

Attitudes to Health and Safety: a quantitative study of stakeholder opinion: Debrief

Presented by:
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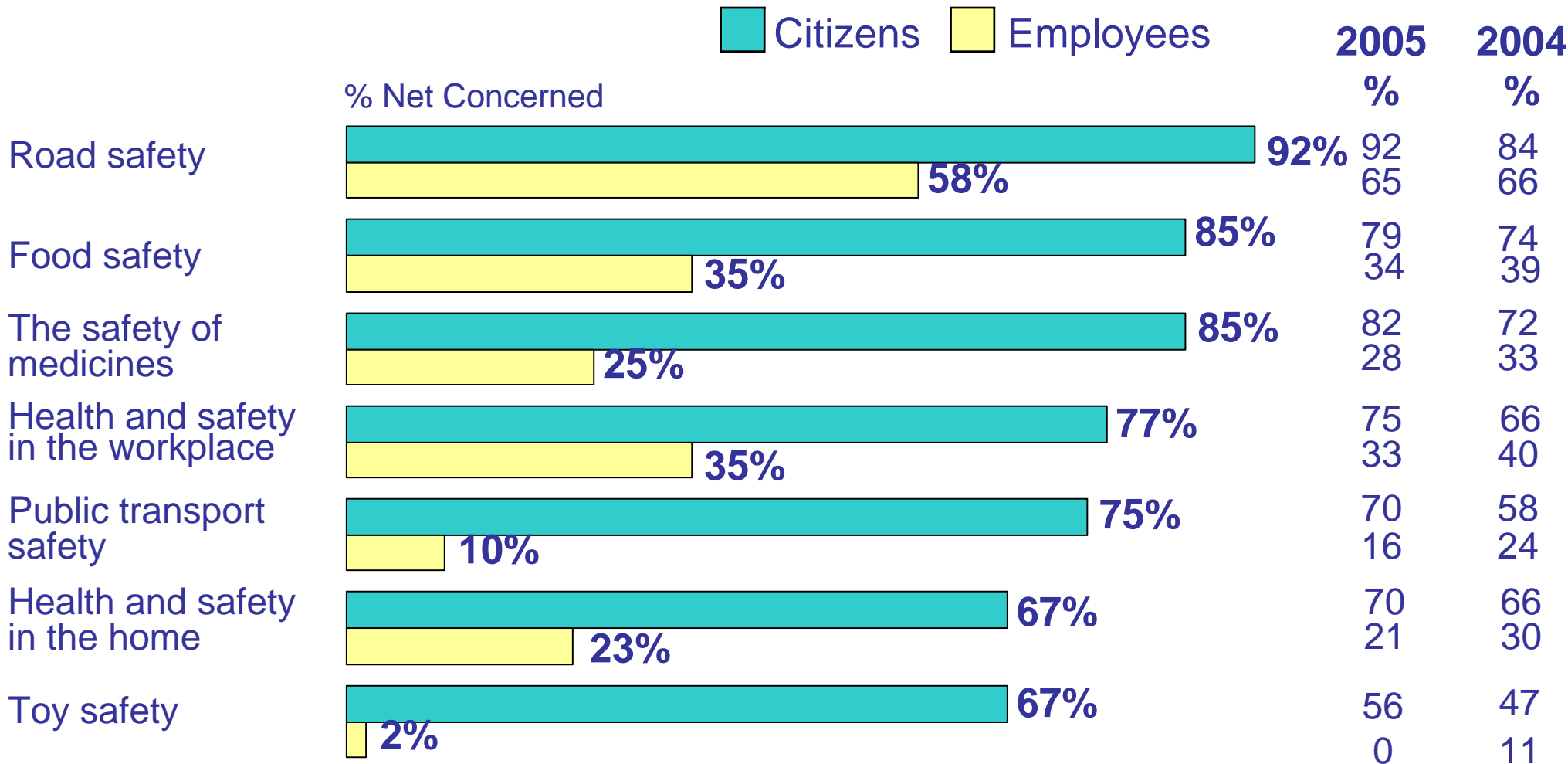
- Methodology
- Perceptions of risk and understanding health and safety
- Responsibility for health and safety
- The role of the HSE
- Contact with the HSE
- Conclusions

- **Citizens' survey** – 1,010 interviews with adults across Great Britain, on Ipsos MORI's telephone omnibus study, conducted 27-29 January 2006
- **Employees' survey** – 2,009 interviews with working adults across Great Britain, conducted by telephone 16 January – 23 February 2006
- **Employers' survey** – 505 interviews with senior staff responsible for health and safety in businesses throughout Great Britain, conducted by telephone between 16 January – 23 February 2006. The sample was stratified:
 - 285 *small* businesses with under 50 employees
 - 108 *medium* businesses with between 50-249 employees
 - 112 *large* businesses with 250+ employees
- **CEOs/Senior Directors' survey** – 201 interviews with CEOs, MDs, owners/ partners and other very senior staff in British-based companies. The survey was conducted by telephone between 16 January – 23 February 2006. The sample was stratified:
 - 100 *medium* businesses with 50-249 employees
 - 101 *large* businesses with over 250+ employees

Perceptions of risk and understanding health and safety

What are people concerned about?

Q How concerned, if at all, are you about each?

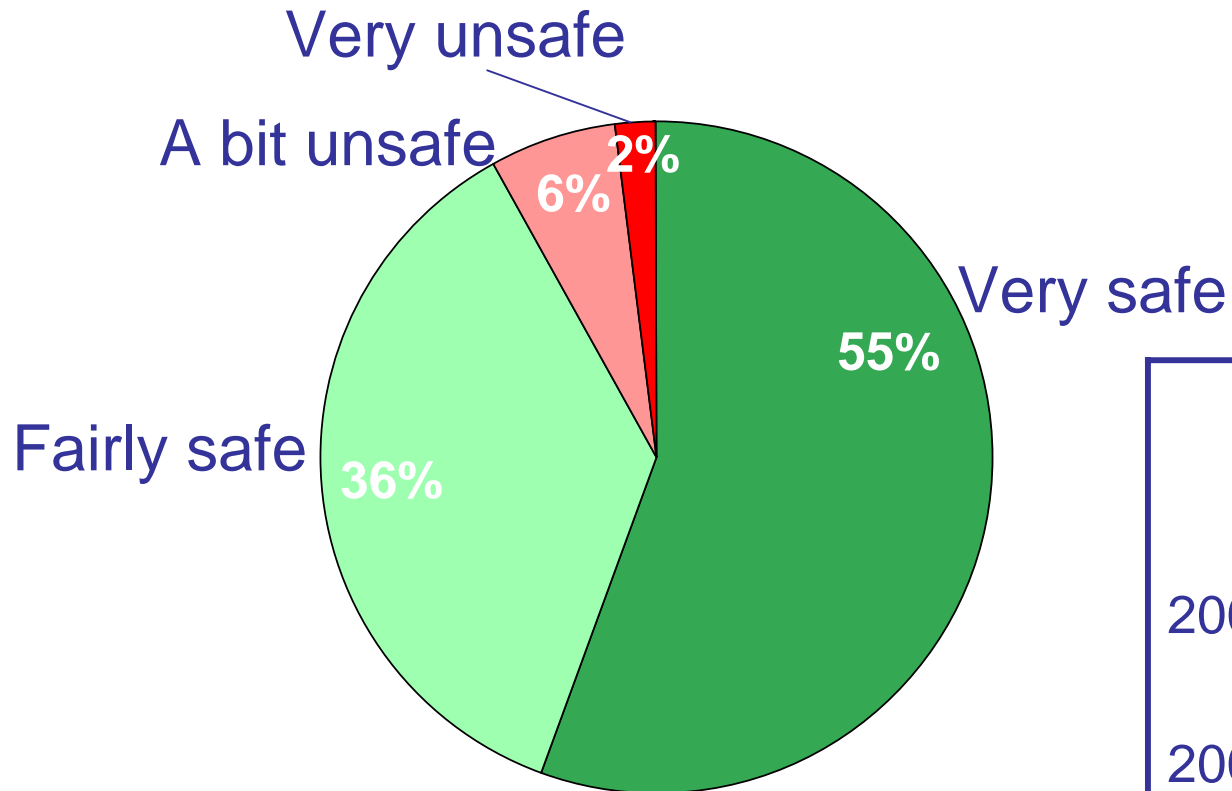


Important factors of working life

Mean scores of importance (out of 10)	Employees	Employers	CEOs/Senior Directors
Job satisfaction	8.4	8.8	8.4
Pay	8.2	8.0	7.7
Interesting work	8.1	8.4	7.8
Balance between work and home life	7.9	8.0	7.5
Friendly colleagues	7.7	8.5	7.5
Job security	7.5	8.2	7.9
Work that is useful to society	7.4	7.4	6.5
Health and safety in the workplace	7.3	8.8	8.4
Pension rights	6.9	5.7	7.0
Stress	6.9	7.1	6.9
Levels of absenteeism	6.0	7.0	7.6

