

GfK. Growth from Knowledge



Offshore Workforce Survey

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A research report for:



Presented by:

GfK NOP Social Research

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CONTENTS

1	Introduction and objectives	1
2	Survey methodology	1
2.1	<i>Sampling</i>	1
2.2	<i>Sample size and statistical significance</i>	2
2.3	<i>The questionnaire</i>	3
2.4	<i>Fieldwork arrangements</i>	3
2.5	<i>Data analysis</i>	4
2.6	<i>Qualitative work</i>	4
2.7	<i>Survey outputs</i>	4
3	Summary of the main findings	5
3.1	<i>Sample profile</i>	5
3.2	<i>Health and safety and the HSE</i>	5
3.3	<i>Hazards and accidents</i>	7
3.4	<i>The safety case</i>	8
3.5	<i>Involvement in health and safety in the workplace</i>	8
3.6	<i>Perceptions around the workplace, including hazards</i>	9
3.7	<i>Raising concerns and overall health and safety management</i>	11
4	The main findings	13
4.1	<i>Sample profile</i>	13
4.2	<i>Health and safety and the HSE</i>	15
4.3	<i>Hazards and accidents</i>	21
4.4	<i>The safety case</i>	22
4.5	<i>Involvement in health and safety in the workplace</i>	24
4.6	<i>Perceptions around the workplace, including hazards, hazards, involvement and addressing concerns</i>	26
4.7	<i>Raising concerns and overall health and safety management</i>	31
5	The questionnaire	34
6	Verbatim outputs from the qualitative work	38
7	Case story	47
8	Slides from the presentation on 1st June 2009 to the WIG group	48

1 Introduction and objectives

GfK NOP Social Research was commissioned by the Health and Safety Executive (HSE) to carry out a quantitative survey among the 26,500 offshore workers based on installations in the North Sea. The key objectives of the research were to assess the views of both direct employees of oil and gas companies and contractors with regard to:

- Gaining an insight into how health and safety is managed, especially as far as asset integrity and major hazard potential is concerned, and what role the workforce play in that health and safety management
- The lines of communication that work best for HSE in trying to access the offshore workforce (and visa versa)

The OIAC Workforce Involvement Group worked with HSE Communications and GfK NOP to develop a question set that would also inform the KP3 Review Report.

2 Survey methodology

2.1 Sampling

The two most practical ways of researching the views of offshore workers are by contacting them on installations or at embarkation points for the North Sea. Although some previous surveys of this population have successfully collected data on the installations, the timing and potential lack of control over the sample distribution meant that this particular survey of the offshore workforce involved fieldwork at the main departure location, Dyce airport at Aberdeen, supplemented by some data captured at Norwich for workers flying out to the southern installations.

The evolving questionnaire was short enough to consider self-completion as an option and other surveys among this group have been carried out on that basis. While there is a loss of some data quality (mainly because of missing values or item non-response), a much greater volume of questionnaires would be completed on this basis than via an interviewer-administered approach.

At Aberdeen, interviewers split their time between the three separate buildings that housed the operations of the helicopter companies – the relative time in each location reflected the estimated daily volume of workers transported by each firm.

The fieldwork took place between 8.45am and 2.45pm, though the volume of workers flying out tailed off sharply after late morning. Essentially, the interviewer task involved distributing questionnaires and pens to as many workers as possible, after explaining the purpose of the survey and the confidentiality of the process – no personal information (such as names, addresses or telephone numbers) was collected, nor were installations or employers identified on the questionnaire. The only exclusion from the survey was for people who had never worked offshore in the North Sea before.

The introduction to the questionnaire (see section 5) noted the positive engagement of the Unite and (offshore section of) the RMT trade unions as well as Oil and Gas UK, OCA, IADC North Sea Chapter and the individual members of the OIAC Worker Involvement Group.

2.2 Sample size and statistical significance

In total, 36 interviewing shifts were worked at Aberdeen with four in Norwich and this is reflected in the distribution of the achieved sample. In total 3,813 completed and usable questionnaires were collected by the interviewers and these formed the basis of the quantitative analysis. Altogether, 3,664 questionnaires were returned from Aberdeen airport with 149 from Norwich. The overall sample represented about 14% of the workforce at North Sea installations – anecdotal reports from interviewers reflected a high level of cooperation among those approached to take part in the survey.

A sample on this scale provides a very good picture of workforce opinion but it is still a subject to sampling error. Across the overall sample, the error would be no more than +/- 1.6% (based on a 95% confidence interval). In other words, with a finding of 50% there would be 19 chances in 20 that the actual result (if every North Sea worker was interviewed) would be between 48.4% and 51.6%. Larger errors will apply to sub-samples (such as the different work areas), although results away from the 50% level have smaller margins. The table below shows sampling errors for some of the key survey groups as drawn out in the report.

Sample size	Finding									
	50%		40%		30%		20%		10%	
	+/-	or 50%	+/-	60%	+/-	70%	+/-	80%	+/-	90%
45 Medics	+/-	14.6 %	+/-	14.3 %	+/-	13.4 %	+/-	11.7 %	+/-	8.8%
180 Safety Reps	+/-	7.3%	+/-	7.2%	+/-	6.7%	+/-	5.8%	+/-	4.4%
280 Caterers	+/-	5.9%	+/-	5.7%	+/-	5.4%	+/-	4.7%	+/-	3.5%
420 Former Safety Reps	+/-	4.8%	+/-	4.7%	+/-	4.4%	+/-	3.8%	+/-	2.9%
480 Drilling	+/-	4.5%	+/-	4.4%	+/-	4.1%	+/-	3.6%	+/-	2.7%
870 direct employees	+/-	3.3%	+/-	3.3%	+/-	3.0%	+/-	2.7%	+/-	2.0%
1,100 technicians	+/-	3.0%	+/-	2.9%	+/-	2.7%	+/-	2.4%	+/-	1.8%
2,800 contractors	+/-	1.9%	+/-	1.8%	+/-	1.7%	+/-	1.5%	+/-	1.1%
3,800 total	+/-	1.6%	+/-	1.6%	+/-	1.5%	+/-	1.3%	+/-	1.0%

2.3 The questionnaire

With the research objectives in mind, the survey questions were developed via close working between HSE and GfK NOP and the final version as used in the survey is included as an annex to this report.

2.4 Fieldwork arrangements

All of the fieldworkers working on the study were fully-trained members of the GfK NOP field-force and the process was subject to the criteria of the Market Research Society's Interviewer Quality Control Scheme. The HSE facilitated access to all helicopter company sites. Interviewing was carried out between 4th and 20th March 2009.

2.5 Data analysis

Completed questionnaires were collected by interviewers and returned to the GfK NOP processing centre for booking-in, coding of verbatim responses and data entry. A tailored edit was applied to the raw data to remove errors, omissions and inconsistencies and the resulting clean data file was used to generate computer tables for each question, with response categories broken down by key variables. The tabulation bases for each of the questions aimed at all respondents were those who actually answered the relevant question. No weighting was applied to the survey data, in the absence of reliable profile information and because of the reported high levels of cooperation and the spread of fieldwork over a three week period to ensure a robust coverage of installations in the different sectors of the North Sea.

2.6 Qualitative work

Although the questionnaire covered quite a lot of issues and collected a useful volume of data from each respondent, there was an agreed need for more depth of information in certain areas. Some qualitative interviewing was used to supplement the quantitative data with a view to identifying supporting verbatim responses and to cover some of the issues that could not be included in the main questionnaire. Selective outputs from the on-site qualitative work at Aberdeen is included in section 6 of this report.

2.7 Survey outputs

The initial output from the survey consisted of a verbal debrief on the emerging findings that was delivered on 27th March and based on two-thirds of the final sample of completed questionnaires. The debrief featured PowerPoint slides to illustrate the key findings and these were later updated to reflect the full data. A further presentation was given to the Worker Involvement Group in Aberdeen on 1st June. The final slides are included in this report (section 8).

Computer tables were also produced to show the overall results broken down by key variables such as employee/contractor, work area, time offshore and involvement as a safety rep. These tables were used as the basis of summary and full survey reports – supporting quotes were taken from the qualitative work to back up the findings from the quantitative research.

3 Summary of the main findings

3.1 Sample profile

- These results are based on 3,813 questionnaires completed by offshore workers in March 2009.
- About a sixth (18%) of the respondents had been working offshore in the North Sea for less than two years but most (59%) had been in this setting for over five years. Managers and supervisors (83%) were much more likely to have been working in the sector for a long time while one in six (17%) of the deck crew were in their first year in the North Sea.
- Just over three-quarters of the sample (77%) said that they were contractors while the others (23%) claimed to be directly employed by oil or gas companies. Managers and supervisors were relatively more likely to be employees (35%) while almost all scaffolders and caterers (98% and 88% respectively) were contractors.
- The single most common work role was as a technician (31%), followed by those working in management/supervision (20%), drilling (13%), catering (8%), as deck crew (5%) and as scaffolders (4%).
- Two thirds of respondents reported that they had worked most recently on a fixed installation, while much smaller numbers said their most recent work setting was either MODU (15%) or FPSO (17%).
- 5% of the sample said that they were currently a Safety Representative (Rep) at the time of the survey, while another 12% had held this role in the past. Those presently operating as Safety Reps were most likely to be working in catering (10%). Technicians were least likely to have ever had this role.

3.2 Health and safety and the HSE

- Safety meetings were by far the most important single source of advice and information about health and safety – 81% of those answering put them in the top three sources. This view was consistent across work areas but was slightly less common among newer arrivals to the North Sea (73% of those in their first year) compared with longer established workers (83% for those who had worked there for over five years).

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- The next most mentioned in the top three sources were supervisors (43%), although this is well behind the figure for safety meetings; these were most likely to be drillers and caterers (about half these). This figure was closely followed by elected Safety Reps (40% but mentioned by just over half of scaffolders and those working in catering).
 - Other commonly mentioned sources were inductions (35%), safety alerts (33%) and notice boards (30%). The HSE's own website had far fewer mentions (7%), perhaps reflecting the very limited access to the internet on most installations – the figure was notably higher for managers/supervisors (14%) and among the small sample of medics (19%).
 - The sample was asked about what they would do if they wanted **information from the HSE** - most of them (66%) would expect to get it from their Safety Rep, especially scaffolders (76%) and caterers (79%), although many would plan to get HSE information from a website (54% including 68% of managers and supervisors and 91% of medics). This website figure contrasts with the very modest number (see bullet above) who placed online options in their top three sources actually used – the HSE question is more hypothetical. Beyond this, a minority (20%) would use telephone contact but this included 29% of current Safety Reps.
 - Respondents were asked to read through a list of possible **issues that the HSE might have raised** over the previous year and pick any that they remembered applying to their workplace. Just over half (54%) mentioned the investigation of an incident, well ahead of the next most common responses, health (37%, including 77% of medics), worker involvement (also 37%, but with 51% of caterers) and hydrocarbon releases (35% including 49% of managers and supervisors and 45% of direct employees).
 - Fewer people mentioned Improvement or Prohibition Notices for an installation (26%), asset integrity (24% overall with 45% of managers and supervisors and 34% of direct employees), NRB (14%) and KP3 (10% but 26% of managers and supervisors). Generally speaking, it was more likely that past and present Safety Reps would mention any of these issues when compared to their colleagues. Only 7% of the sample was unable to remember any issues raised by HSE in the last 12 months.
 - Workers were asked if they had ever read or used a number of **HSE publications** and, if so, how useful they had found each of them. At least 75% of offshore workers claimed to have seen each of the four publications – however, there were not visual prompts used in the survey

- All four of the publications were rated as being very or fairly useful by well over half of respondents. Using a four point scale, the highest rating for usefulness was for the HSE leaflet (82%), followed by Tea Shack News and Guidance and Leaflet (both 78%). Play Your Part was rated as useful by 63% of the sample.
- It is worth noting that the usefulness of these publications was somewhat qualified because about twice as many rated each of them as being fairly rather than very useful. Other than Tea Shack News, the more recent recruits to the North Sea tended to find each of the publications more useful than their more experienced colleagues.
- When asked to pick **the ways in which they would be interested in receiving HSE information**, by far the most common selection was an offshore worker specific website (56% including 60% of managers and supervisors, 66% of current Safety Reps and 71% of medics). This reflects the quite high volume of mentions of online access to HSE information noted earlier.
- Beyond that, there were more modest mentions for health and safety awareness seminars (25%, including 47% of current Safety Reps, 41% of medics and 31% of managers and supervisors), an online safety forum (23%, but 41% of medics and 39% of current Safety Reps) and an Electronic Bulletin (21%, with 31% of managers and 39% of medics). There were much smaller numbers who picked News Reader (8%, but 16% of deck crew), podcasts and mobile text alerts (both 4%).
- A fifth of the sample was not interested in any of the suggested sources. In relative terms, the lowest levels of interest in any HSE information were found among those working in drilling (26%), in catering (24%) or as marine crew (26%).

3.3 Hazards and accidents

- The two most common ways of knowing about major hazards in the workplace and the measures and arrangements in place to prevent major accidents were Tool Box Talks and Safety Meetings (both identified by 79% of the sample). Medics and caterers were less likely to take part in Tool Box Talks but Safety Meetings were mentioned by consistently high numbers in all work areas.
- Four sources of knowledge about major hazards were each mentioned by about two-thirds of those completing the questionnaire – participation in risk assessment, experience, Permit To Work and via employers (but 70% for direct employees, 68% for managers/supervisors and 69% for those working in drilling).
- Fewer people mentioned elected Safety Reps (41%) and their own knowledge of the installation's safety case (34%)

3.4 The safety case

- A clear majority of the sample (70%) said that they had not been consulted on the safety case. The highest levels of consultation were recorded for managers/supervisors (46%) and deck crew (40%) along with the small sample of medics (47%). Direct employees of oil and gas companies were far more likely to have been consulted (42%) than those working as contractors (26%). This was also the case for current and previous safety Reps (50% and 43% respectively).
- The minority who had been consulted had been involved in a range of different ways, some more substantive than others.
- Some 22% of the overall sample (i.e. including those who had not been consulted at all) said that they knew where to find the Safety Case if they wanted it. The next most common means of consultation was being provided with information about the content of the Case (13%). Only slightly fewer people (12%) reported that they were asked to read part or all of the Safety Case. Smaller percentages were consulted in other ways, including being asked to give their opinion (8%) and contributing to the writing or revision of the Case (7%).
- Across the total sample, 13% of workers felt that changes had been made to the Safety Case as a consequence of workforce consultation.
- Overall, 21% of the sample felt that the process of consultation had been effective at gaining their input – only 2% thought that it had been ineffective.

3.5 Involvement in health and safety in the workplace

- Nine out of ten respondents reported that they felt (very or fairly) well involved in health and safety in their workplace, although only 41% said they were actually very well involved.
- Those most positive about this involvement were managers and supervisors (60% said very well involved). Other relatively high scores were recorded for those working in drilling (44% very well involved) or as deck crew (42%). Direct employees were also considerably more positive than contract workers (52% and 37% respectively). Unsurprisingly, Safety Reps scored more highly (55%) than people who had never had this role (39%).
- The lowest figures for being very well involved were recorded for scaffolders (28%) and technicians (32%).

3.6 Perceptions around the workplace, including hazards

- A total of 17 statements were included on the questionnaire and workers were asked to show to what extent they agreed or disagreed with each one. While the lowest level of agreement with any of the statements was 73%, it is important to note that there was often qualified agreement ('tend to agree') and, in a few cases, a degree of disagreement.

