background	6
ASIAN OR ASIAN BRITISH	Indian	7
	Pakistani	8
	Bangladeshi	9
	Any other Asian background	10
BLACK OR BLACK BRITISH	Caribbean	11
	African	12
	Any other black background	13
CHINESE OR OTHER ETHNIC GROUP	Chinese	14
	Any other background	15
	Refused	16

Q1 **Do you work in the private or public sector, or for a charity/voluntary sector? By public sector, I mean central or local government, the NHS, schools, police, armed services etc.**

Private sector	1
Public sector	2
Charity/voluntary sector	3
Don't know	4

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DRAFT

Annex 2 – Worker survey

**NATIONAL STATISTICS OPINIONS SURVEY**

**January 2010 Module MCQ - Health and Safety**

The following questions are asked on behalf of the Health and Safety Executive. I am going to read out some statements about your work or workplace in your current (main) job. Each statement relates to your current job and asks you to indicate how strongly you agree with these statements on a scale of strongly agree to strongly disagree.

**How much do you agree with the following statements?**

- i) In my workplace, the health and safety of workers is a high priority with management.
- ii) In my workplace, senior managers set a strong example regarding my organisations' health and safety requirements.  
(by senior managers I mean Board of Directors if you have one, or your CEO, or your company owner)
- iii) In my workplace, workers are committed to health and safety at work.
- iv) In my workplace, workers and managers work together to ensure the safest possible conditions.
- v) In my workplace, the most important health and safety risks have been identified and controlled.
- vi) In my workplace, our work systems or ways of working always encourage health and safety at work.
- vii) In my workplace, workers would not take risks.
- viii) In my workplace, there are no major shortcuts taken when workers' health and safety are at stake.
- ix) In my workplace, I am clear about the health and safety rules and procedures that apply to me.
- x) In my workplace, workers are told when they do not follow health and safety practices.
- xi) In my workplace, new workers learn quickly that they are expected to follow good health and safety practices.
- xii) In my workplace, I feel free to report safety problems.
- xiii) In my workplace, managers sometimes use health and safety as a convenient excuse for not doing something.
- xiv) In my workplace, some health and safety requirements are over the top.
- xv) In my workplace, workers are fully involved when health and safety procedures, instructions and rules are developed or reviewed.



Possible responses:

- (1) Strongly agree
- (2) Agree
- (3) Disagree
- (4) Strongly disagree

**Thinking specifically about health and safety, how good would you say managers at your workplace are at:**

- i) Seeking the views of workers or their representatives
- ii) Responding to suggestions from workers or their representatives.
- iii) Allowing workers or their representatives to influence final decisions.

Possible responses:

- (1) Very good
- (2) Good
- (3) Neither good nor poor
- (4) Poor
- (5) Very poor

Does your workplace provide an occupational health support service?

- (1) Yes
- (2) No
- (3) Don't Know
- (4) Refusal

Have you personally used this service ever?

- (1) Yes
- (2) No
- (3) Don't Know
- (4) Refusal

**Next, I would like to ask a few questions about health and safety instruction and training provided by your employer.**

Do you think the amount of health and safety instruction and training you receive from your employer is...

Running prompt

- (1) ..Too much
- (2) ..about right
- (3) ..or not enough?
  
- (4) I have never received instruction or training from my employer (spontaneous only)
- (5) Don't know (Spontaneous only)
- (6) Refusal (Spontaneous only)

**Now, thinking about all the instruction and training on health and safety provided by your employer, how much do you agree with the following statements?**

- i) It has addressed the most important health and safety risks in my job.
- ii) It was relevant to the work I do.
- iii) It was sensible and practical.
- iv) It has made me better able to manage health and safety risks that I face in my work.

Possible responses:

- (1) Strongly agree
- (2) Agree
- (3) Disagree
- (4) Strongly disagree

Have you received any health and safety instruction or training from your employer in the last 12 months?

- (1) Yes
- (2) No
- (3) Don't Know
- (4) Refusal

Was the instruction or training provided as a refresher to previous instruction or training?

- (1) Yes, refresher training
- (2) Partly refresher, partly new training
- (3) No, it was new training