Employee perceptions of workplace safety

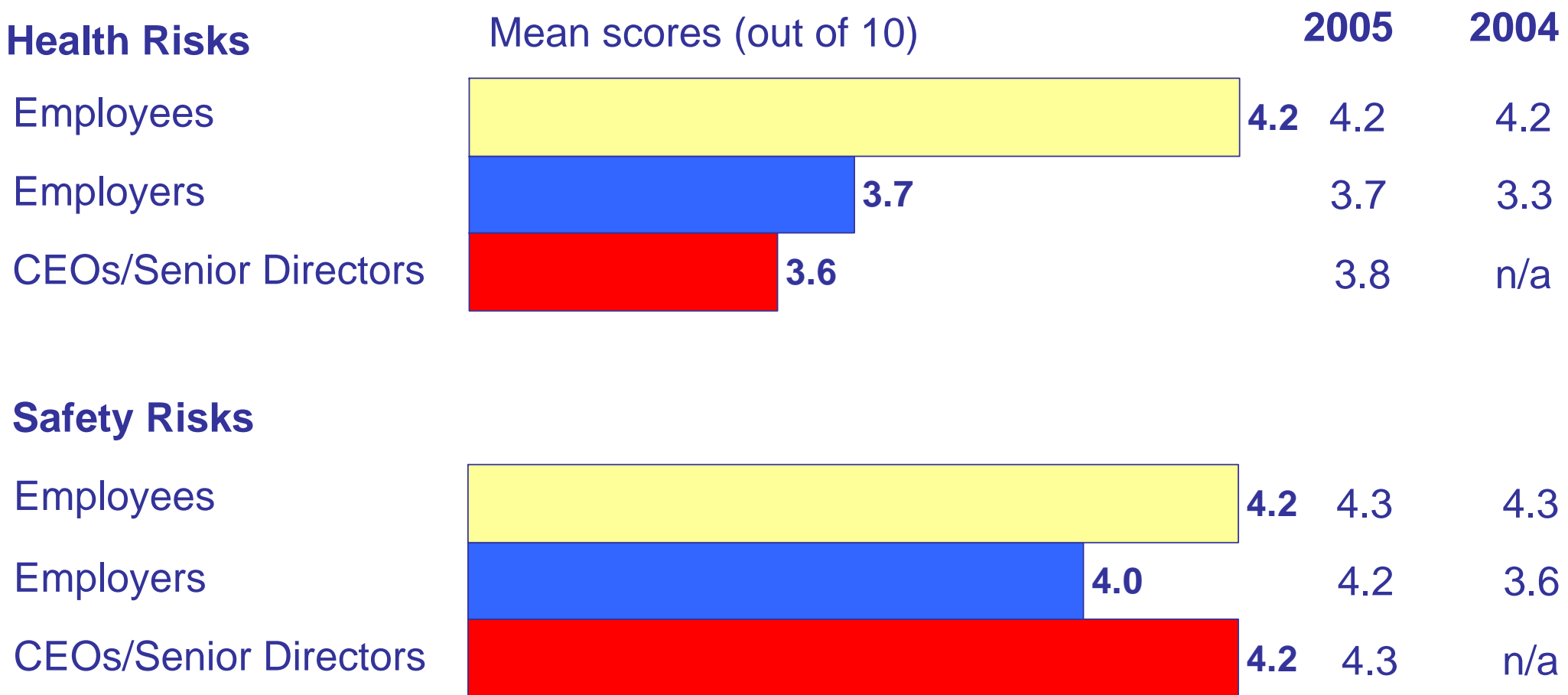
Q Generally, how safe do you feel in your workplace?



	Safe %	Unsafe %	Net safe +/-
2005	93	8	+85
2004	91	9	+82

Rating health and safety risks in the workplace

Q How would you rate the risks in your organisation?



What are health and safety risks

- Health and Safety continues to be viewed as a generic phrase with a lack of distinction between the two terms
- Employers and CEOs/Senior Directors remain more likely to confuse these risks than employees
- A decline is evident in the extent to which these risks are mixed-up
 - Employers - 7% and 5% fewer saying respectively that falling/tripping and use of machinery are *health* risks.
 - Among CEOs/Senior Directors, 10% fewer citing lifting and carrying objects as *health* risks



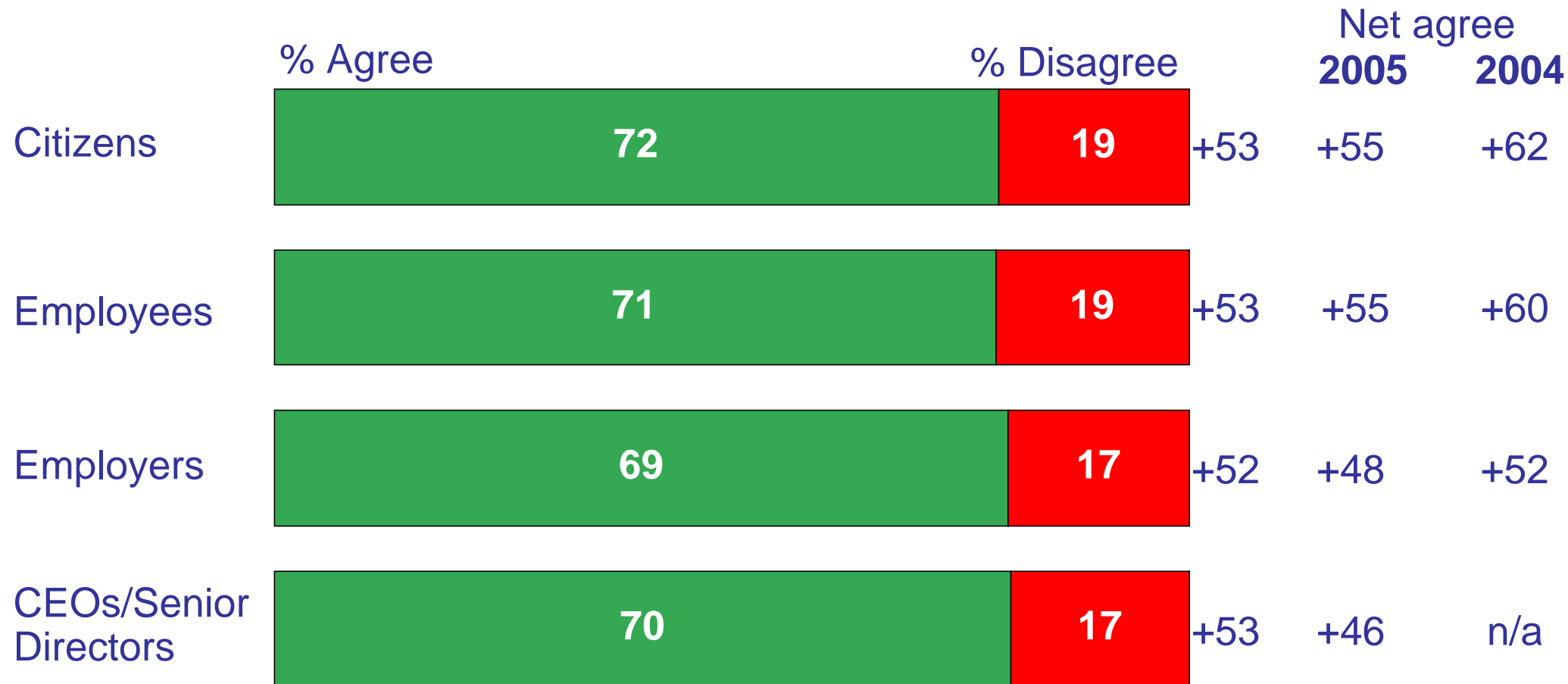
What does health and safety mean?