Overall perceptions of health and safety and major hazards

- Almost everyone (99%) agreed that it was **important for a company to have a strong health and safety culture**. Eighty percent strongly agreed with this statement (including 87% of managers and supervisors) and this was one of the highest levels of strong agreement across all the statements.
- The overwhelming majority (96%) agreed that they were **fully aware of the major hazards in the workplace**, but just 50% were in strong agreement. Managers and supervisors were the most positive group, with 62% agreeing strongly with the statement.
- Overall agreement was very high (97%) that people were **fully aware of the measures in place to prevent major accidents in the workplace**. However, nearly half of this agreement (45%) was a qualified 'tend to agree'. Managers and supervisors and direct employees were most likely to be in strong agreement (62% and 59% respectively compared with 51% across the whole sample).
- Ninety nine per cent of respondents also agreed that they **understood their role in the prevention of major accidents**, with 71% in strong agreement. Relatively higher levels of strong agreement were recorded for medics (81%), marine crew (80%) managers/supervisors (79%) and direct employees (76%),

Training in health and safety

- There was overwhelming agreement (99%) that **training was important for people to be aware of health and safety**, with 78% in strong agreement. Medics (86%), marine crew (84%), managers (82%) and direct employees (84%) gave the most positive responses.

- Nine in ten (91%) of the agreed that they had **received adequate training from their company to enable them to be fully involved in health and safety issues**, although many people tended to agree (44%) rather than express strong agreement (47%) and a minority 8% disagreed with the statement. The highest agreement across work areas were recorded for drillers (95%), marine crew (93%), managers/supervisors (93%) and catering (92%).
- Almost three quarters of the sample (73%) agreed to some extent that they had **received training from outside their company to enable them to be fully involved in health and safety issues**. Just over a fifth disagreed (21%), with marine crew registering the highest level of disagreement (29%).

Worker involvement in health and safety

- There was very high agreement (98%) that it was important for the **workforce to be involved in health and safety**, with 79% strongly agreeing, including 93% of medics and 85% of both managers and supervisors and direct employees.
- A very large majority (92%) also agreed that **senior managers valued workforce involvement** in health and safety, although just (52%) agreed strongly with this statement. Managers and supervisors were the most positive in this respect (68% in strong agreement) but scaffolders were more critical (17% disagreed with the statement).
- Contractors were positive about their **employer valuing workforce involvement**: 94% agreed that this was the case. Drillers (62%), managers/supervisors (59%) and those with less than a year working on North Sea installations (64%) were most likely to be in strong agreement.
- Over eight in ten respondents (86%) agreed they were **actively contributing to the management of health and safety issues**; 39% agreed strongly. Managers and supervisors (61%) and medics (60%) were most likely to be in strong agreement. Most people (81%), however, agreed to some extent that they would **like to be more involved in health and safety issues** (although just 21% were in strong agreement).
- There was a high level of agreement (91%) that **Safety Reps play an important part in health and safety** in the workplace. Strong agreement was less marked among former Safety Reps (47%) than among those who currently had this role (63%). Some 13% of former Reps actually disagreed (as did 11% of managers and supervisors).

- Nine in ten agreed that the **safety committee played an important part in workforce health and safety**, and 44% were in strong agreement. Views were largely consistent across the sample groups although 13% of former Safety Reps disagreed with the statement.

Addressing health and safety concerns

- Over half of the sample (60%) strongly agreed that they were **encouraged to raise health and safety concerns in their workplace** and a further 35% tended to agree, leaving 5% who disagreed with the statement. Overall agreement was at least 90% for all work areas with strong agreement was most likely to be registered amongst managers and supervisors (72%).
- Nine in ten respondents (91%) agreed to some extent that they **were confident their health and safety concerns would be dealt with appropriately**, but as just under half (47%) agreed strongly, leaving a majority of people **not** in strong agreement that concerns would be treated suitably. Managers and supervisors and direct employees were the most confident about how concerns would be dealt with (59% of both groups in strong agreement).
- Most people (58%) agreed strongly that their **job security would not be threatened if they stopped a job they thought was unsafe**, and a third (32%) tended to agree. Nonetheless, this left one in ten of the workforce disagreeing with this idea, and disagreement was most common among scaffolders and marine crew (both 15%), as well as being relatively high amongst contractor staff (12%).

3.7 Raising concerns and overall health and safety management

- If they raised health and safety concerns about their workplace, 79% of the overall sample (and 88% of technicians) would take the issue to their supervisor while more than half would go to their safety representative (58%) or to the OIM (55% but 70% of managers or supervisors). About a third (35%) would go to their employer, while a sixth (18%) thought they would raise the concern with the HSE.
- 88% of the sample rated the health and safety management of their workplace as being good (42%) or very good (46%). This still left 10% of the North Sea workforce who thought the management was merely average though only 1% rated it as poor. These scores were markedly more positive than the figures recorded on a similar question asked as part of the HSE's 2006 FIT3 survey of the wider GB workforce (when only 63% thought this management was good or fairly good).

- Managers/supervisors, deck crew and those working in catering were most likely to give management of health and safety the highest rating (57%, 53% and 55% respectively). Workers who were relatively new to the North Sea were also more positive than those who were longer established (at least 50% of those with less than two years experience said that the management of health and safety was very good, perhaps comparing it with where they had worked previously).
- Direct employees were notably more positive (55%) than contractors (44%). Those who did not feel well involved in health and safety in the workplace were most likely to be critical of the management of this issue – only 12% rated it as being very good.

4 The main findings

4.1 Sample profile

A total of 3813 questionnaires were completed as part of the survey of the Offshore Workforce. As this was a self-completion survey, not every question directed at all respondents was answered by the entire sample, so analysis of each question is based on all actually answering – mainly 95%+ of the entire sample. The actual number answering a question is shown in the bases in the summary tables used throughout this report.

One in six of the sample had been working offshore in the North Sea for less than two years but more than half of the sample (59%) had been in this setting for over five years. Managers and supervisors (83%) were much more likely to have been working in the sector for at least five years while, in contrast, one in six (17%) of the deck crew were in their first year in the North Sea.

	Total	Managers/ supervisors	Deck crew
Base: all answering	3763	733	176
	%	%	%
Less than a year	9	3	17
More than a year, less than two years	9	4	5
Two years, less than five years	24	9	20
Five years or more	59	83	58

Just over three-quarters of those taking part in the survey described themselves as being contractors while the remaining quarter said they were directly employed by either oil or gas companies. Analysis showed that managers and supervisors were significantly more likely to be direct employees (35%) but some job types were overwhelmingly held by contracted workers (notably scaffolders and those working in catering). See Table 2, overleaf, for details.

	Total	Managers/supervisors	Scaffolders	Caterers
Base: all answering	3759	742	127	278
	%	%	%	%
Contractors	77	65	98	88
Employees	23	35	2	12

A very large number of different work roles were mentioned by those taking part in the survey. The most common answer was technician (mentioned by nearly a third of the sample), followed by those working in management/supervision (a fifth of those who completed questionnaires), drilling (one in eight), catering (one in twelve), as deck crew (one in twenty) and as scaffolders (one in twenty five). These work roles had relatively large numbers within the total sample and therefore are the main focus of survey analysis by work type. However, some other roles held by only a small number of respondents also associated with particular views at certain questions, notably medics.

Base: all answering = 3776	
	%
Technicians	31
Managers/supervisors	20
Drilling	13
Catering	8
Deck crew	5
Scaffolders	4
Marine crew	2
Service engineer	2
Painter	1
Medics	1
Maintenance	1

The sample was also asked about the type of setting in which they had most recently worked – two-thirds of respondents (68%) said that they were last on a fixed installation, although minorities stated that their most recent work setting was either MODU (15%) or FPSO (17%). Marine crew were least likely to have been working on a fixed installation (21%), while scaffolders were most likely to be found in that setting (82%). Direct employees were relatively less likely to have been on fixed installations (59%), as were Safety Representatives (55%).

Five percent of respondents said that they were a Safety Representative (Rep) at the time of the survey but a rather larger group had been a Rep at some point in the past. Analysis by work area confirmed that current Safety Reps status was most common among caterers and marine crew, while technicians were the group least likely to have had this role at any point while working in the North Sea. Previous status as a Safety Rep was most common among Marine Crew and Managers/Supervisors. The current and, to a lesser extent, previous Safety Reps provided a key focus of the analysis of survey findings in this report.

	Total	Caterers	Technicians	Managers/ supervisors	Marine crew
Base: all answering	3778	283	1147	741	93
	%	%	%	%	%
Current Safety Rep	5	10	5	3	11
Been a Rep in the past	12	11	9	18	18
Never been a Safety Rep	83	80	86	79	71

4.2 Health and safety and the HSE

The sample was given a list of possible sources of information about health and safety and was asked to identify their top three sources. Four out of five of respondents placed safety meetings in their personal top three – this figure was well ahead of all other sources and was consistent across different work areas, although it was relatively low among those workers in their first year on the North Sea installations (73%). See Table 5, overleaf, for fuller details of the main sources of information.

Table 5 – the three main sources of information about health and safety							
Base: all answering	Total	Managers/ supervisors	Drillers	Caterers	Scaffolders	Medics	Current Safety Reps
	3712	725	487	279	129	**43	182
	%	%	%	%	%	%	%
Safety meetings	81	81	84	79	82	79	85
Supervisors	43	39	47	49	35	37	34
Safety Reps	40	28	36	53	51	23	52
Inductions	35	35	26	27	42	30	21
Safety alerts	33	44	43	24	23	37	39
Notice boards	30	29	29	30	29	37	26
Colleagues	20	18	19	21	22	21	14
HSE website	7	14	5	4	3	19	17
Card in room	2	1	2	3	2	0	1

Note: ** denotes small base

As shown in table 5, supervisors (43%) were the next most common source of information about health and safety, although they mentioned much less often than safety meetings. Drillers and caterers were most likely to mention supervisors (around half of each of these groups of workers put them in the top three).

Safety Reps (40%) were ranked just behind supervisors but they were mentioned by just over half of scaffolders and those working in catering. It was also notable that Safety Reps also seem to rely on their peers for information about health and safety.

Other quite frequently mentioned sources of information were inductions (35%, but including 42% of scaffolders), safety alerts (33%, but 44% of managers and 43% of those working in drilling) and notice boards (30%). Colleagues were cited by 20% of those answering the question. The HSE's own website had fewer mentions (7%), perhaps reflecting the very limited access to the internet on most installations – this figure was, however, notably higher among Safety Reps (17%), managers/supervisors (14%) and among the small sample of medics (19%).

If people wanted to get information from the HSE, two-thirds of workers would expect to get it from their Safety Rep, while just over half would plan to get information from a website. The latter figure contrasted with the very modest numbers who placed online options in their top three sources actually used – the HSE question is more hypothetical. Beyond this, a minority of one in five would use telephone contact.

As table 6 shows, scaffolders and caterers were most likely to say that they would expect to get HSE information from their Safety Rep but managers/supervisors, Safety Reps and especially medics were more likely to use a website. Safety Reps and medics were the groups most likely to use telephone contact to get information from the Health and Safety Executive.

	Total	Managers/ Supervisors	Scaffolders	Caterers	Medics	Safety Reps
	%	%	%	%	%	%
Base: all answering	3757	737	134	279	**44	189
Safety Rep	66	46	76	79	34	65
Website	54	68	36	36	91	70
Telephone contact	20	24	24	20	32	29

Note: ** denotes small base

Respondents were then asked to pick from a list of possible **issues that the HSE might have raised** over the previous year. Half of respondents noted the investigation of an incident, followed by over a third who mentioned health, worker involvement and hydrocarbon releases. About a quarter ticked either 'Improvement or Prohibition Notices for an installation' or 'asset integrity'. Rather fewer mentioned either Not Required Back (NRB) or Key Programme 3 (KP3) but only 7% were unable to think of any issues raised by HSE in the last 12 months.

As indicated in table 7 overleaf, it was more likely that present (and to a lesser extent past) Safety Reps would mention any of these issues when compared to their colleagues. Managers and supervisors were also more likely to recall certain issues, especially hydrocarbon releases, asset integrity and KP3. Asset integrity, hydrocarbon releases and KP3 were mentioned by significantly more direct employees than contractors and medics were, unsurprisingly, most likely to tick health issues.

Table 7 – awareness of issues raised by the HSE in the last year							
	Total	Safety Rep	Ex-Safety Rep	Manager/supervisor	Medics	Employee	Contacto
	%	%	%	%	%	%	%
Base: all answering	3593	185	416	729	**43	838	2707
Investigation of an incident	54	58	56	58	53	59	53
Health	37	37	33	36	77	38	36
Worker involvement	37	47	39	41	42	37	37
Hydrocarbon release	35	37	41	49	45	45	32
Improvement or Prohibition notice	26	35	27	30	33	28	26
Asset integrity	24	35	33	45	34	34	21
NRB	14	25	19	17	14	13	15
KP3	10	18	15	26	12	20	8
None	7	5	6	5	9	5	7

Note: ** denotes small base

Following on with HSE's issues, the questionnaire asked the workforce about whether they had read or made use of various HSE publications. Each of the four publications (Tea Shack News, the HSE leaflet, Play Your Part and Guidance and Leaflet) had been seen by at least three-quarters of respondents and were rated as being very or fairly useful by well over half of those answering. The highest rating for usefulness was recorded for the HSE's leaflet (82%), followed closely by Tea Shack News and Guidance and Leaflet (both 78%). Play Your Part was rated as useful by 63% of the sample. Table 8, overleaf, summarises views about the publications.

Table 8 – usefulness of specific information sources from the HSE				
	Tea Shack News	Play Your Part	HSE leaflet	Guidance and leaflets
Base: all answering	3582	3360	3523	3418
	%	%	%	%
Very useful*	26	19	25	24
Fairly useful*	52	44	57	54
Not very useful	9	10	7	7
Not useful at all	2	2	2	2
Never used/ read	11	25	9	13
ALL USEFUL*	78	63	82	78

It is worth noting that the usefulness of these publications was to some extent qualified because about twice as many rated each of them as being “fairly” rather than “very” useful. Other than Tea Shack News, the more recent recruits to the North Sea tended to find each of the publications more useful than their more experienced colleagues. For example, 74% of those with less than two years in the North Sea rated Play Your Part as being useful compared with 58% of those who had worked in the area for over five years.

More generally, the sample was asked to identify the ways in which they would be most interested in receiving information from the HSE. The most popular choice was an offshore workforce website (mentioned by 56% of respondents but including 60% of managers and supervisors, 66% of current Safety Reps and 71% of medics). This reflects the quite high volume of mentions of online preferred access to HSE information noted earlier.

There were rather more modest mentions for receiving information from the HSE via health and safety awareness seminars (25% but including 47% of current Safety Reps, 41% of medics and 31% of managers and supervisors), an online safety forum (23% including 41% of medics and 39% of current Safety Reps) and an Electronic Bulletin (21% with 31% of managers and 39% of medics). There were much smaller numbers who picked News Reader (8% but 16% of deck crew), podcasts and mobile text alerts (both 4%).

Table 9 – preferences for receiving information from HSE								
Base: all answering	Total	Managers/ supervisors	Drilling	Deck Crew	Catering	Medics	Marine Crew	Current Safety Reps
	3566	701	470	170	268	**41	90	179
	%	%	%	%	%	%	%	%
Health and Safety awareness seminars	25	31	17	32	26	44	23	47
Offshore worker specific website	56	60	55	58	51	71	56	66
Online safety forum	23	26	20	22	21	41	23	39
Podcasts	4	3	4	5	3	5	4	8
Electronic bulletin (ebulletin)	21	31	19	14	12	39	20	27
Mobile text alerts	4	2	3	5	5	0	3	4
News reader (RSS)	8	9	8	16	11	2	8	12
None	21	14	26	18	24	5	26	7

Note: ** denotes small base

It is worth noting that a fifth of the sample was not interested in any of the suggested sources, including about a quarter of those working in the areas of drilling (26%), catering (24%) and as marine crew (26%).

4.3 Hazards and accidents

The sample was presented with a list of possible sources of information about major hazards in the workplace and the measures and arrangements in place to prevent major accidents and were asked to identify which they used. The most commonly used sources were Safety Meetings and Tool Box Talks, both cited by 79% of respondents. Medics and caterers were less likely to take part in Tool Box Talks but Safety Meetings were mentioned by consistently high numbers in all work areas.