- Similar responses from all four audiences when asked what they understand by the phrase 'health and safety'.
- Predominantly believe it to be a set of *'rules/regulations relating to safety in the workplace'*
- It also has relevance more broadly ensuring employees general well-being and safety.
- The proportion of employees **and** employers describing health and safety as *'minimising risk.accidents/injury'*, *'ensuring a safe/hygienic environment'* and *'safeguarding yourself and others'* has increased since 2005



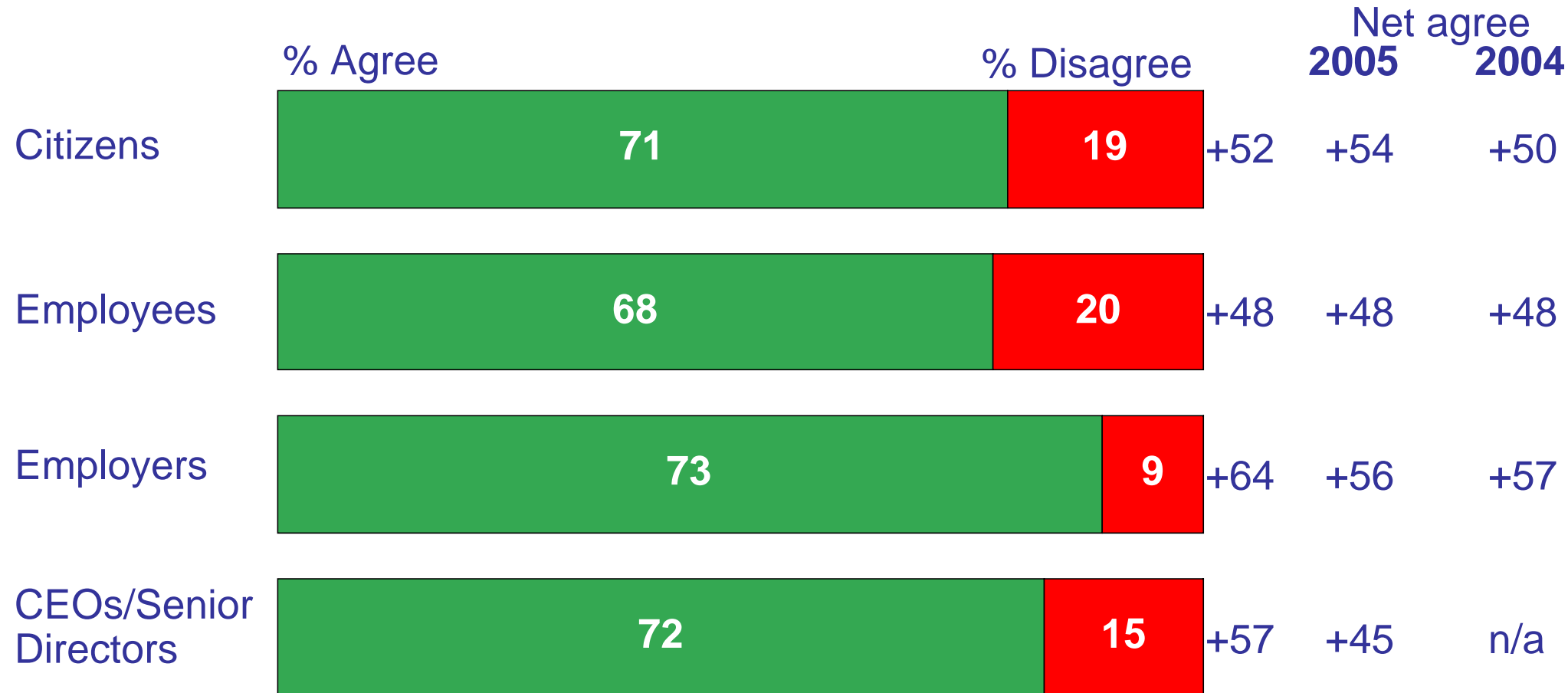
Views on health and safety requirements

Q Please tell me if you agree or disagree that health and safety requirements are a cornerstone of a civilised society.



Views on whether health and safety compensation claims have gone too far

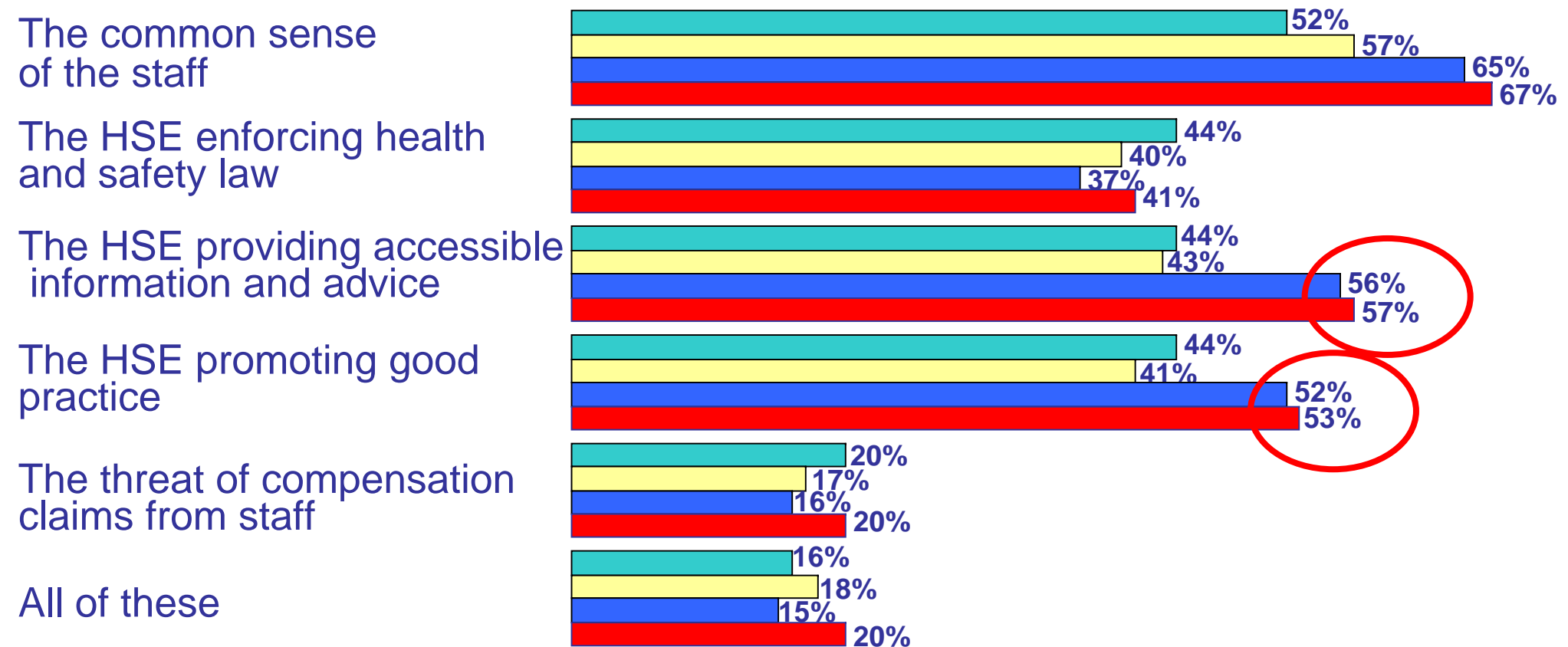
Q Please tell me if you agree or disagree health and safety **compensation claims have gone too far.**



Improvements to workplace health and safety

Q Which, if any, of the items on the list do you think are most likely to help improve health and safety in the workplace?

■ Citizens
 ■ Employees
 ■ Employers
 ■ CEOs/Senior Directors



Investing in health and safety

Q To what extent do you agree or disagree that it is worth investing more in health and safety because it . . . ?