Four sources of knowledge were each mentioned by about two-thirds of those completing the questionnaire – participation in risk assessment, experience, Permit To Work and via employers (but 70% for direct employees and 68% for managers/supervisors and 69% for those working in drilling). Notably, caterers were least likely to mention participation in risk assessment, experience and, especially, Permit to Work.

Relatively few people mentioned elected Safety Reps (41%; with managers the group least likely to mention with 32% citing this source) and their own knowledge of the installation's safety case (34%). Table 10, overleaf, has more detail of sources of information by work areas.

Table 10 – sources of information about major hazards and measures in place to prevent major accidents						
Base: all answering	Total	Managers/ supervisors	Drilling	Catering	Medics	Direct employees
	3714	729	486	280	**42	860
	%	%	%	%	%	%
Safety Meetings	79	75	81	83	93	78
Tool Box Talks	79	77	79	67	57	76
Participating in Risk Assessments	67	75	66	46	64	71
Experience	67	76	68	43	64	71
PTW (Permit to Work)	66	72	62	16	55	70
My employer	63	68	69	66	74	70
Knowledge of the safety case	34	49	29	20	43	47
Elected Safety Reps	41	32	42	55	48	41

Note: ** denotes small base

4.4 The safety case

Asked whether they had been consulted about their installation's safety case (SC), a clear majority of the sample (70%) said that they had **not** been. The highest levels of consultation were recorded for managers/supervisors (46%) and deck crew (40%) along with the small sample of medics (47%).

Direct employees of oil and gas companies were far more likely to have been consulted (42%) than those working as contractors (26%). This was also the case for current and previous Safety Reps (50% and 43% respectively versus 26% who had never been a Safety Rep).

Those who had been working offshore for over five years were far more likely than those serving shorter periods to have been consulted on their installation's Safety Case (35% versus 23% or less respectively).

	Total	Managers/ supervisors	Deck Crew	Medics	Employees	Current Safety Rep	Previous Safety Rep	More than 5 years offshore
Base: all answering	3553	711	167	**43	832	177	416	2086
	%	%	%	%	%	%	%	%
Consulted	30	46	40	47	42	50	43	35
Not consulted	70	54	60	53	58	50	57	65

Note: ** denotes small base

Consultation took a variety of forms and the following list summarises the picture across the whole sample (i.e. focussing on all respondents, not just those consulted):

- I know where to find the SC if I want it 22%
- I was provided with information about the content of the SC 13%
- I was asked to read part or all of the SC 12%
- I was asked to give my opinion on part or all of the SC 8%
- I contributed to/was partially involved in the writing/revision of the SC 7%
- I was fully involved in writing/revising the SC 2%

Managers/ supervisors and medics were far more likely than all other work areas to have been asked to give their opinion on all or part of the SC (20% and 16% respectively versus 9% or less in other work areas) or to have contributed to the writing or revision of the SC (both 20% versus 5% or less in other work areas).

Across the whole sample, 13% felt that changes had been made to their installation's safety case as a result of workforce consultation. Managers (24%) and current Safety Reps (30%) were the most positive in this respect.

	Total	Managers/ supervisors	Current Safety Rep	More than 5 yrs offshore
Base: all answering	3813	711	177	2086
	%	%	%	%
Yes	13	24	21	17
No	13	18	17	15

Note: the "not consulted" group are not shown here

Across the whole sample, around a fifth (21%) felt that the process had been effective at gaining their input, although twice as many felt the process was fairly effective (14%) as very effective (7%). Safety Reps (both current and previous holders of this role) were more positive about the process than those who had never been a Safety Rep (36% and 32% versus 18% respectively). Notably, only 2% of all respondents rated the process as ineffective, but medics were most critical of the process, with 14% rating it as ineffective.

	Total	Medics	Current Safety Rep	Previous Safety Rep	Never been a Safety Rep
Base: all answering	3813	**44	190	436	3152
	%	%	%	%	%
Very effective	7	2	12	11	6
Fairly effective	14	25	24	21	12
Ineffective (<i>not very or not at all effective</i>)	2	14	6	3	2

Note: the "not consulted" group are not shown here ** denotes small base

4.5 Involvement in health and safety in the workplace

Respondents were asked how well involved they felt in health and safety in their workplace. The overwhelming majority (90%) felt very or fairly well involved (41% said they felt very well involved).

Those most positive about this involvement were managers and supervisors and medics (60% in each group said they were very well involved). Other relatively high scores were recorded for those working in drilling (44% very well involved) or as deck crew (42%). Direct employees were also considerably more positive than contract workers (52% and 37% respectively).

Unsurprisingly, Safety Reps scored more highly than people who had never had this role (55% of current Safety Reps and 51% of previous Safety Reps felt very well involved versus 39% of those who had never been a Safety Rep).

The lowest figures for being very well involved were recorded for scaffolders (28%) and technicians (32%).

Table 14 – rating for extent to which feel well involved in health and safety in workplace						
	Total	Managers/ supervisors	Medics	Employees	Current Safety Rep	Previous Safety Rep
Base: all answering	3644	717	832	843	179	420
	%	%	%	%	%	%
Very well*	41	60	60	52	55	51
Fairly well*	49	33	36	42	40	40
Not very well involved	8	5	5	5	4	8
Not at all involved	1	1	0	1	1	1
ALL INVOLVED*	90	94	95	94	95	91

Note: ** denotes small base. The response '*I do not want to be involved in health and safety*' is not shown (less than 0.5% gave this answer)

4.6 Perceptions around the workplace, including hazards, hazards, involvement and addressing concerns

The questionnaire incorporated a battery of 17 attitude statements about health and safety and respondents were asked to state their level of agreement with each, focusing particularly on major hazards in the workplace. A scale of agree strongly, tend to agree, tend to disagree and disagree strongly was offered. While overall agreement was generally high, it is important to note that there was often qualified agreement ('tend to agree') and, in a few cases, a degree of disagreement. Managers and supervisors tended to hold the most positive attitudes on most statements, as did direct employees.

The statements are grouped around four key themes and discussed in the following paragraphs.

Overall perceptions of health and safety and major hazards

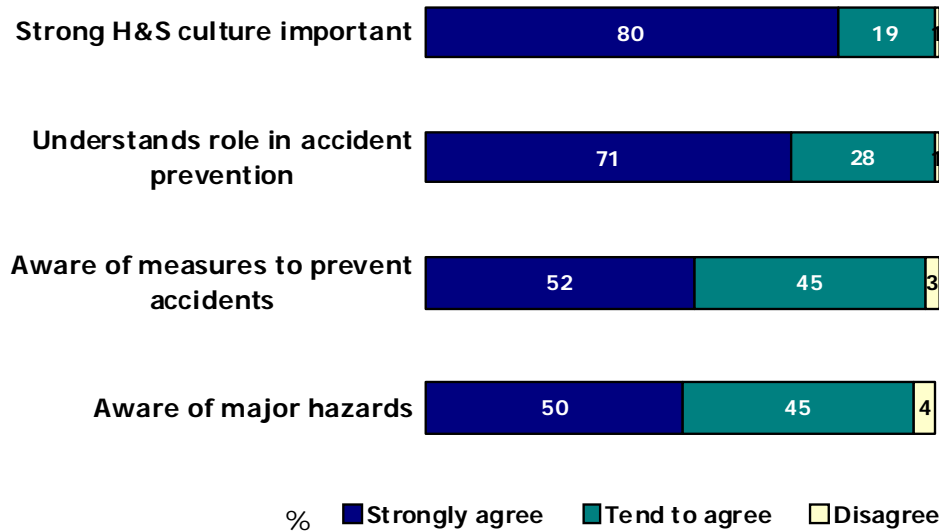
Almost everyone (99%) agreed to some extent that it was **important for a company to have a strong health and safety culture**. Eighty percent strongly agreed with this statement (including 87% of managers and supervisors) and this was one of the highest levels of strong agreement across all the statements.

The overwhelming majority (96%) agreed that they were **fully aware of the major hazards in the workplace**, but just 50% were in strong agreement. Managers and supervisors were the most positive group, with 62% agreeing strongly with the statement (compared with 54% or less in other work areas). Direct employees were also more positive than contracted staff: 59% agreed strongly versus 48% respectively.

Overall agreement was very high (97%) that people were **fully aware of the measures in place to prevent major accidents in the workplace**. However, nearly half of this agreement (45%) was a qualified 'tend to agree'. Managers and supervisors and direct employees were most likely to be in strong agreement (62% and 59% respectively compared with 51% across the whole sample) while 7% of scaffolders disagreed with the statement.

Ninety nine per cent of respondents also agreed that they **understood their role in the prevention of major accidents**, with 71% in strong agreement. Relatively higher levels of strong agreement were recorded for medics (81%), marine crew (80%) managers/supervisors (79%) and direct employees (76%),

Chart 1 – agreement statements for overall perceptions of health and safety



Base: all answering and expressing an opinion (3600+)

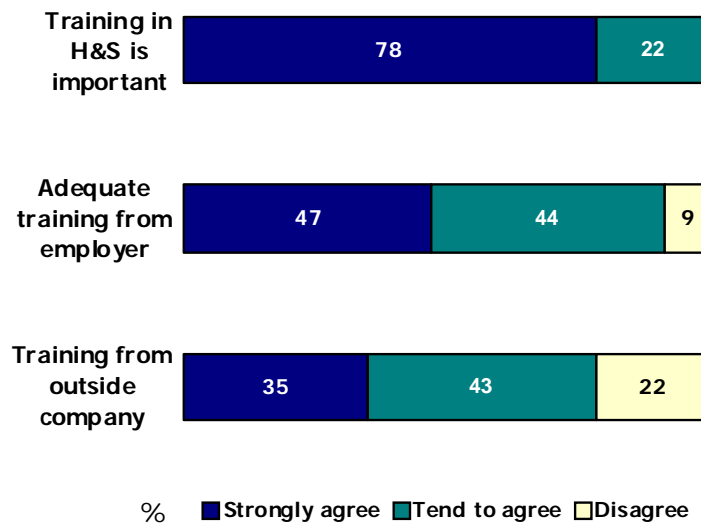
Training in health and safety

There was overwhelming agreement (99%) that **training was important for people to be aware of health and safety**, with 78% in strong agreement. Medics (86%), marine crew (84%) and managers (82%) were most likely to strongly agree, along with direct employees (84%).

Nine in ten (91%) of the sample felt that they had **received adequate training from their company to enable them to be fully involved in health and safety issues**, although many people tended to agree (44%) rather than express strong agreement (47%) and a minority 8% disagreed with the statement. The highest agreement across work areas were recorded for drillers (95%), marine crew (93%), managers/supervisors (93%) and caterers (92%). Agreement was also stronger among direct employees (55%) than among contractors (45%).

Almost three quarters of the sample (73%) agreed to some extent that they had **received training from outside their company to enable them to be fully involved in health and safety issues**. Just over a fifth disagreed (21%), with marine crew registering the highest level of disagreement (29%).

Chart 2 – agreement statements about training in health and safety



Base: all answering and expressing an opinion (3600+)

Worker involvement in health and safety

There was near universal agreement (98%) that it was important for the **workforce to be involved in health and safety**, with 79% strongly agreeing (one of the highest levels of strong agreement) including 93% of medics and 85% of both managers and supervisors and direct employees.

A very large majority (92%) also agreed that **senior managers valued workforce involvement** in health and safety, although only 52% agreed strongly with this statement. Managers and supervisors were the most positive in this respect (68% in strong agreement) but scaffolders were more critical (17% disagreed with the statement). Notably those that had been working offshore for less than a year and direct employees were more likely to agree strongly with this view (66% and 64% respectively).

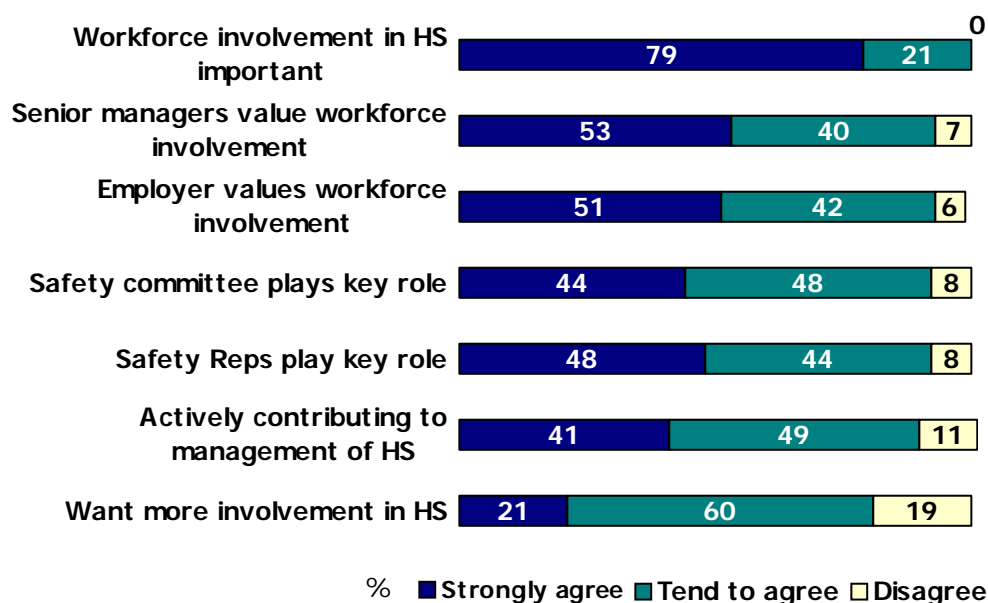
Contractors were similarly positive about their **employer valuing workforce involvement**: 94% agreed that this was the case. Drillers (62%), managers/supervisors (59%) and those with less than a year working on North Sea installations (64%) were most likely to be in strong agreement.

Well over eight in ten respondents (86%) agreed they were **actively contributing to the management of health and safety issues**; 39% agreed strongly. Managers and supervisors (61%) and medics (60%) were most likely to be in strong agreement, whilst contractors were less positive than workers directly employed (35% strongly agreed compared with 51% respectively). Most people (81%) agreed to some extent that they would **like to be more involved in health and safety issues** (although just 21% were in strong agreement).

There was a high level of agreement (91%) that **Safety Reps play an important part in health and safety** in the workplace. Strong agreement was less marked among former Safety Reps (47%) than among those who currently had this role (63%). Some 13% of former Reps actually disagreed (as did 11% of managers and supervisors).

Nine in ten agreed that the **safety committee played an important part in workforce health and safety**, including 44% in strong agreement. Views were largely consistent across the sample groups although 13% of former Safety Reps disagreed with the statement.

Chart 3 – agreement statements about worker involvement in health and safety



Base: all answering and expressing an opinion (3600+)

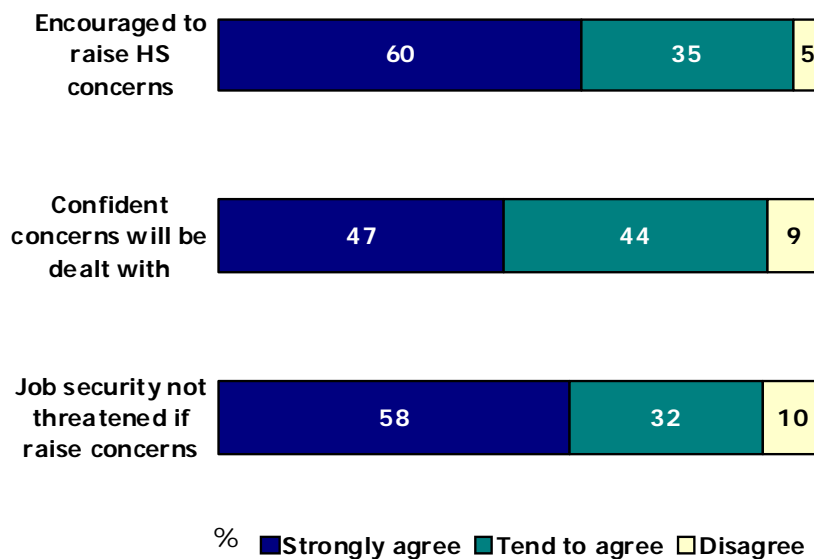
Addressing health and safety concerns

Over half of the sample (60%) strongly agreed that they were **encouraged to raise health and safety concerns in their workplace** and a further 35% tended to agree, leaving 5% who disagreed with the statement. Overall agreement was at least 90% for all work areas with strong agreement was most likely to be registered amongst managers and supervisors (72%). It should be noted, however, that 10% of both scaffolders and marine crew disagreed with the statement along with 25% of those who did not feel involved in health and safety in the workplace.

Nine in ten respondents (91%) agreed to some extent that they **were confident their health and safety concerns would be dealt with appropriately**, but as just under half (47%) agreed strongly, a small majority of people were **not** in strong agreement that concerns would be treated suitably. Managers and supervisors and direct employees were the most confident about how concerns would be dealt with (59% of both groups in strong agreement).

Most people (58%) agreed strongly that their **job security would not be threatened if they stopped a job they thought was unsafe**, and a third (32%) tended to agree. Nonetheless, this left one in ten of the workforce disagreeing with this idea, implying that they perceived their job would be at risk if they stopped work on safety grounds. Disagreement was most common among scaffolders and marine crew (both 15%), as well as being relatively higher amongst contractor staff (12%).

Chart 4 – agreement statements about addressing health and safety concerns



Base: all answering and expressing an opinion (3600+)

4.7 Raising concerns and overall health and safety management

The survey asked to whom workers would take their concerns about health and safety in their workplace, and respondents were presented with a list of possible recipients of such concerns.

Seventy nine per cent of overall sample (and 88% of technicians) said they would take the issue to their supervisor, while more than half would go to their Safety Rep (58%) or to the OIM (55%; notably 70% of managers or supervisors and 91% of medics would go to the OIM). About a third (35%) said they would go directly to their employer, while a sixth (18%) would raise their concerns with the HSE. Contractor staff were slightly more likely than direct staff to

say that they would report their concerns to their supervisor (80% versus 74% respectively) or to their Safety Rep (59% versus 54%).

	Total	Managers/ supervisors	Technicians	Medics	Contractor
Base: all answering	3656	718	1096	**43	2757
	%	%	%	%	%
Direct to employer	35	46	29	28	36
OIM	55	70	48	91	52
Supervisor	79	60	88	42	80
Safety Rep	58	49	63	47	59
HSE	18	17	18	28	18

Note: ** denotes small base.

Asked about their overall impression of health and safety management, 88% of the sample rated this as good (42%) or very good (46%). A tenth of respondents thought the management was about average and 1% rated it as poor. These results were markedly more positive than the figures recorded on a similar question asked as part of the HSE's 2006 FIT3 survey of the wider GB workforce (when only 63% thought this management was good or fairly good).

Managers and supervisors, deck crew and those working in catering were most likely to give management of health and safety the highest rating (57%, 53% and 55% respectively).

Workers who were relatively new to the North Sea were also more positive: at least 50% of those with less than two years experience said that the management of health and safety was very good, perhaps comparing it with where they had worked previously.

The trend for direct employees to be more positive continued: 55% gave a very good rating compared with 44% of contractors.

Unsurprisingly, those who did not feel well involved in health and safety in the workplace were most likely to be critical of the management of this issue – only 12% rated it as being very good (compared with 53% of those who felt well involved).

Table 16 – rating for overall impression of health and safety management							
	Total	Managers/ supervisors	Deck crew	Catering	Direct Employees	Not involved in HS	1 year but less than 2 years offshore
Base: all answering	3630	712	171	275	841	341	313
	%	%	%	%	%	%	%
Very good	46	57	53	55	55	12	50
Good	42	35	39	36	37	41	43
About average	10	8	8	8	8	34	5
Poor	1	1	0	1	*	9	1
Very poor	*	*	0	*	*	3	0
ALL GOOD	88	91	92	91	92	53	94

Note: * denotes less than 0.5%

5 The questionnaire



GfK NOP



Offshore Worker Health and Safety - HSE review

+

This questionnaire has been compiled with the input and support of Unite and the offshore wing of RMT (formerly OILC) unions, also Oil & Gas UK, OCA, IADC North Sea Chapter, and the individual members of the OIAC Workforce Involvement Group.

The information gathered will contribute to the group's report on the involvement of the offshore workforce in major hazard health and safety issues. This will form part of the KP3 review. HSE is also interested in building up a picture of how H&S information reaches offshore workers.

An independent survey research agency, GfK NOP, has been commissioned to undertake this research on our behalf. To this end, we would be grateful if you would complete the questionnaire and return it to the GfK NOP interviewer or place it in the box provided

We are most grateful for your time and your contribution. Thank you.

1. How long have you spent working offshore in the North Sea? *PLEASE TICK ONE ONLY*

- Never been offshore before - sorry, you are not eligible to take part in the survey
- Less than a year
- 1 year, less than 2 years
- 2 years, less than 5 years
- 5 years or more

+

For the rest of the survey, please answer the questions by thinking about the **LAST INSTALLATION** you were on.

2. Which one of these is your main work area? *PLEASE TICK ONE ONLY*

- | | |
|--------------------------------------------------------------------------------|--------------------------------------|
| Management/Supervisor <input type="checkbox"/> | Deck Crew <input type="checkbox"/> |
| Technician <input type="checkbox"/> | Catering <input type="checkbox"/> |
| Drilling <input type="checkbox"/> | Medic <input type="checkbox"/> |
| Scaffolder <input type="checkbox"/> | Marine Crew <input type="checkbox"/> |
| Another work area (<i>PLEASE TICK AND WRITE IN</i>) <input type="checkbox"/> | |

3. In which of these settings have you worked on most recently? *PLEASE TICK ONE ONLY*

- | | |
|--------------------------------------------------|-------------------------------|
| On a fixed installation <input type="checkbox"/> | FPSO <input type="checkbox"/> |
| MODU <input type="checkbox"/> | NUI <input type="checkbox"/> |

4. Do you work for a contractor?

- Yes, work for a contractor No, work for an oil/gas company

5. Are you currently or have you ever been, an elected safety representative? +

- Yes, currently an elected safety representative
- Yes, have been one in the past
- No, never been a safety representative

6. In order of importance, what are your **THREE** main sources for information and advice on health and safety? PLEASE WRITE 1 BY YOUR MOST IMPORTANT SOURCE, 2 BY THE SECOND AND 3 BY THE THIRD

+	Elected Safety Reps	<input type="checkbox"/>	Inductions	<input type="checkbox"/>
	Colleagues	<input type="checkbox"/>	HSE website	<input type="checkbox"/>
	Supervisors	<input type="checkbox"/>	Other website/Internet	<input type="checkbox"/>
	Notice Boards	<input type="checkbox"/>	Card in Room	<input type="checkbox"/>
	Safety Meetings	<input type="checkbox"/>	Safety Alerts	<input type="checkbox"/>

7. If you want information from the Health and Safety Executive (HSE), how would you get it?
PLEASE TICK ALL THAT APPLY

Phone	<input type="checkbox"/>	Safety Reps	<input type="checkbox"/>
Website	<input type="checkbox"/>	Any other way? (PLEASE TICK AND WRITE IN)	<input type="checkbox"/>

8. Which of these issues have you been aware of HSE raising over the last year?
PLEASE TICK ALL THAT APPLY

KP3 (Key Programme 3)	<input type="checkbox"/>	Workforce Involvement	<input type="checkbox"/>
Improvement/Prohibition Notice(s) for your installation	<input type="checkbox"/>	Hydrocarbon Releases	<input type="checkbox"/>
NRB (Not Required Back)	<input type="checkbox"/>	Investigation of an Incident	<input type="checkbox"/>
Asset Integrity	<input type="checkbox"/>	Health	<input type="checkbox"/>

Any other issues? (PLEASE TICK AND WRITE IN)

None

9. How useful are each of these sources of information provided by HSE?
PLEASE TICK ONE ANSWER ON EACH LINE

	Very useful	Fairly useful	Not very useful	Not useful at all	Never used/read
Tea Shack News	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Play your Part	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HSE Leaflet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guidance & Leaflet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Would you like more information from HSE about what it is doing on offshore health and safety? IF YES, PLEASE WRITE IN WHAT YOU LIKE TO SEE PROVIDED BY HSE

11. Would you be interested in receiving information from HSE in any of these ways?
PLEASE TICK ALL THAT APPLY

+	Health and Safety awareness seminars	<input type="checkbox"/>	Electronic bulletin (ebulletin)	<input type="checkbox"/>
	Offshore worker specific website	<input type="checkbox"/>	Mobile text alerts	<input type="checkbox"/>
	Online safety forum	<input type="checkbox"/>	News reader (RSS)	<input type="checkbox"/>
	Podcasts	<input type="checkbox"/>	None of these	<input type="checkbox"/>

12. How do you know about the major hazards in your workplace and the measures and arrangements in place to prevent major accidents? *PLEASE TICK ALL THAT APPLY*
- | | | | |
|-----------------------------------|--------------------------|------------------------------|----------------------------|
| My employer | <input type="checkbox"/> | Knowledge of the safety case | <input type="checkbox"/> |
| Elected Safety Reps | <input type="checkbox"/> | Tool Box Talks | <input type="checkbox"/> |
| Safety Meetings | <input type="checkbox"/> | PTW (Permit to Work) | <input type="checkbox"/> |
| Participating in Risk Assessments | <input type="checkbox"/> | Experience | <input type="checkbox"/> + |
- Any other ways that you know? (*PLEASE TICK AND WRITE IN*)
-
13. Have you been consulted about your installation's safety case (SC)?
- Yes - please answer q14 and q15 No - please go straight to q17
14. In which of these ways have you been consulted about your installation's safety case (SC)? *PLEASE TICK ALL THAT APPLY*
- | | |
|----------------------------------------------------------------------------------------------|--------------------------|
| I know where to find the SC if I want it | <input type="checkbox"/> |
| I was provided with information about the content of the SC (e.g. presentation, handout etc) | <input type="checkbox"/> |
| I was asked to read part or all of the SC | <input type="checkbox"/> |
| I was asked to give my opinion on part or all of the SC | <input type="checkbox"/> |
| I contributed to/was partially involved in the writing/revision of the SC | <input type="checkbox"/> |
| I was fully involved in writing/revising the SC | <input type="checkbox"/> |
15. Are you aware of any change made to the SC as a result of workforce consultation?
- Yes No
16. If you were consulted about your installation's safety case, how effective do you feel the consultation was in gaining your input? *PLEASE TICK ONE ONLY*
- | | | | |
|------------------|--------------------------|----------------------|--------------------------|
| Very effective | <input type="checkbox"/> | Not very effective | <input type="checkbox"/> |
| Fairly effective | <input type="checkbox"/> | Not at all effective | <input type="checkbox"/> |
17. How well involved do you feel in health and safety in your workplace? *PLEASE TICK ONE ONLY*
- | | | | |
|------------------------|--------------------------|---------------------------------------------------|--------------------------|
| Very well involved | <input type="checkbox"/> | Not involved at all | <input type="checkbox"/> |
| Fairly well involved | <input type="checkbox"/> | I do not want to be involved in health and safety | <input type="checkbox"/> |
| Not very well involved | <input type="checkbox"/> | | |
18. For each of these statements please tick the answer which best applies to you and your workplace, particularly connected with the major hazards. For each one, please show how much you agree or disagree. *PLEASE TICK ONE ANSWER ON EACH LINE*
- | | Agree strongly | Tend to agree | Tend to disagree | Disagree strongly | Not applicable |
|------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| It is important for the workforce to be involved in H&S issues | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I am active in contributing to the management of H&S issues | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The senior managers of my workplace value workforce involvement in H&S | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| As a contractor, my employer values workforce involvement in H&S | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Safety representatives play an important role in workplace H&S | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The safety committee plays an important role in workplace H&S | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I would like to be more involved in H&S issues | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| I feel that I am fully aware of the major hazards in my workplace | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

19. For each of the following statements particularly connected with major hazards, please show how much you agree or disagree with each *PLEASE TICK ONE ANSWER ON EACH LINE*

+	Agree strongly	Tend to agree	Tend to disagree	Disagree strongly	Not applicable
I feel that I am fully aware of the measures and arrangements that are in place to prevent major accidents in my workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is important for a company to have a strong H&S culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I understand my role in the prevention of major accidents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training is important for people to be aware of H&S	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have received adequate training from my company to enable me to be fully involved in H&S issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have received training from outside my company to enable me to be fully involved in H&S issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am encouraged to raise H&S concerns in my workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am confident that my H&S concerns will be dealt with appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My job security will NOT be threatened if I stop a job I think is unsafe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. If you raise health and safety concerns about your workplace where would you take your concerns? *PLEASE TICK ALL THAT APPLY*

Directly to your employer <input type="checkbox"/>	To your safety representative <input type="checkbox"/>
To the OIM <input type="checkbox"/>	Directly to HSE <input type="checkbox"/>
To your supervisor <input type="checkbox"/>	

21. What is your overall impression of health and safety management of your workplace?
PLEASE TICK ONE ONLY

+	Very good <input type="checkbox"/>
	Good <input type="checkbox"/>
	About average <input type="checkbox"/>
	Poor <input type="checkbox"/>
	Very poor <input type="checkbox"/>

22. Is there anything else you would like to say about workforce involvement and/or health and safety in the North Sea? *IF YES, PLEASE WRITE IN THE BOX BELOW*

THANK YOU FOR COMPLETING THIS CONFIDENTIAL QUESTIONNAIRE. PLEASE HAND BACK YOUR QUESTIONNAIRE TO THE GFK NOP INTERVIEWER OR INTO THE BOX SUPPLIED

If you do have any queries about the research, or about GfK NOP, please contact the project manager at GfK NOP, Claire Bhaumik, email - claire.bhaumik@gfk.com or tel. +44(0) 20 7890 9717

Alternatively, you can contact Julie Voce, Chair of the Workforce Involvement Group, Offshore Division, Health & Safety Executive about the research or the Workforce Involvement Group email - julie.voce@hse.gsi.gov.uk or tel. +44(0) 151 951 3439

N

+

6 Verbatim outputs from the qualitative work

Q6 main sources for information and advice

- **Safety meeting:**

'And you find that safety meetings are quite sort of active meetings....'

'Generally, safety has become an everyday issue. Various industries, not just the oil (industry). And safety – the last 15, 20 years, it's come on in leaps and bounds. For the better, obviously. And you've got dedicated people driving it. The guys that we associate with, we couldn't fault their commitment.'

- **Website/email alerts not important**

'I doubt very much any of these lads would even consider going onto the HSE website, unless - for information - unless it's something that they wanted to prove a point over.' (Manager)

'I think leaflets are quite good. I think email - there's a lot more people pick it up, but offshore there's still a lot who don't have access. It's fine for us because we sit at a computer all day, so it would flash up in front, but for manual workers it wouldn't. And when they finish shift, they're certainly not going to go into their email and start reading bulletins. So I think to come out in leaflets and their safety bulletins....'

"So they can go into their emails but they're doing their personal emails, are they?"

Oh, loads of access. Especially where we are. We've got loads of access. But they don't want. Who would want to go when they've finished work and go in and see - Because you forget as well that we work twelve and a half hour shifts. So the last thing somebody will think when they've finished - and by the time they've all come in, showered, went to eat, then probably about eight o'clock at night they're getting back up at quarter to five in the morning, so - They won't look into their emails and read an HSE bulletin that's coming out, if there's one coming in underneath that says 'Dear Dad, guess what I did at school today'? So they'll just close that down and go into the Dear Dad. Which I think is understandable. "I think a lot of the problem is - they tend to do a lot of things with people's off-time, and you don't get the same input from people. Because they don't want to be there, they want to be at home. So to push these big things, I think the best way to get a good involvement and feedback is to take the people away from their work.' (Medic)

'If you're interested, you keep up to date on the website for all that stuff.' (**Safety Rep**)

Q 7 how you get info from HSE?