Employers

% Agree

% Disagree

Is part and parcel of everyday compliance

88%

4%

Demonstrates commitment to employees

81%

8%

Is expected from clients and customers

74%

14%

Reduces the threat of prosecution

73%

16%

Reduces employers' liability to pay compensation

68%

18%

Improves productivity through reduction in sickness absence

63%

22%

Reduces employee insurance costs

47%

27%

CEOs/Senior Directors

% Agree

% Disagree

92%

5%

91%

6%

75%

17%

74%

17%

72%

17%

77%

16%

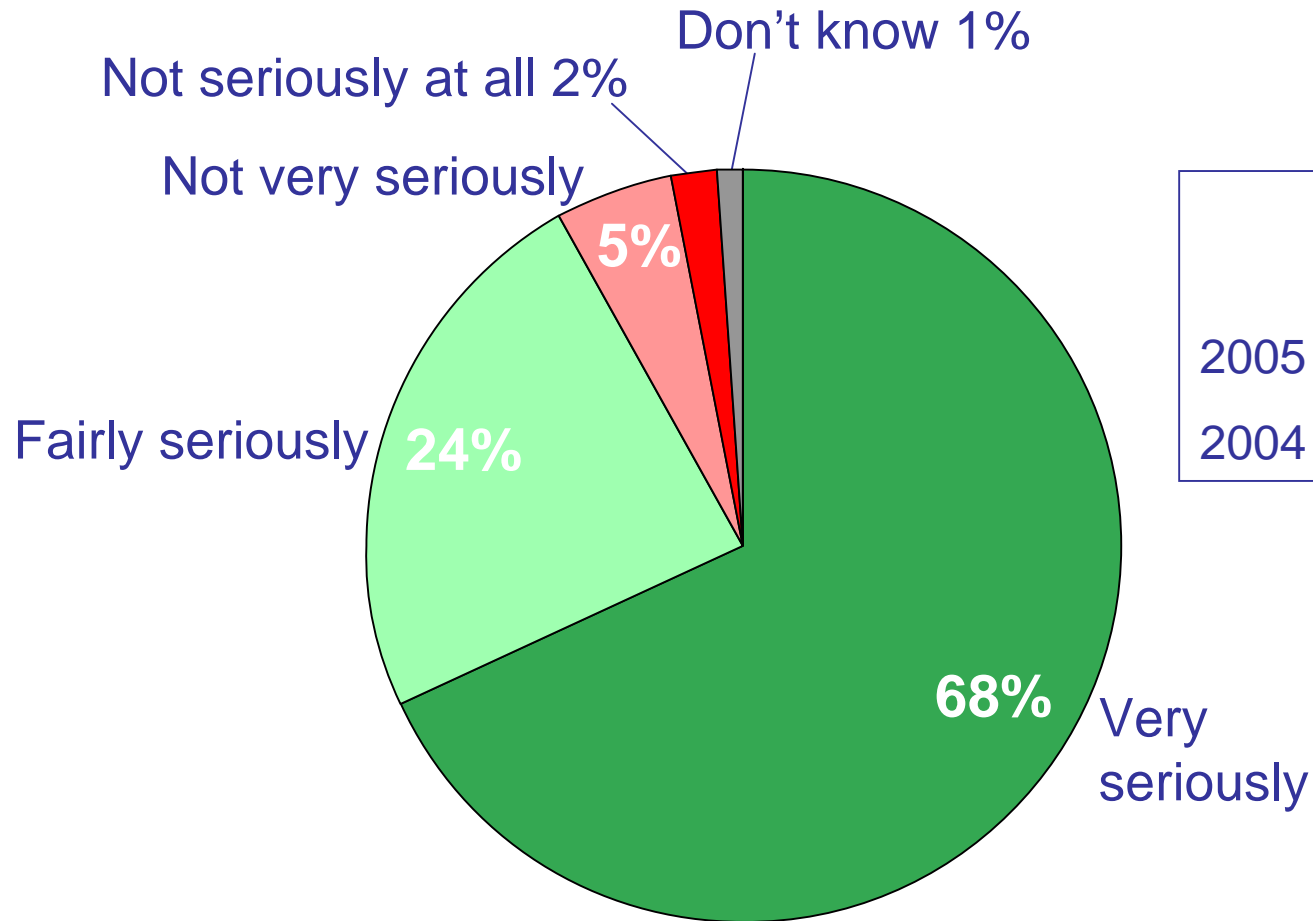
60%

20%

Responsibility for health and safety

Employer attitudes towards health and safety

Q How seriously does your employer take health and safety issues?

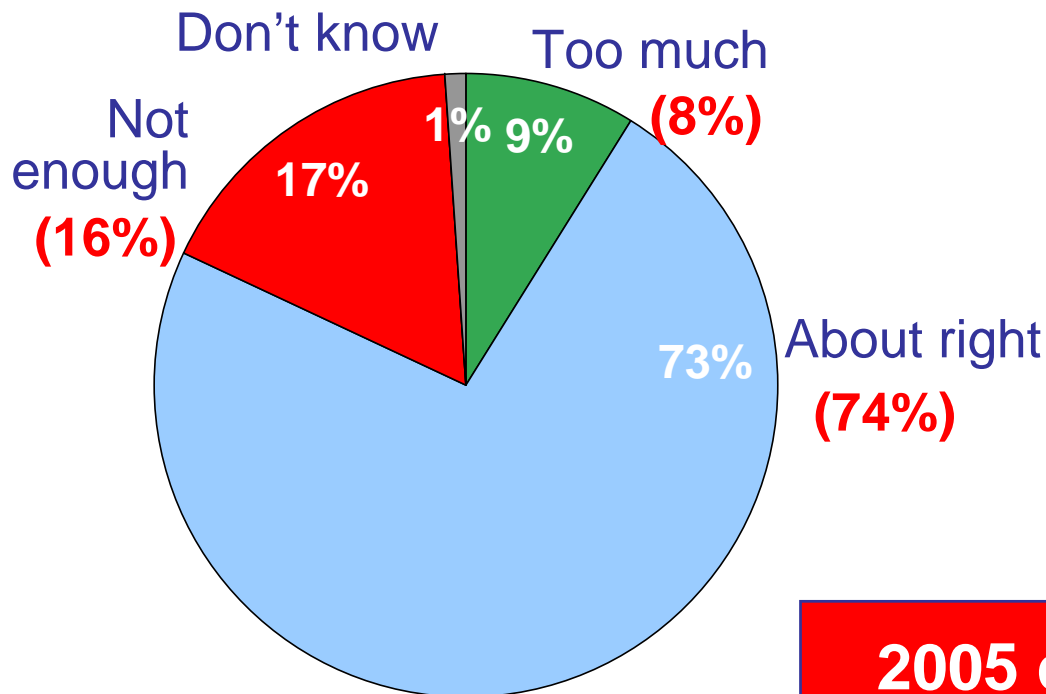


	Seriously	Not seriously
2005	92	7
2004	91	7

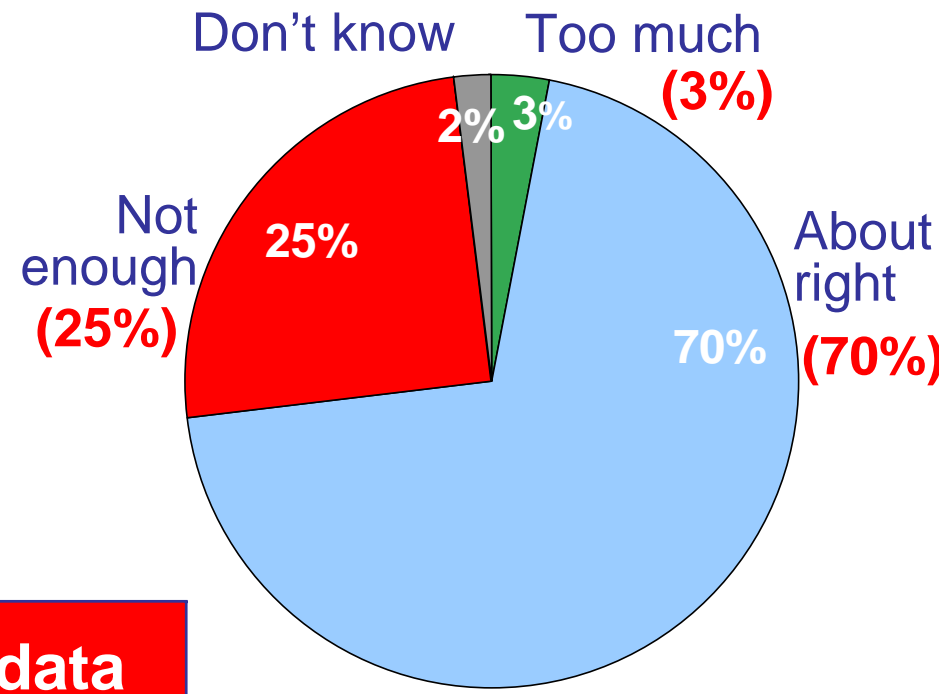
Information and training

- Q Do you think the amount of information you receive from your current employer about health and safety issues is . . . ?
- Q Do you think the amount of health and safety training you receive from your current employer is . . . ?