- **Safety Reps**

'Well, they're committed. There's no two ways about it. They enjoy it as well. There's a couple of guys really get their teeth into it. They take it on because there is a concern, obviously.'

- **Employer/OIM**

'The best conduit would be the manager, I suppose. The rig manager and the offshore installation manager (OIM)' (**Contractor**)

Q8 which issues most aware of HSE raising?

- **Investigation of an incident**

Unfortunately, that's how you learn most, most of the time. That's how improvements come about, because something has happened and then you think, oh no. Make sure it doesn't happen again. It's preventative to share. Yeah, just sharing information around the whole of the drilling and oil industry. That's happening. That happens. Collaboration. It's a good tool. Collaboration is a good tool for safety.' (**Contractor**)

'(Just been on his company's annual safety meeting – off shore))You go and you listen to that all day...it's like a boost, like if there is an incident on board, that's a boost because everybody's awareness is...you are going along and complacency may set in. And then all of a sudden something happens and then everyone's boosted again by that... it puts it right to the front again.' (**Contractor**)

'You're always going to be fighting a losing battle. Unfortunately, a lot of safety - the only time people sit up and either decide to change their safety culture or their view on safety is when something happens. And then they're interested. And sometimes it takes an incident or accident to happen before people readjust, and they actually start thinking about what's been said to them over the past about safety, and realise it's the truth.'

Q9 Usefulness of:

- **Tea Shack News**

'...find it...hanging up on the little notice board, and you take it down and you have a look at it. Generally speaking, most of the guys will pass their eyes over it, most of the time...it just gives you an insight to what's actually happening round about you at the time. Various legislation that's coming in, you know.... It is handy, yeah.'

'What you tend to find as well is – if there's anything happening to what we're doing, it'll get brought up at safety meetings and stuff like that – for discussion. So yeah, they are usually dotted about all over the platform so everyone gets a hand on them.'

"What about the name, the pictures, the format?"

'It's acceptable. You're not wanting to take in too much information as you get reams and reams and reams of paper, and you can sit and look at it and after five minutes the guys will put it down. So you're looking for something brief.'

'And if you're in a tea - it's a tea shack - sitting by yourself, then I'd probably read it all. If I was in with mates talking about football or something else then I'd probably skip through it, if I picked it up. If I was reading it - aye - to me, it's probably - it's not too - not too in-depth.' (Storeman)

'I haven't seen it ever on any installation I've worked on. But I've seen it in the heliports.' (Medic)

- **Play Your Part**

'...the case studies...I would highlight them more... because somebody might just say, oh look at that. Read that. Probably miss all this (main text), but they'd read those... Incident alerts, everybody reads them...'

'I mean that's virtually drummed into us on our rig about playing your part. Any time you can stop the job and ... the involvement there. I think that's relevant.'

"What's the right place to have this available? When is the right place to read it?"

'It's got to be easily accessible, so in the tea shacks, recreation rooms. I'm not saying put them in everyone's cabin because ... that could be a waste. But accessible points yes.'

- **Worker involvement; Give it a go**

'Chances of you getting anybody off a rig to go to one of these meetings voluntarily is nil. The only people that may want to go are people that are interested in progressing their career, to show that they've been doing it. But I doubt very much you would get very - very few people that matter anyway which would go to one of these in their own time. At the end of the day, they're there on the rig for three weeks, and that's their job. They want to be there three weeks, they want to go home and they want to forget about it.' (Manager)

'That is for safety officers, safety delegates.'

'But most people would - I would imagine - not take much notice, unless it was sort of raised by the company. Or they were perhaps maybe safety reps or something.' (Contractor)

'...would be better to do it in working time - personnel's working time. I think a lot of the things they forget is these people are onshore workers who go home every night. But because we're offshore workers, we don't get home. So when you do go home - you know - for your three weeks, the last thing you want to do is go away and be involved in anything work-wise. And I think they would get a much better input if they actually came out to the installations and did it on there. Or take people off the installations for two days, and did it then, and then let them go back to work.' **(Contractor)**

'It would need to be completely different. Because there's so many of these leaflets come out, that - none of them - if you look at them all, nothing really stands out. I think they would need to have something - a much more impacting headline than that. Because it doesn't even tell you what you're giving it a go at. Is it giving it a go at being more involved in your work? So it's not really very clear.'

Q10/11 whether would like more info from HSE?

'All I was on was Diazepam but seemingly it's not allowed offshore and I didn't know that... Even though my doctor legally prescribed it. So I brought it up with my HSE Adviser in my company.'

'You can always contact them direct. Phone or e-mail or whatever and if you've got any queries if you want to go above your sort of Supervisor sort of thing and then obviously there's always the HSE posters ... and it's got the numbers or whatever if you want to just sort of go outside your company and contact them.'

"And would you do something like that? Would you go straight to the HSE if you had a safety issue?"

Not unless it was something really serious like something that was obviously was not getting rectified. I've never seen anything that bad like... I mean you go through, obviously if it's something safety you'd ... (go through) your other workers and your Supervisor and if nothing gets done then you'll go, basically you'll go along the chain until something gets done.'

Q12 How do you know about the major hazards....and measures in place to prevent accidents

- **Safety meetings**

'We have weekly safety meetings... where any alerts or incidents that's happened will be read out, pictures shown. Well this happened...and it's to heighten our awareness of how we can stop that happening with us. We may already have got things in place to stop that happening, but you might see something – oh well, we can do something to make sure that that doesn't happen.' (Contractor)

- **Toolbox talks**

'Every task is toolbox talked and risk assessed.'

'We have our own safety meetings. We have a meeting every morning and if there's anything you want to bring up with the Camp Boss you do it then and we have tool box talks.' (Catering assistant)

Q13/14/15/16 Have you been consulted about your installation's safety case? (70% said no) In what way consulted? Aware of any changes to SC? How effective was the consultation?

(Looking at Worker Involvement leaflet – Give it a go) 'Because they're talking about hazard awareness, instant analysis, safety case consultation - common on the ground workers aren't involved in safety case consultation. They might - they'll know what incident analysis - they might think well, are they just talking about incidents happening, but they might not know what that is. And hazard awareness - it's phrases that safety officers would use.' (Medic)

Q17 How well involved do you feel in health and safety in your workplace?

'Definitely (take workforce involvement seriously). They encourage you to take part actively in health and safety...where I go...it's not an issue. If you see something unsafe, and if you see it first...you stop the job.'

“Are you ever concerned about NRB?”

‘No, not at all. Because we’re formally encouraged to do it. If we turned a blind eye to something because of that, then you’re putting everybody at risk, aren’t you. So, no, not at all.’ (Contractor)

Safety on the rig. Top priority... You want to go out and go home the same way...healthy. And you want everybody else to as well...everyone’s the same. Across the board. I’ve been offshore for 18 years now, and it’s always been the same. (Chief Mechanic)

Q20 if you raise health and safety concerns where would you take them

- **To your supervisor**

‘But if we have any problems, you just go to your supervisor or the OIM – they are always there to... and the safety reps as well. If you think something’s wrong you know, and you want more information on something, you can go to them... You wouldn’t go directly to HSE (Contractor)

Q21 overall impression of health and safety management of your workplace.

‘Safety across the board, it’s a different animal from when I first started. The reporting of it. We report everything. It’s tedious sometimes, the detail we go into....Now everything is getting reported and all the stats are being collated so we can get proactively after these things, these things that are hurting us.’ (Manager)

‘Well, it (safety) has got a lot better. Unfortunately it took 167 people killed on the Piper Alpha to bring it out. That’s when it all changed.’

“What have you specifically noticed for the good?”

‘Training. Training. Companies are putting more and more into training personnel now. Sending them for different courses, and the supervisors, they’re getting told how to supervise properly.’

Workforce involvement/Worker participation

“What does ‘worker involvement’ or ‘workforce involvement’ mean to you?”

Involvement in HSE legislation and procedures, that kind of thing. Aye, I believe there’s a website now. Is there a website?

“Do you get most of your information via websites as opposed to say in leaflets?”

‘No no, More leaflets. Notice board or HSE alerts, accident investigations, things like that’ (Contractor)

‘Only really get involved in as much as talking about safety...we do our own inspections - everybody has to do so many safety inspections every time they’re offshore. Every week you’ve got to do at least one or two.... You have to watch how other people are working – just an informal thing. Although they do have set tourslike a group will go out, and just go round the platforms, see all the work that’s ongoing at the time, and see if anybody’s working unsafely. And then just have a pep talk about it’.

(Contractor)

‘I think they need to force employers to understand that if you want good input and good attendance at these things then it has to be done in work time, not in off-time.’

‘But you would never find a BP or Shell, an Amerada Hess employee at these things when they should be at home. But you will find drilling contractor personnel at these things when they should be at home. There’s a big split.’ (Contractor)

‘I have been offshore 27 years now and I would say that when I first went offshore you daren’t pull anything up in front of the OIM because they poo poed it and pushed it to the side, but now I have to say they’re strongly very much for workforce involvement and they feel it’s an integral and very important part of the safety culture.’ (Former Safety Rep)

NRB

‘And if you don’t ... go by the book, well they’ll just get rid of you. You won’t keep your job. You’ve got to. The company’s stipulating you’ve got to follow the rules...if you don’t follow company policies and procedures, well you’re out the door.’ (Contractor)

*'It was always felt to be the case, that if you made a pain of yourself you could be NRB'd.
'Yeah.'*

'But I've worked for X (oil company) for over 20 years now, and I've never on a X installation heard of anyone being NRB'd for safety. (Oil company manager)

HSE image

'If we get a visit from the HSE, it's normally after something – a major incident, or someone's been hurt. HSE will come out and they'll investigate'

"So you see them as investigators?"

'Yes, the police, aye. The police... I know that isn't all they're there for, but that is what I do see them as.' (Contractor)

'The company definitely seek to have an ongoing working relationship with the HSE and they're forever in liaison with them over various things that we've got going. The rank and file know that the HSE are there, they know they can report to them if they need to.' (Oil company manager)'

Safety info

'I work on the same rig. I think the problem with anything to do with health & safety sadly is that there's so much of it. I mean, the company has its own initiatives - have a HSE drive - everybody's driving safety in the offshore industry. And you become blind to it, because there's so much. It's just another leaflet to read, so - I think there's - it's multi-agency approach, there's an awful lot of people driving safety. And if it was streamlined more, more definitive, more direct, then we could probably get the message that we want to get across in a better way....'

Certainly HSE (is a good provider of safety info) because there's no grey area - the information you're getting is correct. But how we streamline or funnel it down to the guy that's on the coalface, if you want to coin a phrase, should probably be looked at. I mean, it falls to the company - certainly the company I work for is heavily involved with safety. Very pro-safety. And I would imagine a lot of companies out there are. I mean, at the end of the day, it's an essential part of the contract - But, you know - there's an awful lot of safety initiatives, safety information, safety leaflets, safety posters, safety this, that and the other that are just free-flowing, free-flooding into the workplace.' (Manager)

7 Case story

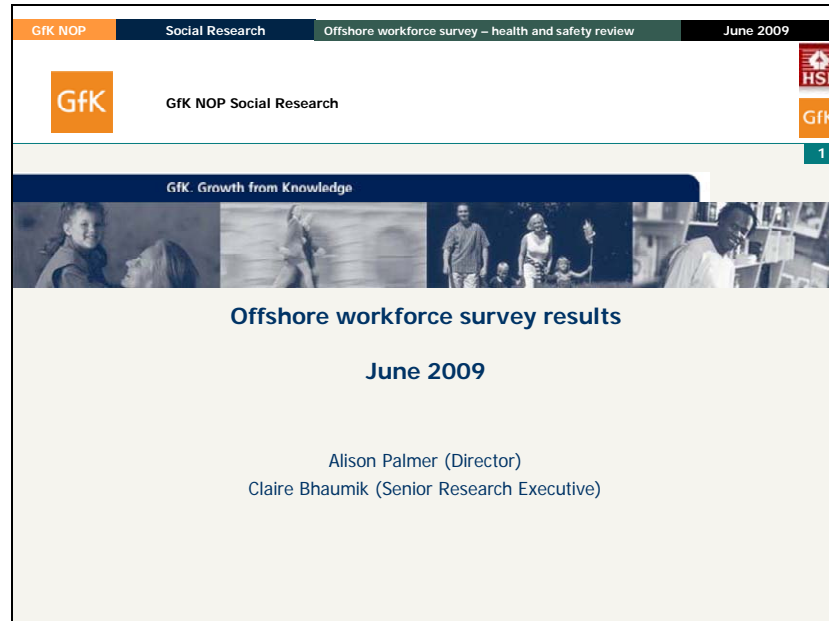
Contractor quits as Safety Representative

“Basically the main reason I resigned is because what happened; they were sending me on a course, and they were expecting me to go home basically literally within a day, come back within a day. The way it worked out I think your time onshore is as important as a safety factor for tiredness.”

- Off shore worker with 27 years experience in the industry
- Works two weeks on and two weeks off
- Lives in the east of England and travels to and from Aberdeen by train
- Had been a safety rep for several years with the same company
- Was required to take a 5 day course to update his skills
- Was happy to review his skills on safety and appreciated the necessity of doing the course
- He was informed that the course would be during his shore leave
- The course at Aberdeen fell halfway through his two weeks on shore, meaning he would have had to travel home for a long weekend, travel back to Aberdeen for the course, then back home for a second weekend and up again to Aberdeen to go back off shore
- The attitude of his company irritated him
 - He was told 'you **will** attend'
 - They messed him around with dates initially
 - They sprang it on him once again at short notice
 - They told him to pay his own travel and accommodation and they would reimburse him
- All these factors combined made him reconsider his position, and he resigned as a safety rep, although he still works for the same company

8 Slides from the presentation on 1st June 2009 to the WIG group

Slide 1



Slide 1 is a presentation slide with a header bar containing 'GfK NOP', 'Social Research', 'Offshore workforce survey – health and safety review', and 'June 2009'. The GfK logo is on the left, and the HSE logo is on the right. Below the header, the text 'GfK. Growth from Knowledge' is followed by a row of four small images showing people in various settings. The main title is 'Offshore workforce survey results' with the subtitle 'June 2009'. At the bottom, the names 'Alison Palmer (Director)' and 'Claire Bhaumik (Senior Research Executive)' are listed.

GfK NOP Social Research

GfK

HSE

GfK

1

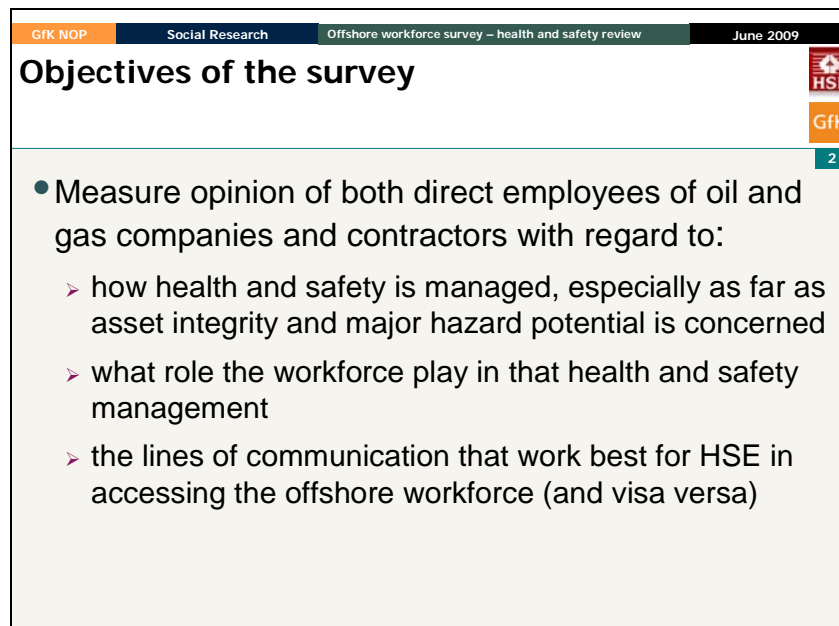
GfK. Growth from Knowledge

Offshore workforce survey results

June 2009

Alison Palmer (Director)
Claire Bhaumik (Senior Research Executive)

Slide 2



Slide 2 is a presentation slide with a header bar containing 'GfK NOP', 'Social Research', 'Offshore workforce survey – health and safety review', and 'June 2009'. The GfK logo is on the left, and the HSE logo is on the right. The main title is 'Objectives of the survey'. Below the title, a bulleted list outlines the survey's goals.

GfK NOP Social Research

Offshore workforce survey – health and safety review

June 2009

HSE

GfK

2

Objectives of the survey

- Measure opinion of both direct employees of oil and gas companies and contractors with regard to:
 - how health and safety is managed, especially as far as asset integrity and major hazard potential is concerned
 - what role the workforce play in that health and safety management
 - the lines of communication that work best for HSE in accessing the offshore workforce (and visa versa)

Slide 3

GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

Survey methods – quantitative and qualitative

HSE GfK 3

- Quantitative research involving:
 - Paper questionnaires were handed out by GfK NOP interviewers to workers waiting in heliport departure lounges in Aberdeen and Norwich airports
 - Interviewers visited all transport companies at these airports, every weekday between 4th – 20th March for 6 hours from 8.45am
 - In total 3813 useable questionnaires were returned which gives a robust dataset from which to analyse responses
- Qualitative researched involving:
 - Brief face to face interviews at Bristow's heliport in Aberdeen over the course of 12 hours on 4th and 5th March
 - A mixture of one to one, paired and group interviews
 - Provides an in depth look at the issues

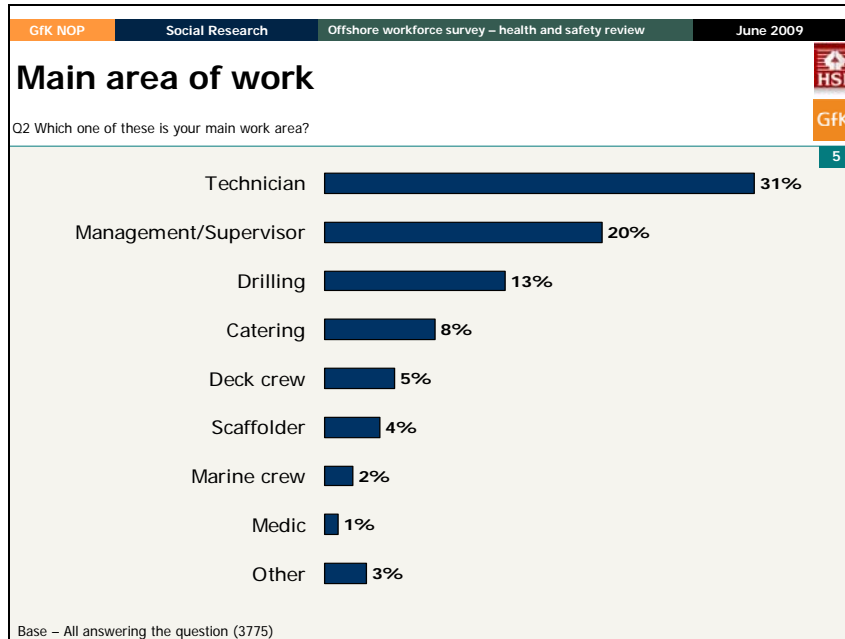
Slide 4

GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

HSE GfK 4

Sample profile

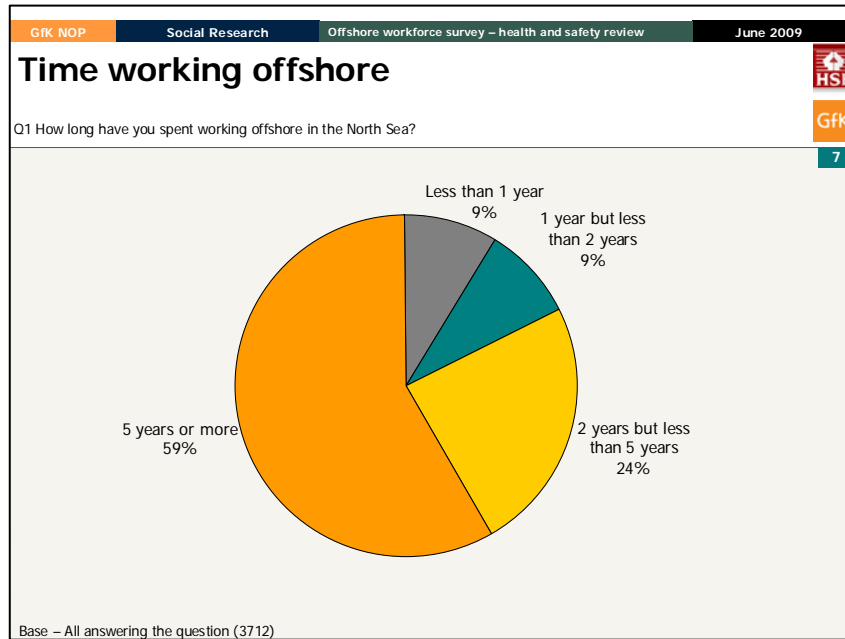
Slide 5



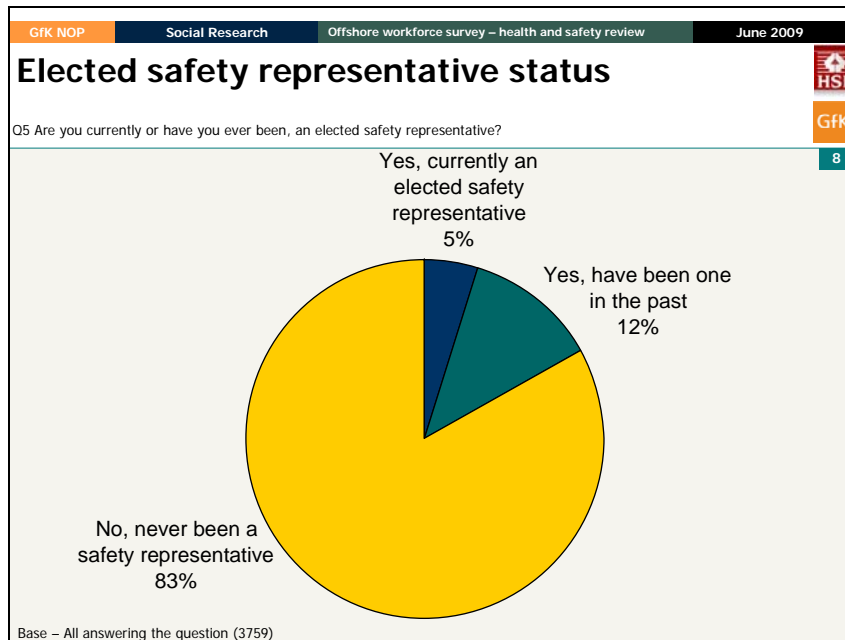
Slide 6



Slide 7



Slide 8



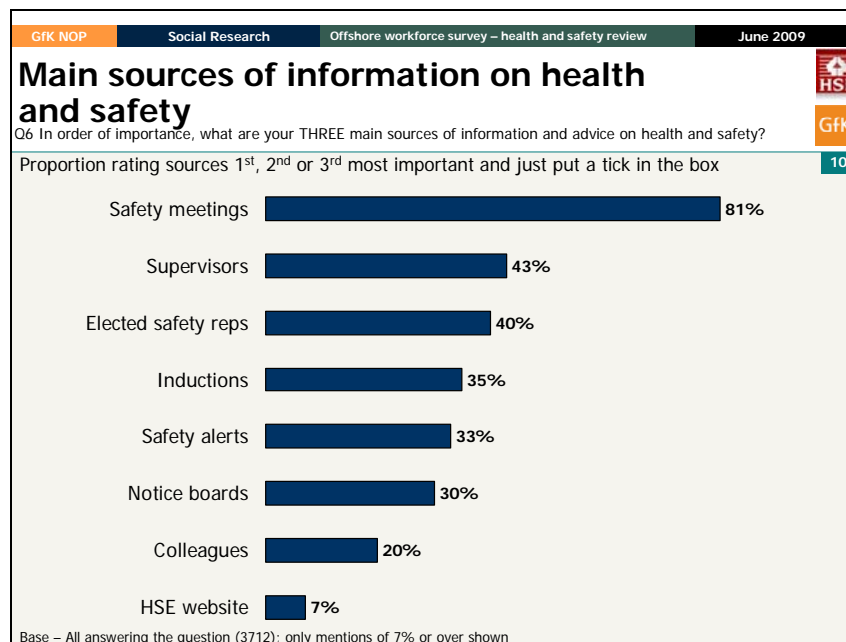
Slide 9

GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

HSE GfK 9

Information on Health & Safety

Slide 10



Slide 11

GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

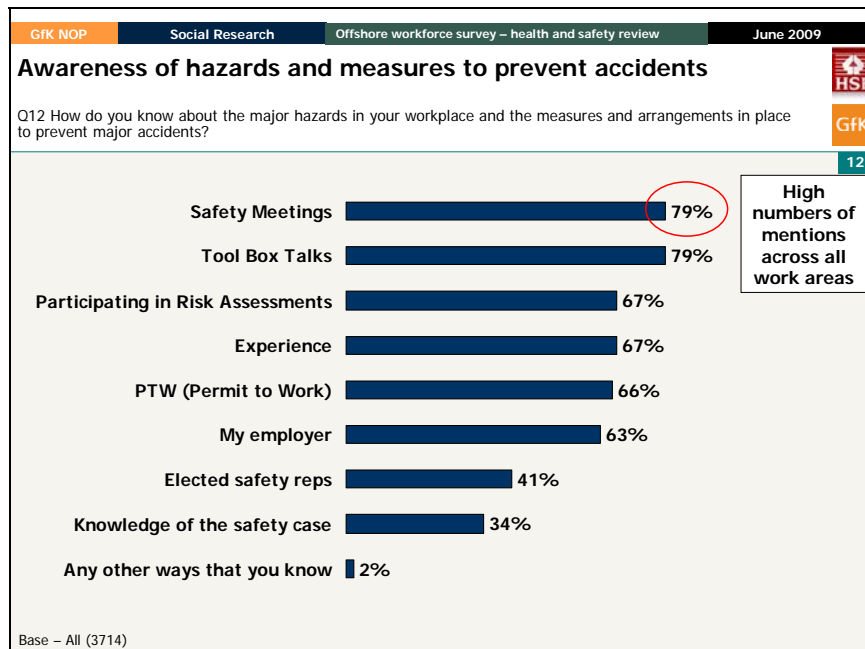
Main sources of information on health and safety

HSE GfK

Safety meetings – a key source of information

"And you find that safety meetings are quite active meetings... Generally, safety has become an everyday issue. Various industries, not just the oil (industry). And safety – the last 15, 20 years, it's come on in leaps and bounds. For the better, obviously. And you've got dedicated people driving it. The guys that we associate with, we couldn't fault their commitment."

Slide 12



Slide 13

GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

Awareness of hazards and measures to prevent accidents

HSE GfK

Safety meetings are top of mind

"We have weekly safety meetings... where any alerts or incidents that's happened will be read out, pictures shown. Well this happened...and it's to heighten our awareness of how we can stop that happening with us. We may already have got things in place to stop that happening, but you might see something – oh well, we can do something to make sure that that doesn't happen." (contractor)

As are Toolbox Talks

"Every task is toolbox and risk assessed."

Slide 14




GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

Ways workers obtain information from HSE

HSE GfK

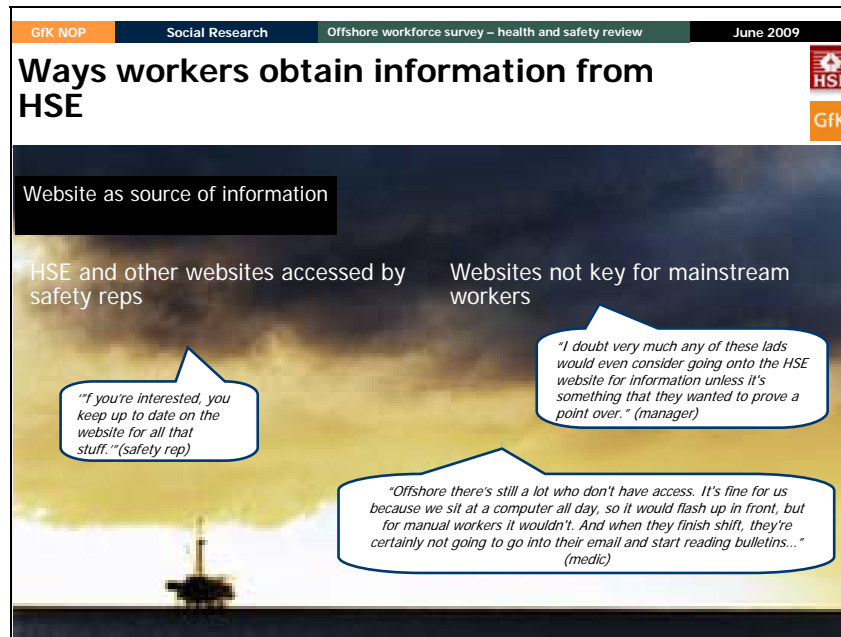
Q7 If you want information from the Health and Safety Executive, how would you get it?

14

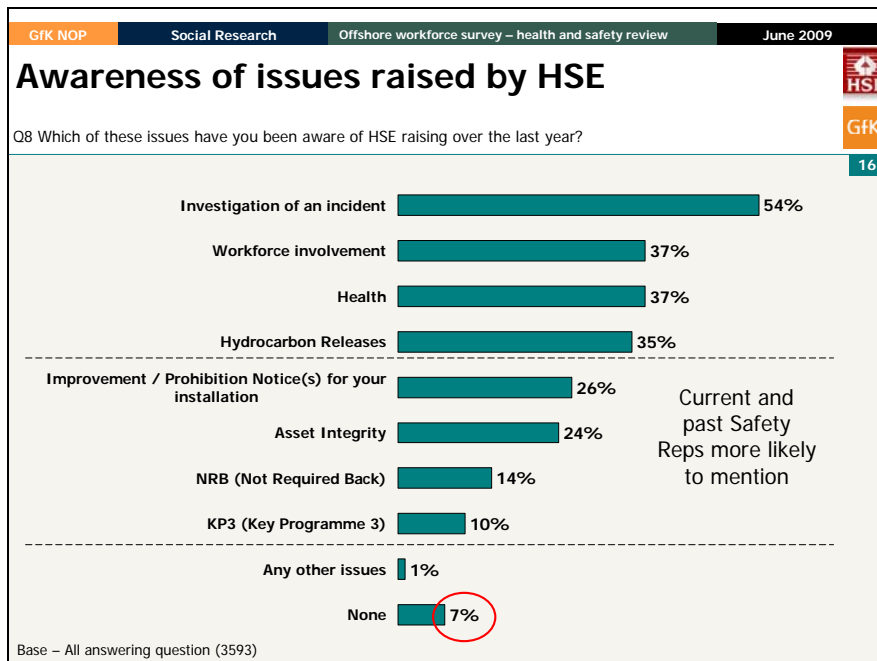
SAFETY REPS	WEBSITE	PHONE
		
66%	54%	20%

Base – All answering question (3757)

Slide 15



Slide 16



Slide 17

GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

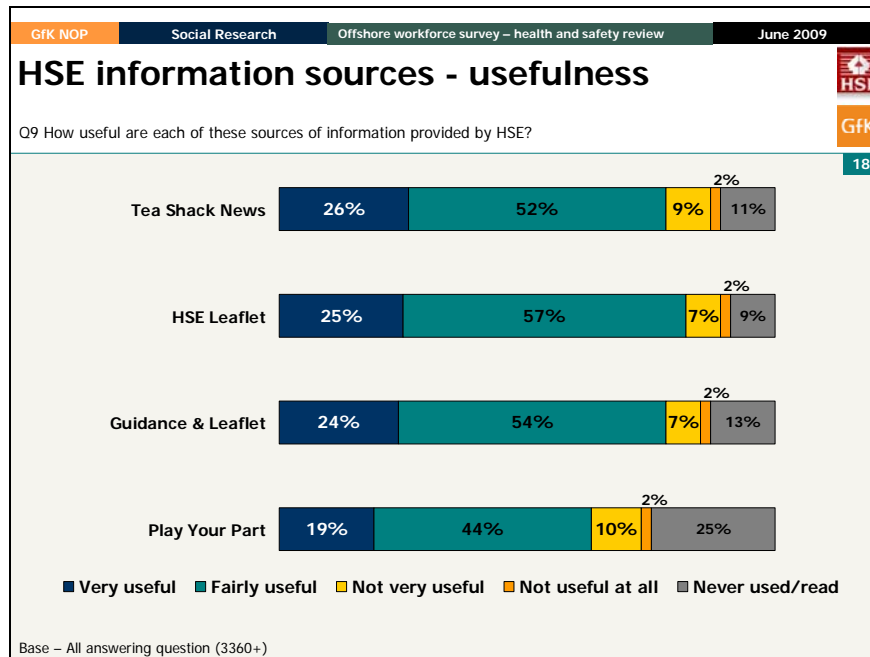
Awareness of issues raised by HSE

Investigation of an incident key:

" - the only time people sit up and either decide to change their safety culture or their view on safety is when something happens. And then they're interested. And sometimes it takes an incident or accident to happen before people readjust, and they actually start thinking about what's been said to them over the past about safety, and realise it's the truth."