Information received



Training received

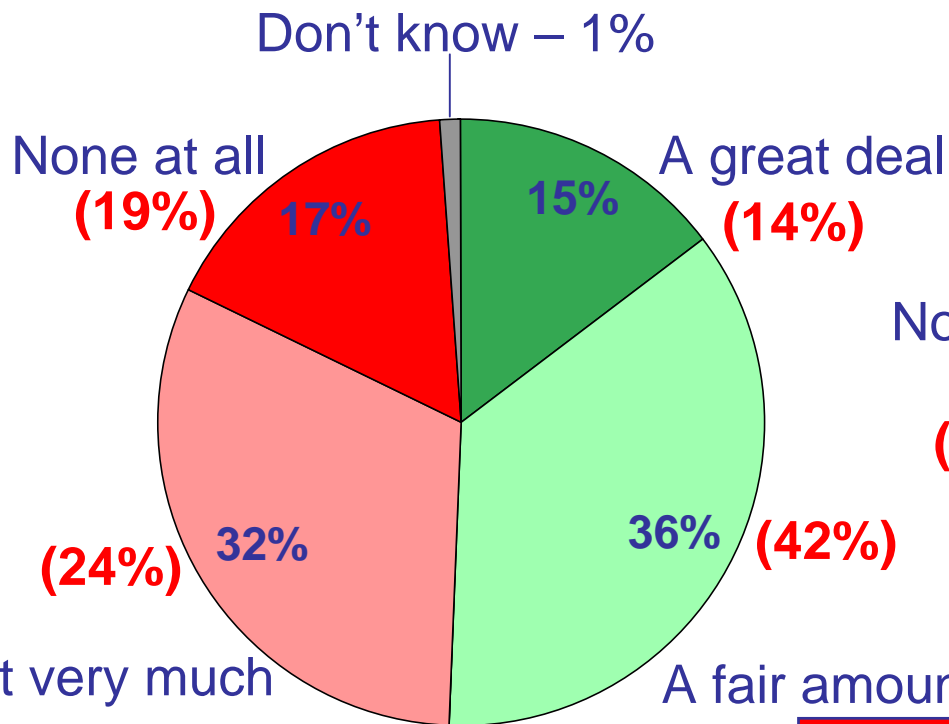


2005 data

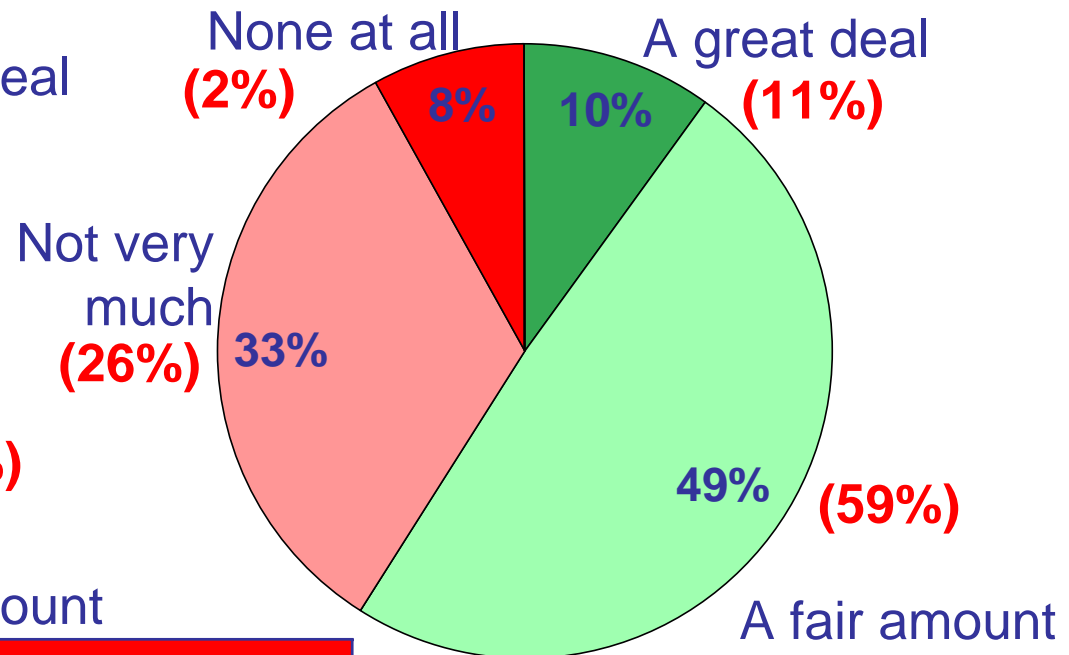
Employer health and safety training

Q How much, if any, health and safety training have you received?

Employers



CEOs/Senior Directors



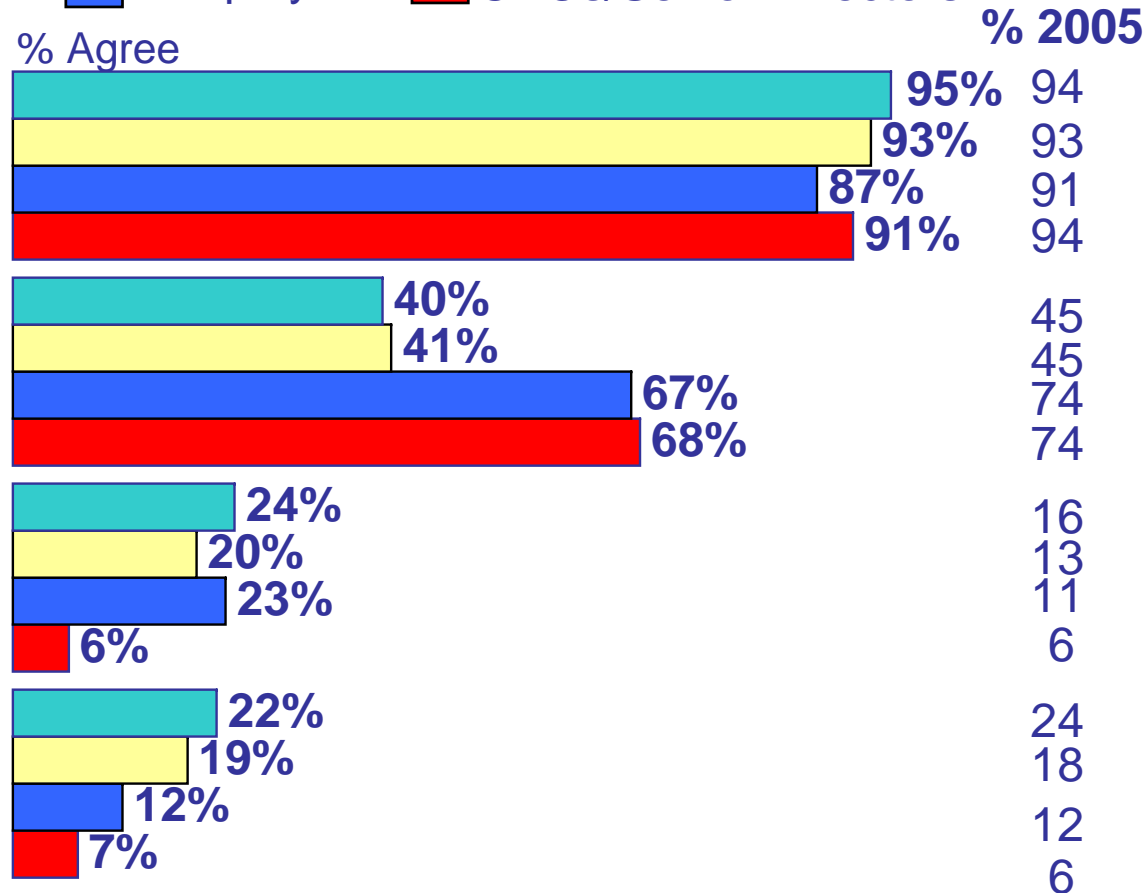
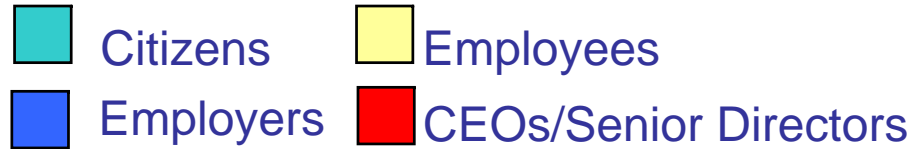
2005 data

Should employees be involved?