HSE GfK

Slide 18



Slide 19

GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

HSE information sources - usefulness

'Tea Shack News' has high visibility and is regularly accessed across the board.

"You find 'Tea Shack News' hanging up on the little notice board, and you take it down and you have a look at it. Generally speaking, most of the guys will pass their eyes over it, most of the time...it just gives you an insight to what's actually happening round about you at the time. Various legislation that's coming in, you know.... It is handy, yeah."

Slide 20

GfK NOP Social Research Offshore workforce survey – health and safety review June 2009

HSE information sources - usefulness

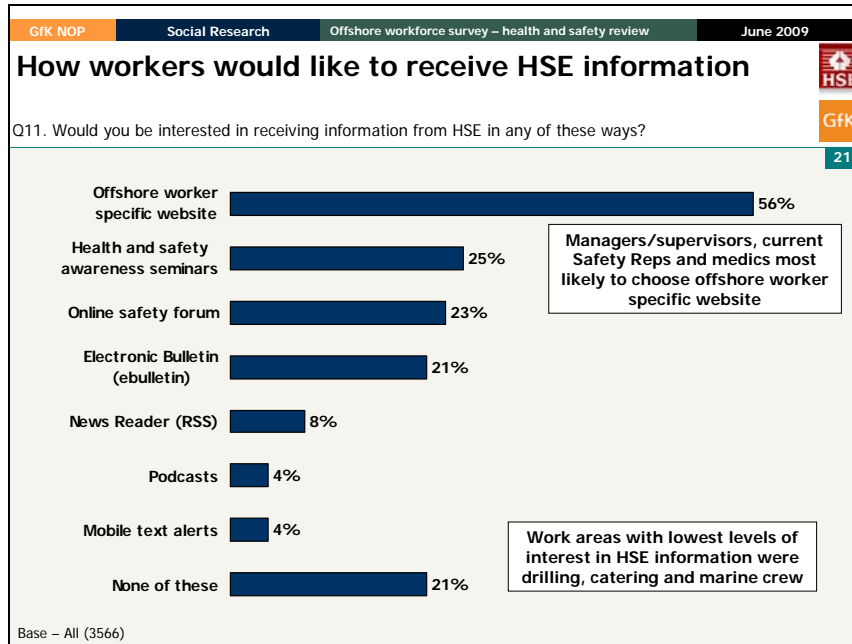
The case studies and notification of incidents particularly liked in 'Play Your Part'

"the case studies (Play your Part)...I would highlight them more... because somebody might just say, 'oh look at that, read that'. Probably miss all this (main text), but they'd read those... Incident alerts, everybody reads them..."

But it is seen as targeted at safety reps

*"But most people would - I would imagine - not take much notice, unless it was sort of raised by the company, or they were perhaps maybe safety reps or something."
(Contractor)*

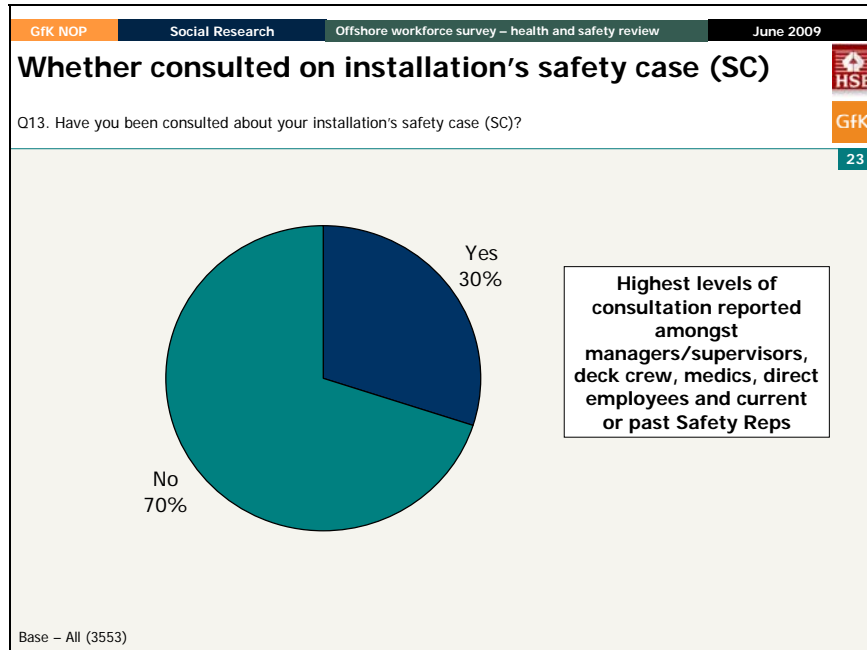
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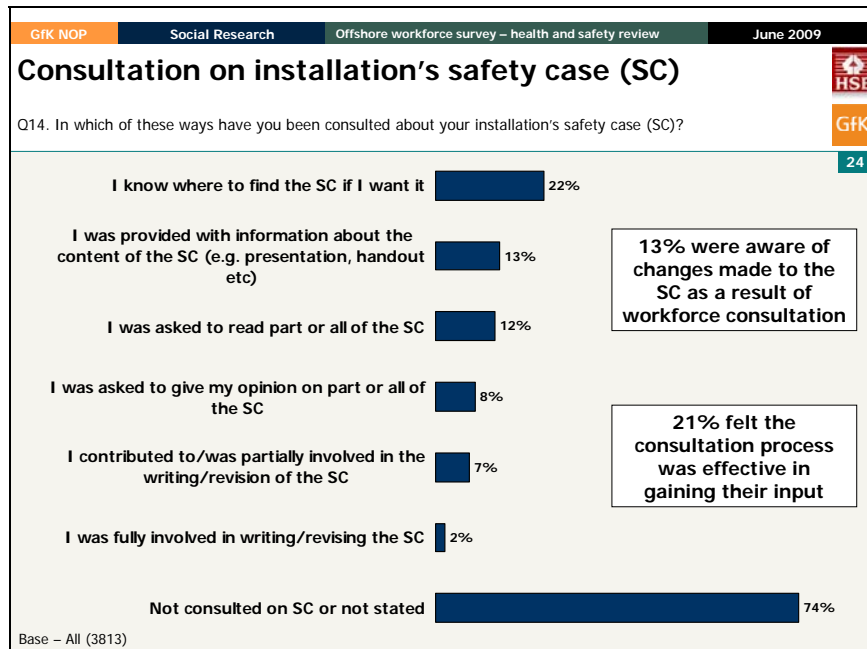
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Consultation and Involvement

Slide 23



Slide 24



Slide 25

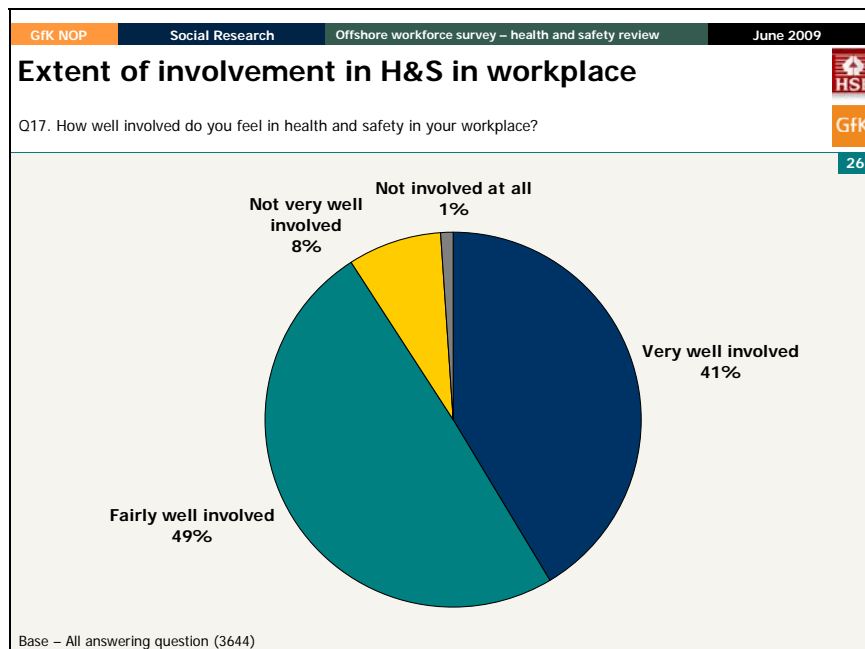
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Whether consulted on installation's safety case (SC)

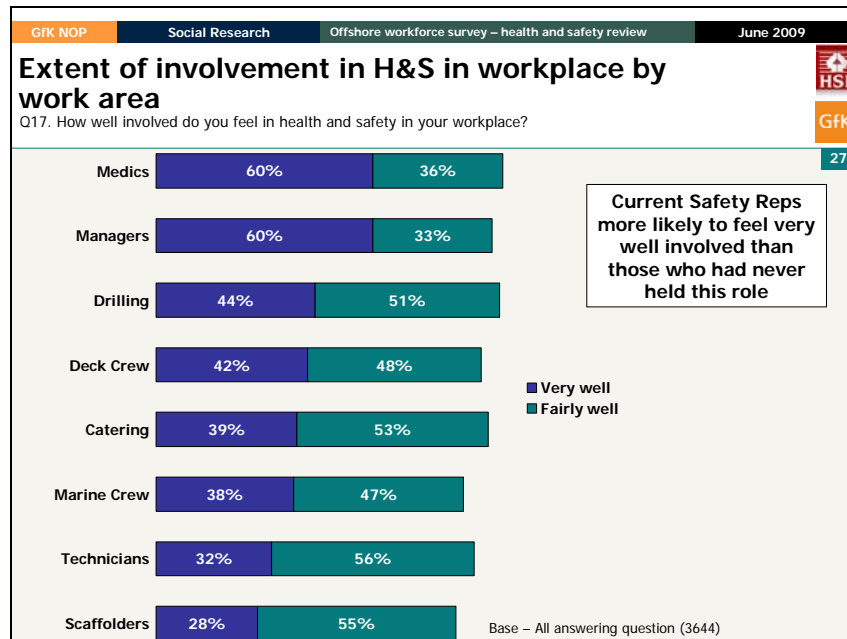
Safety Case Consultation appears to have a low profile among workers:

"Common on the ground workers aren't involved in safety case consultation. They might - they'll know what incident analysis - they might think well, are they just talking about incidents happening, but they might not know what that is. And hazard awareness - it's phrases that safety officers would use." (medic)

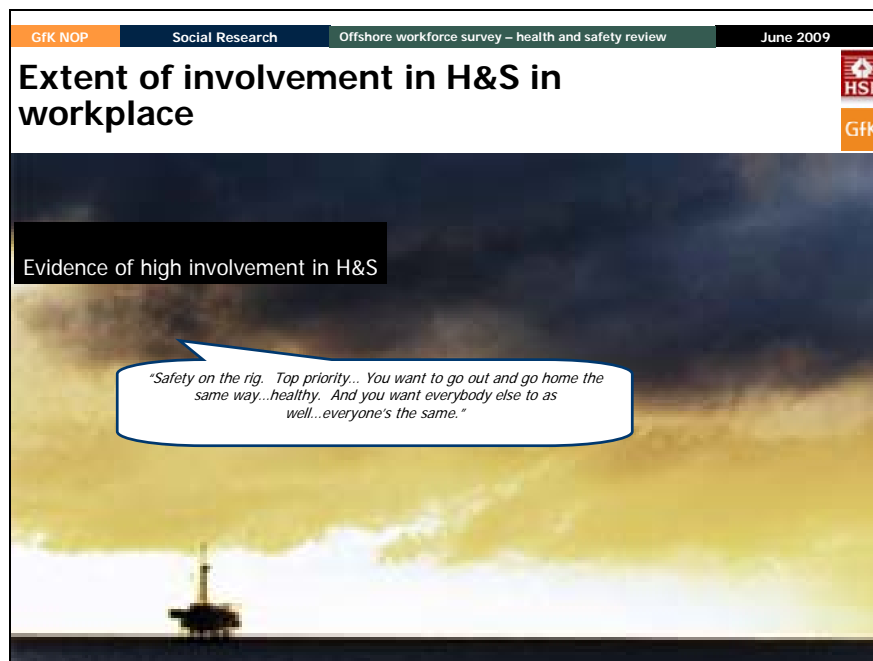
Slide 26



Slide 27



Slide 28



Slide 29

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Workforce Involvement/participation

HSE GfK

The movement is towards workforce involvement – and is supported at the highest level

"I have been offshore 27 years now and I would say that when I first went offshore you daren't pull anything up in front of the OIM because they poo pooed it and pushed it to the side, but now I have to say they're strongly very much for workforce involvement and they feel it's an integral and very important part of the safety culture." (former safety rep)

However, contractors are not thought to be as well supported as employees

"I think they need to force employers to understand that if you want good input and good attendance at these things then it has to be done in work time, not in off-time."

"But you would never find a BP, Shell, or an Amerada Hess employee at these things when they should be at home. But you will find drilling contractor personnel at these things when they should be at home. There's a big split." (contractor)

Slide 30

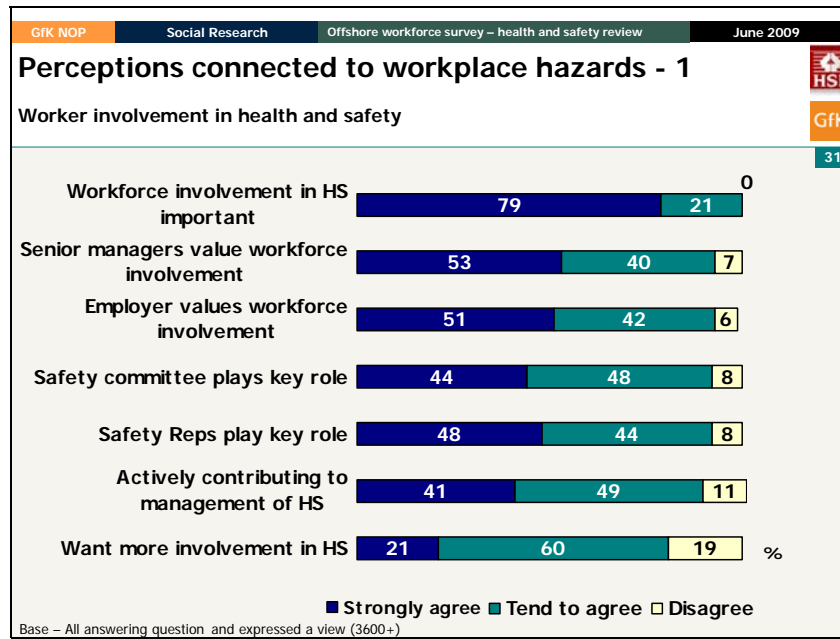
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HSE GfK

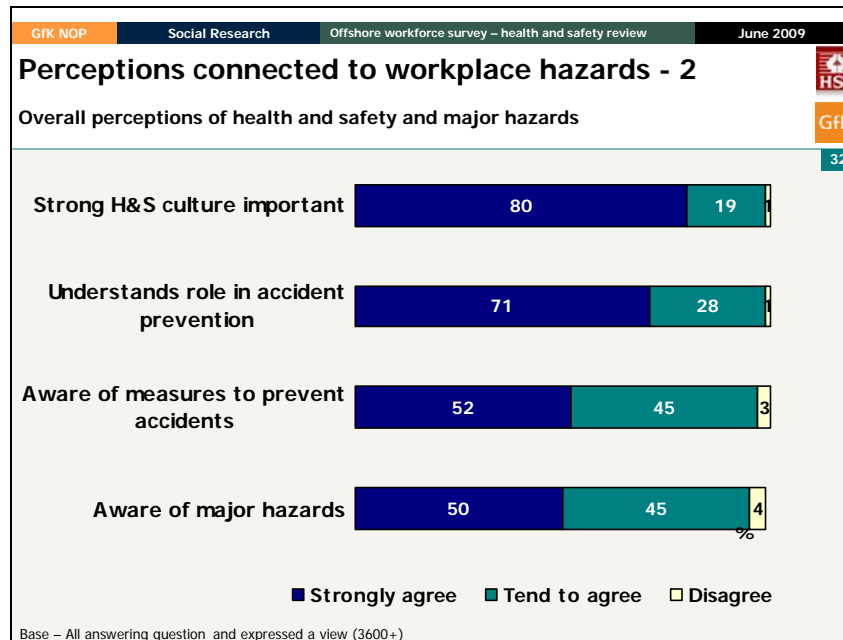
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Perceptions of H&S with focus on workplace hazards

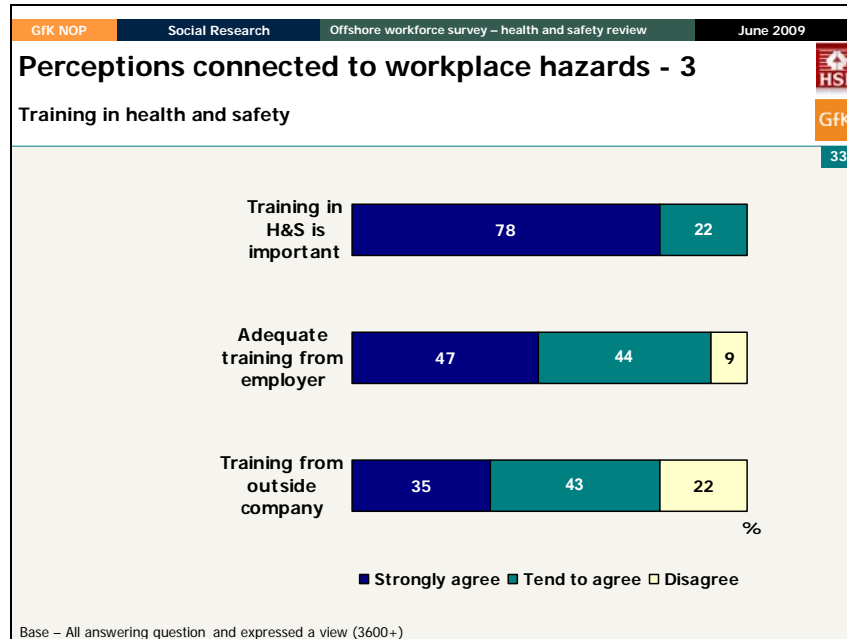
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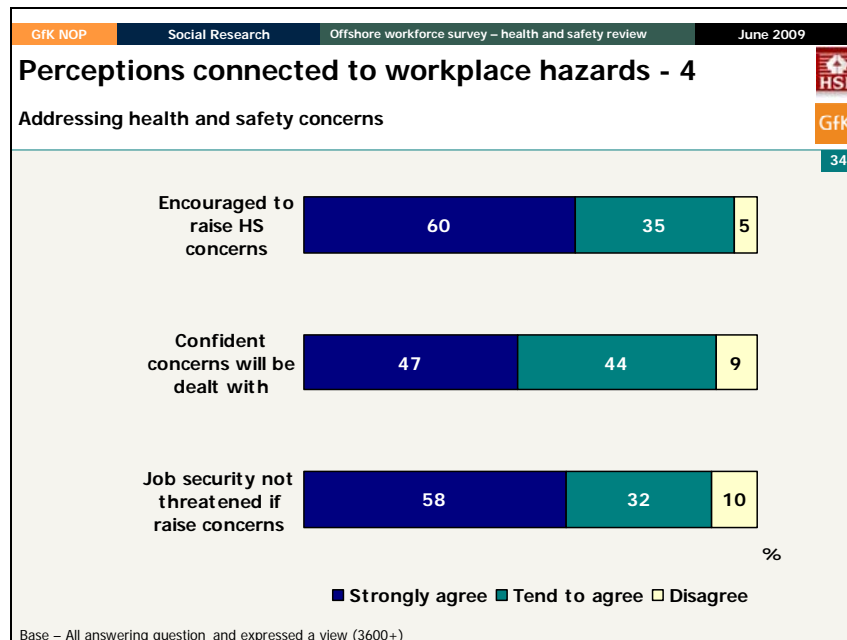
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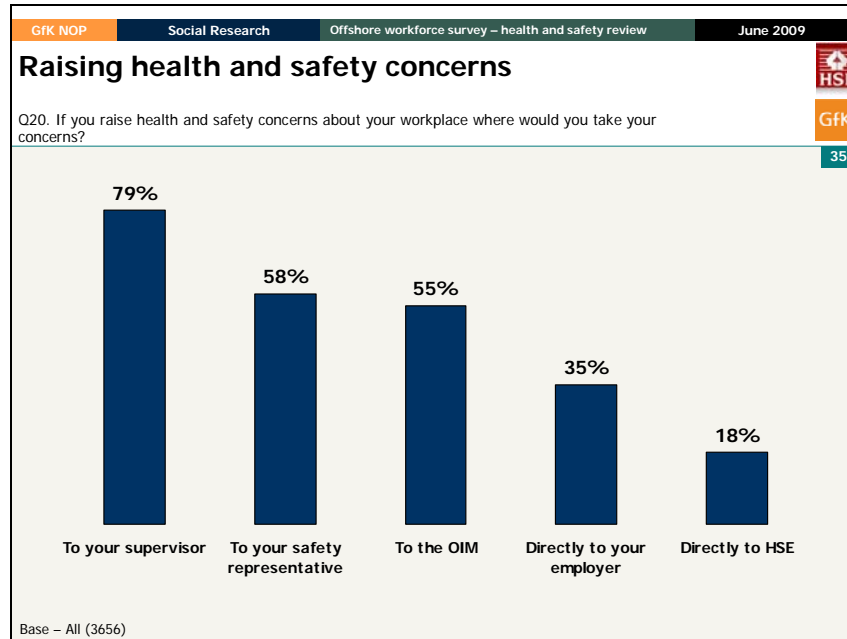
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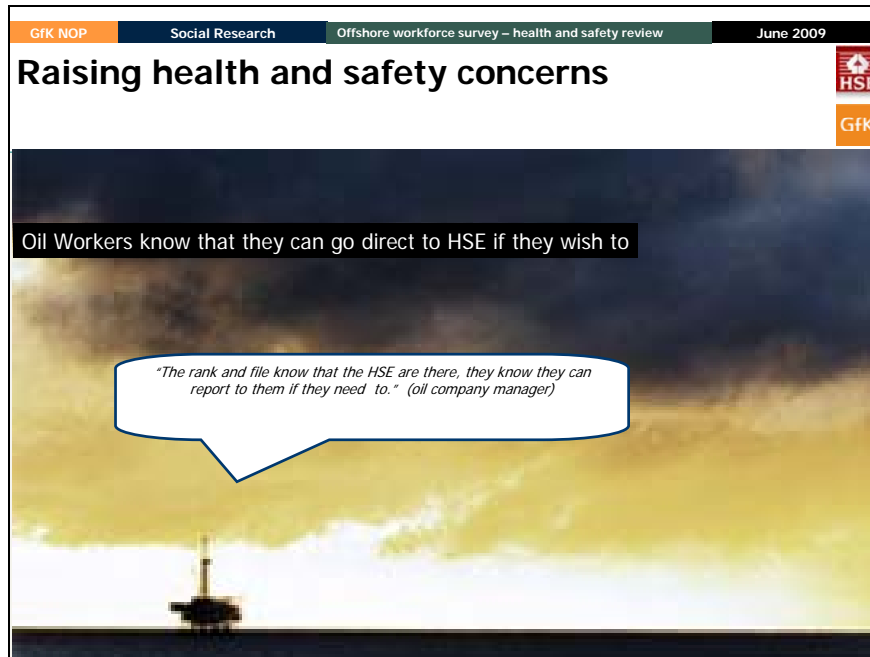
Slide 34



Slide 35



Slide 36



Slide 37

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Raising health and safety concerns

HSE GfK

Supervisor is first port of call

"But if we have any problems, you just go to your supervisor or the OIM – they are always there... and the safety reps as well. If you think something's wrong you know, and you want more information on something, you can go to them... You wouldn't go directly to HSE."
(Contractor)

Then: Oil Installation Manager

Followed by: Safety Rep

"Well, they're committed. There's no two ways about it. They enjoy it as well. There's a couple of guys really get their teeth into it. They take it on because there is a concern, obviously."

"The best conduit would be the manager, I suppose. The rig manager and the offshore installation manager."
(contractor)

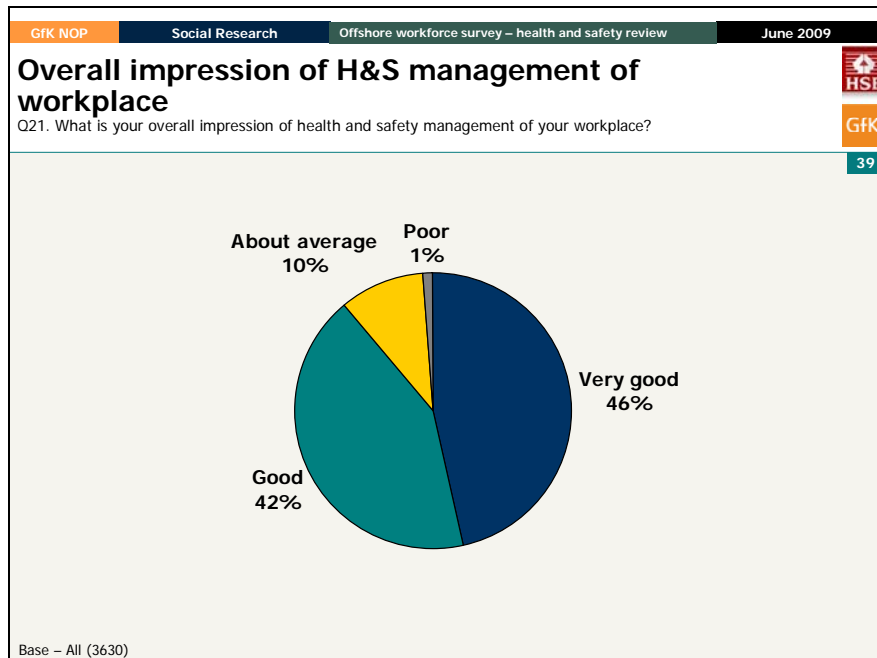
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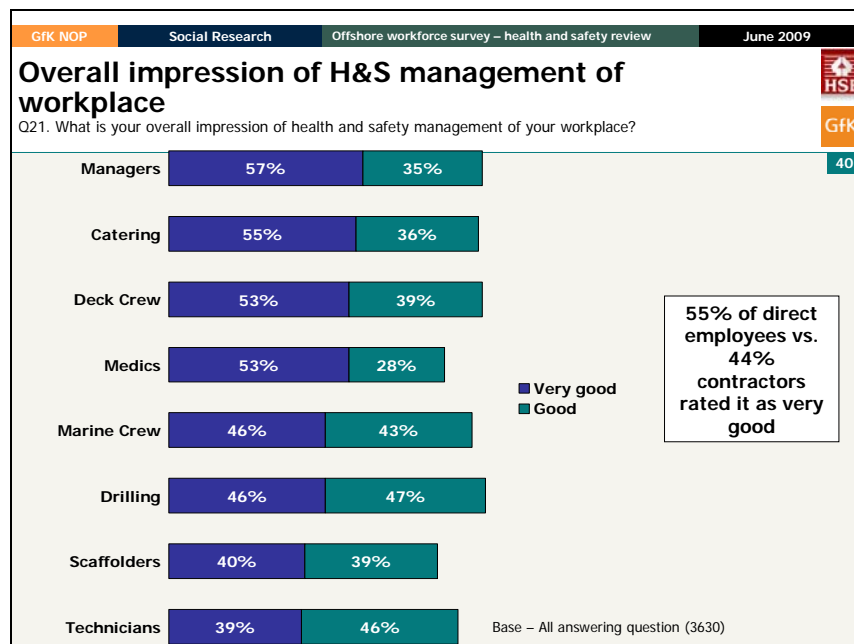
HSE GfK 38

Overall ratings for H&S management in workplace

Slide 39



Slide 40



Slide 41


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Overall impression of H & S management of your workplace

HSE GfK

Safety greatly improved over the years – management take it very seriously nowadays

"Well, it (safety) has got a lot better. Unfortunately it took 167 people killed on the Piper Alpha to bring it out. That's when it all changed....."
What have you specifically noticed for the good?
"Training. Training. Companies are putting more and more into training personnel now. Sending them for different courses, and the supervisors, they're getting told how to supervise properly."



Slide 42

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HSE GfK 42

Summary

Slide 43

GfK NOP	Social Research	Offshore workforce survey – health and safety review	June 2009
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Summary – H&S management and worker involvement



43

- Overall, workers had a very positive impression of H&S management in their workplace
- The overwhelming majority agreed that they were aware of their role in accident prevention (and that they had received adequate training in H&S from their employer)
- A key source of information was Safety Meetings, cited by 8 in 10 as being important
- The vast majority agreed that the Safety Committee and Safety Reps played a key role in the management of H&S (but only around a half were in strong agreement)
- A large majority **strongly** agreed that worker involvement in H&S is important
 - 90% felt well involved in H&S issues, with 41% feeling very well involved so this is positive result

Slide 44

GfK NOP	Social Research	Offshore workforce survey – health and safety review	June 2009
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Summary – HSE's means of accessing the offshore workforce

44

- If workers specifically want **HSE related** information they were most likely to find it from Safety Reps or HSE website
- Over three quarters had accessed the four key HSE sources of information (Tea shack news, HSE leaflet, guidance & leaflet, Play Your Part) and the majority rated these as useful
- An offshore worker specific website was the top preference amongst the sample from a list of ways in which they could potentially receive information from HSE in the future
 - However, anecdotal evidence suggests that internet access is limited on some installations and warrants further investigation