- Perceptions of worker involvement in regulating health and safety are **in line with previous years**
- Around nine in ten respondents from all four groups thought **workers have a role to play**
- Citizens and employees displayed less enthusiasm to **personally get involved in H&S themselves** (40% and 41%)

Worker involvement in health and safety

Q To what extent do you agree or disagree that....?



Workers should be involved in taking decisions about health and safety at work

I would personally like to get more involved with health and safety at work

I would like to involve workers more in decisions about health and safety at work

Health and safety is a matter for employers and not employees

If I was seen to be promoting health and safety in the workplace, I would go down in my colleagues' estimation

Perceived positive impact of health and safety requirements

Q Please tell me to what extent you agree or disagree that Health and Safety requirements ?

■ % Agree ■ % Disagree

Employers

CEOs/Senior Directors

benefit my company as a whole



save money in the long term



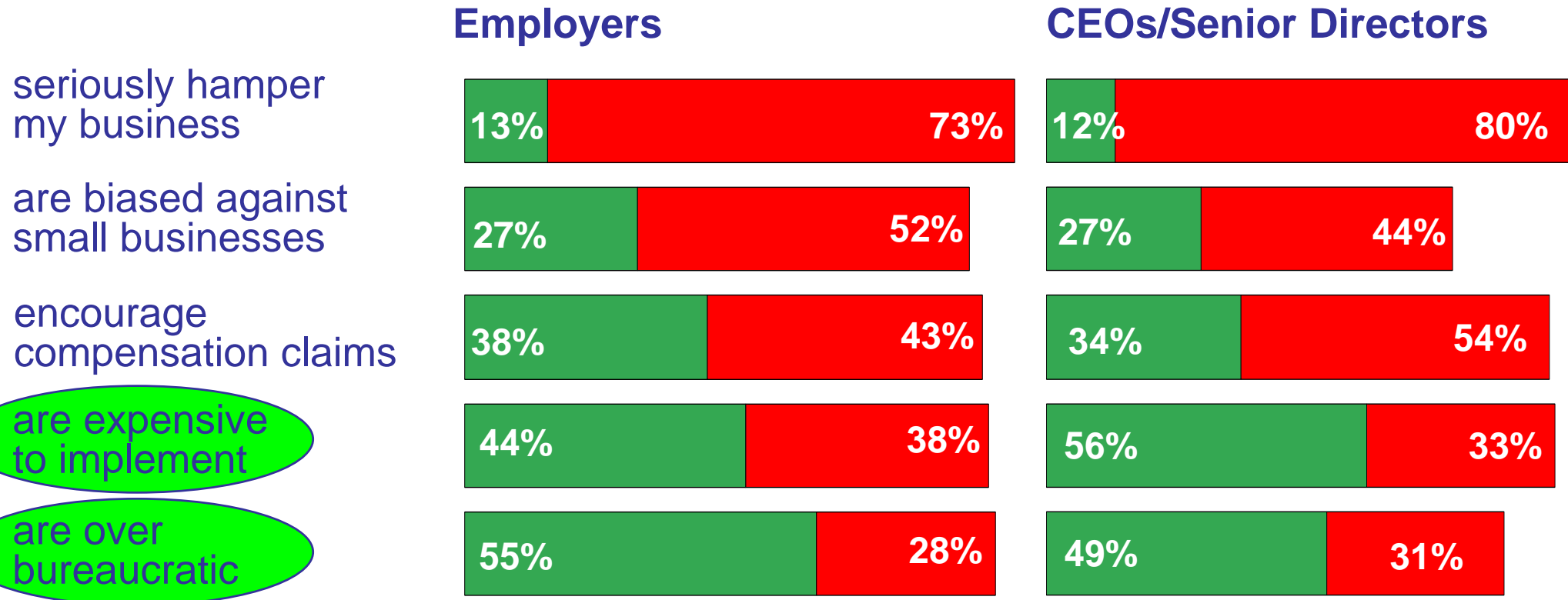
defend us against unjustified compensation claims



Perceived negative impact of health and safety requirements

Q Please tell me to what extent you agree or disagree that Health and Safety requirements ?

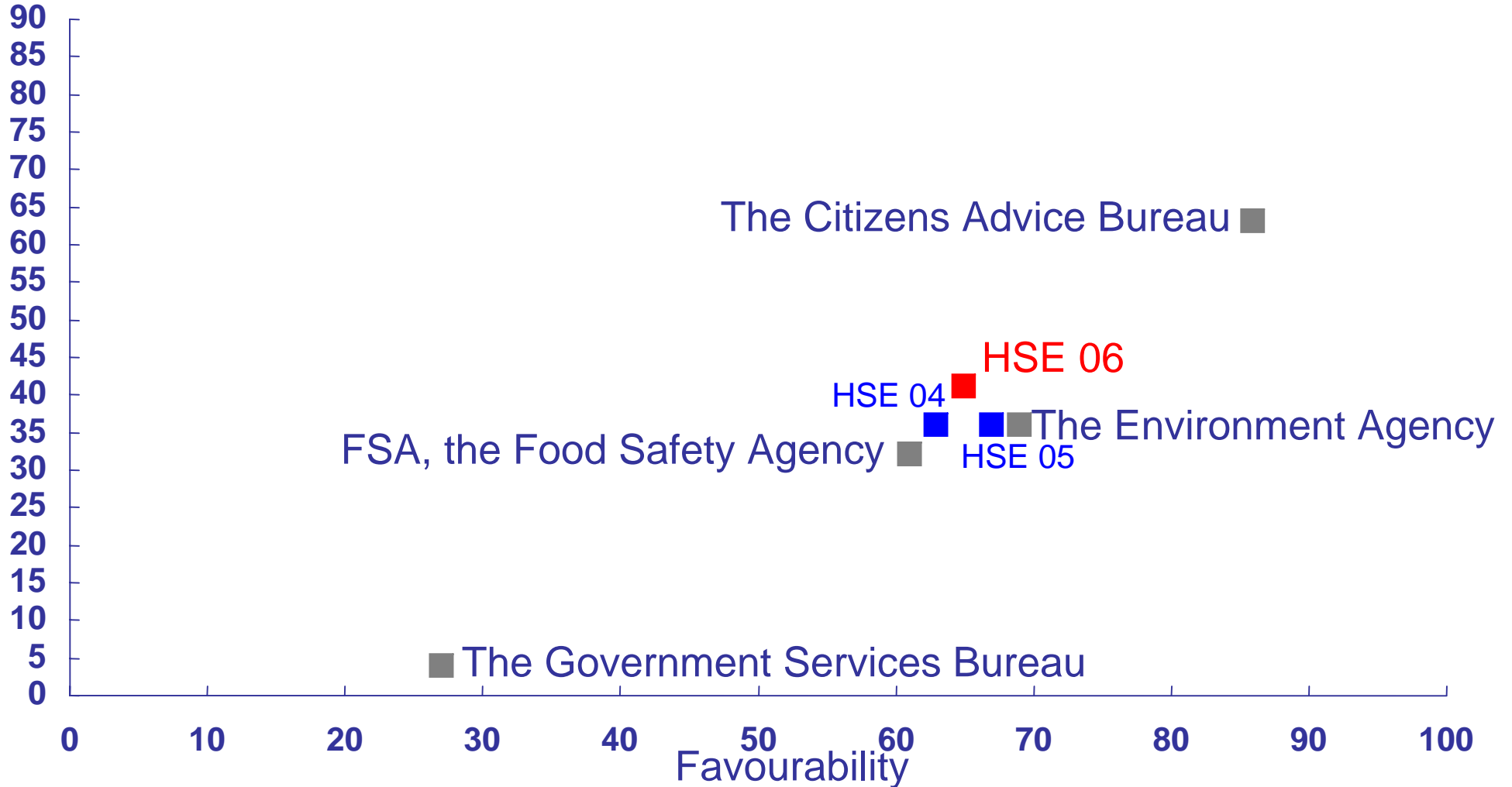
■ % Agree ■ % Disagree



The role of the HSE

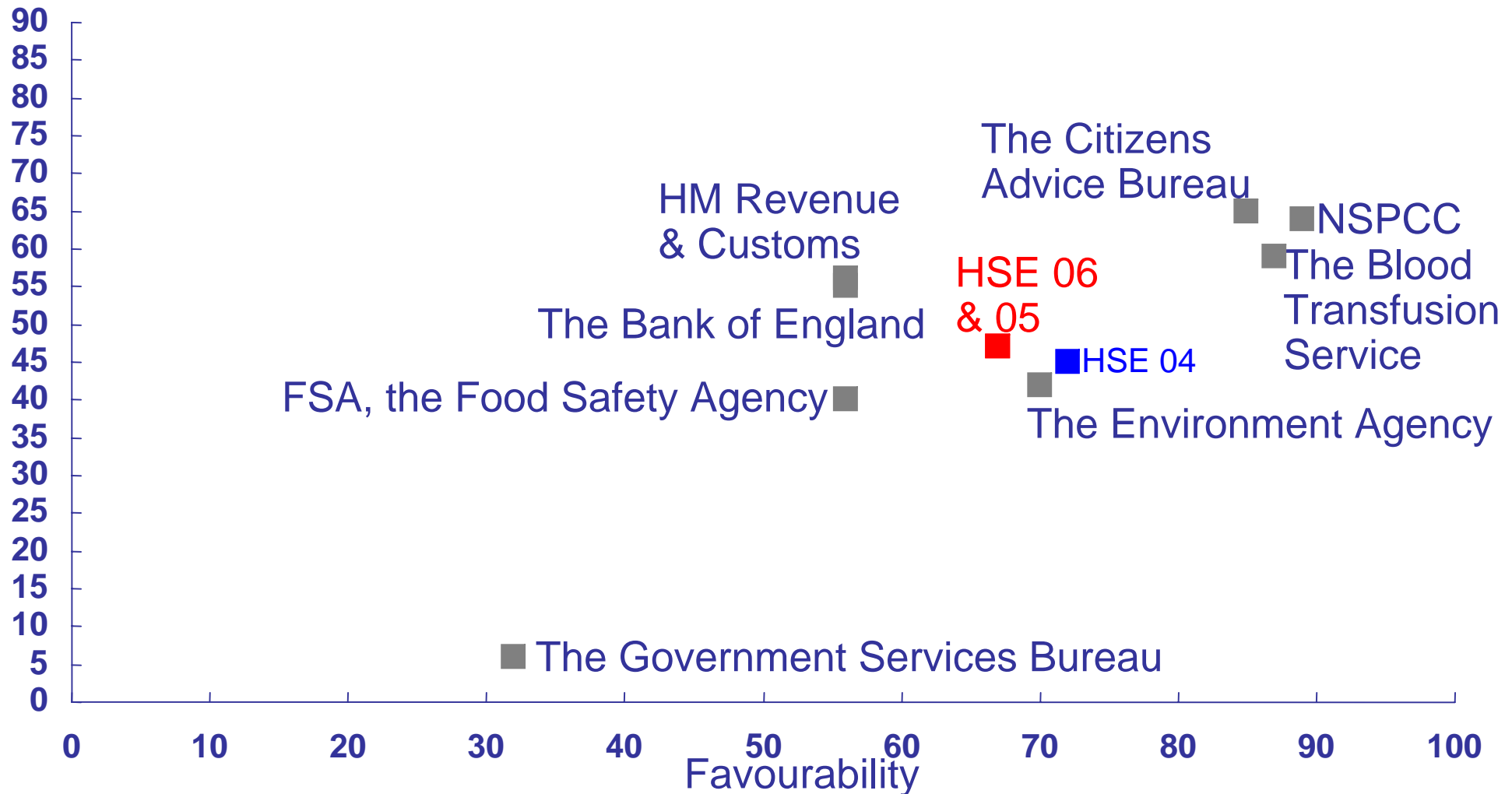
Citizens' image of the HSE

Familiarity



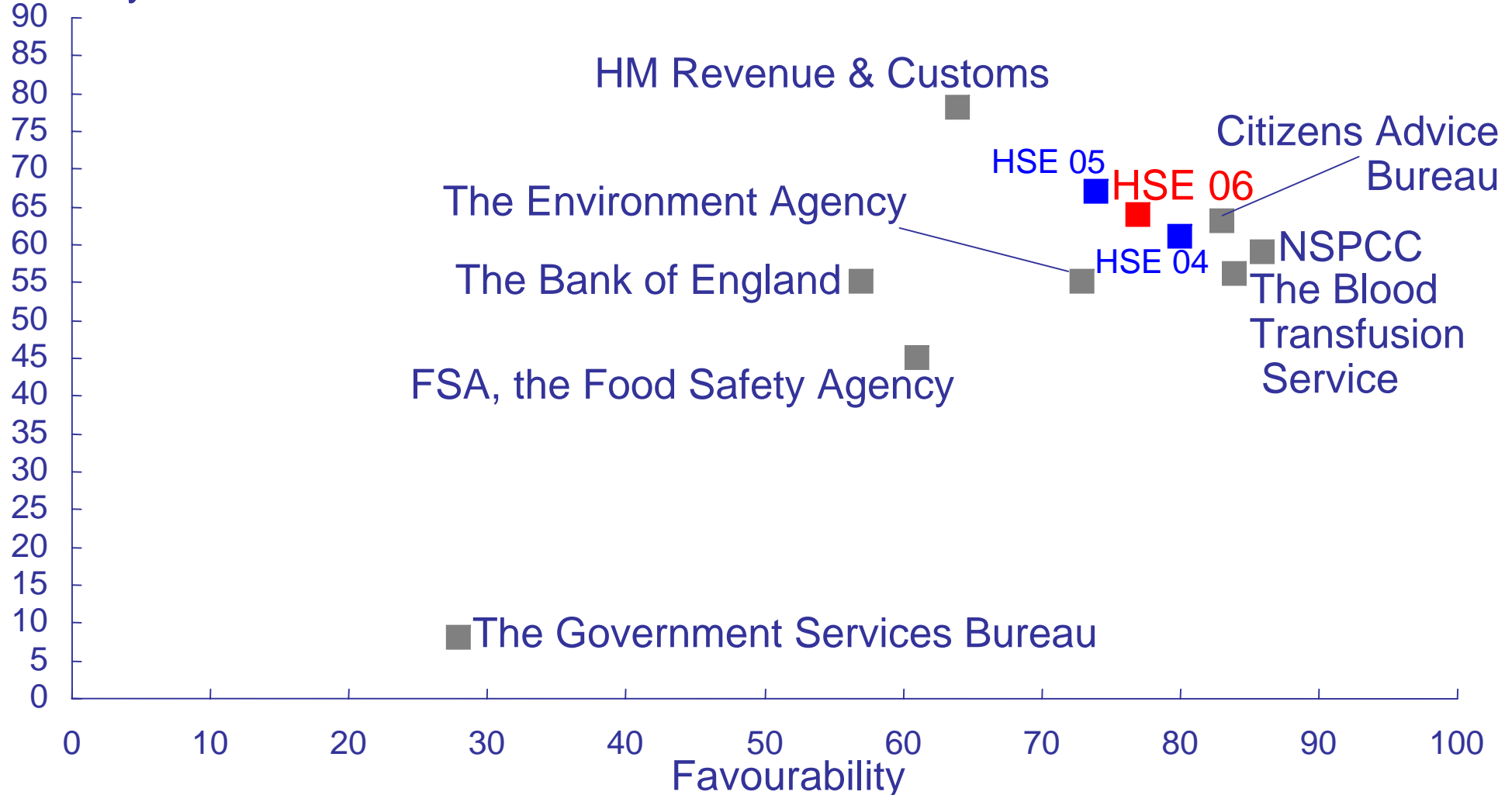
Employees' image of the HSE

Familiarity

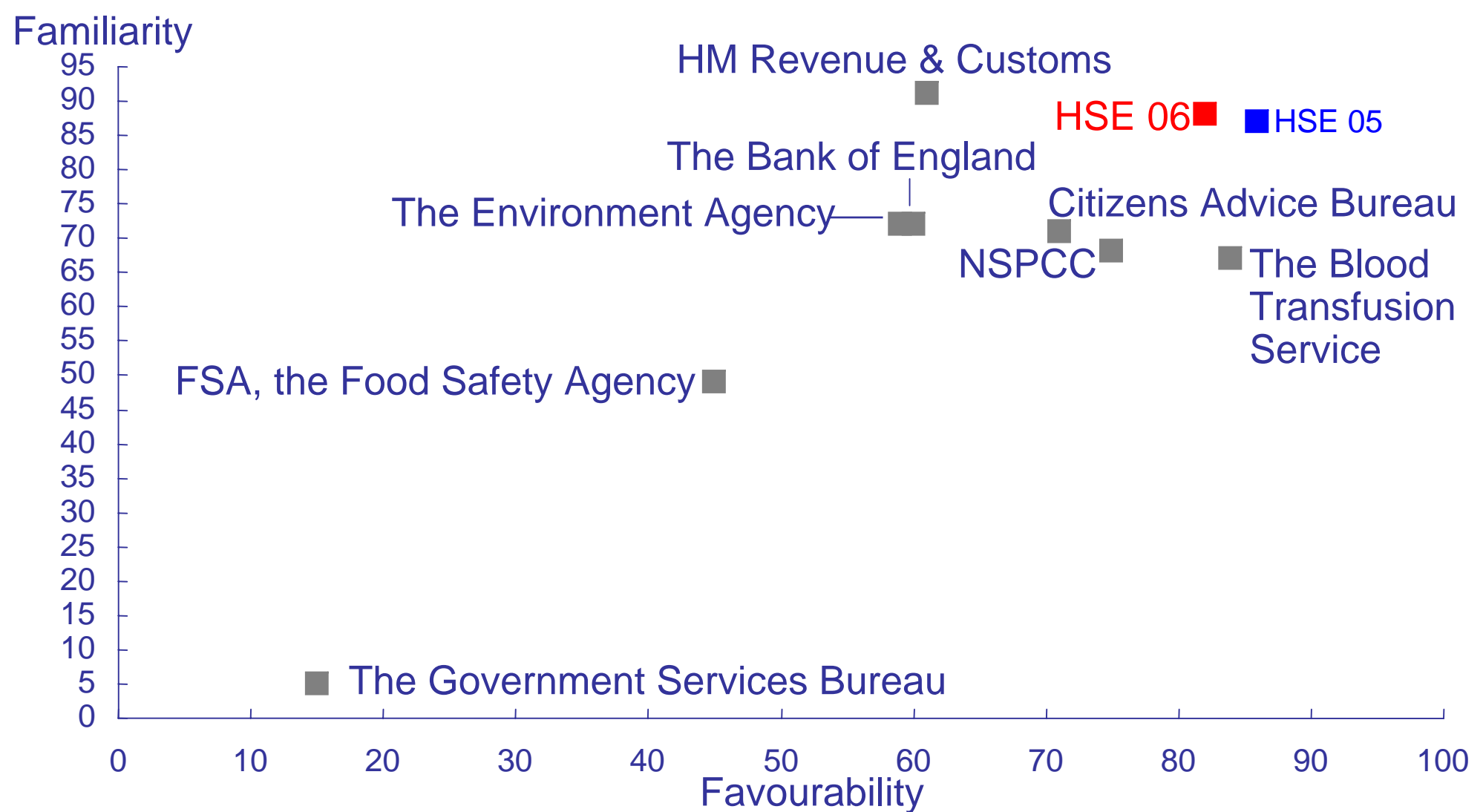


Employers' image of the HSE

Familiarity



CEOs/Senior Directors' image of the HSE



Base: Familiarity- all CEOs/Senior Directors 2006 (201); Favourability- all CEOs/Senior Directors who have heard of the HSE (194)

What does the HSE do?

- The HSE was most commonly defined as a **rule enforcer** by employees, employers and CEOs/Senior Directors
 - 67%, 69% and 81% respectively



An introduction to health and safety



Health and safety in small businesses

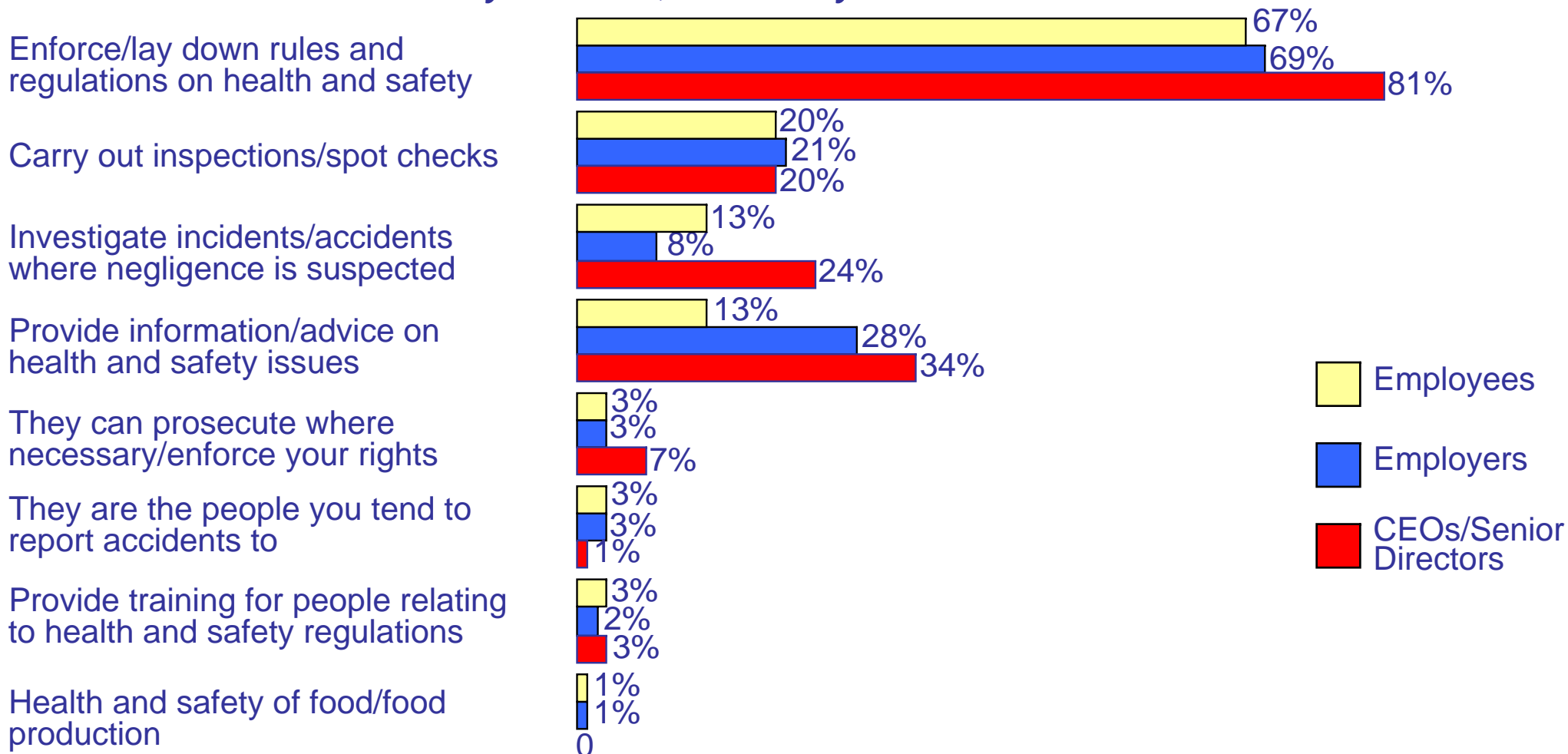


What you should know about – where to get more information

- Employers and CEOs/Senior Directors also particularly highlighted the HSE's role as an **information and advice provider** – 28% and 34%.
- **Performing inspections** and **investigating accidents** were also ranked relatively highly by all three audiences.
- The pattern remains unchanged to previous years although an increase of CEOs/Senior Directors citing 'enforcing rules' did occur.

What does the HSE do?

Q You mentioned that you have heard of the HSE, the Health and Safety Executive. From what you know, what do you think the HSE does?



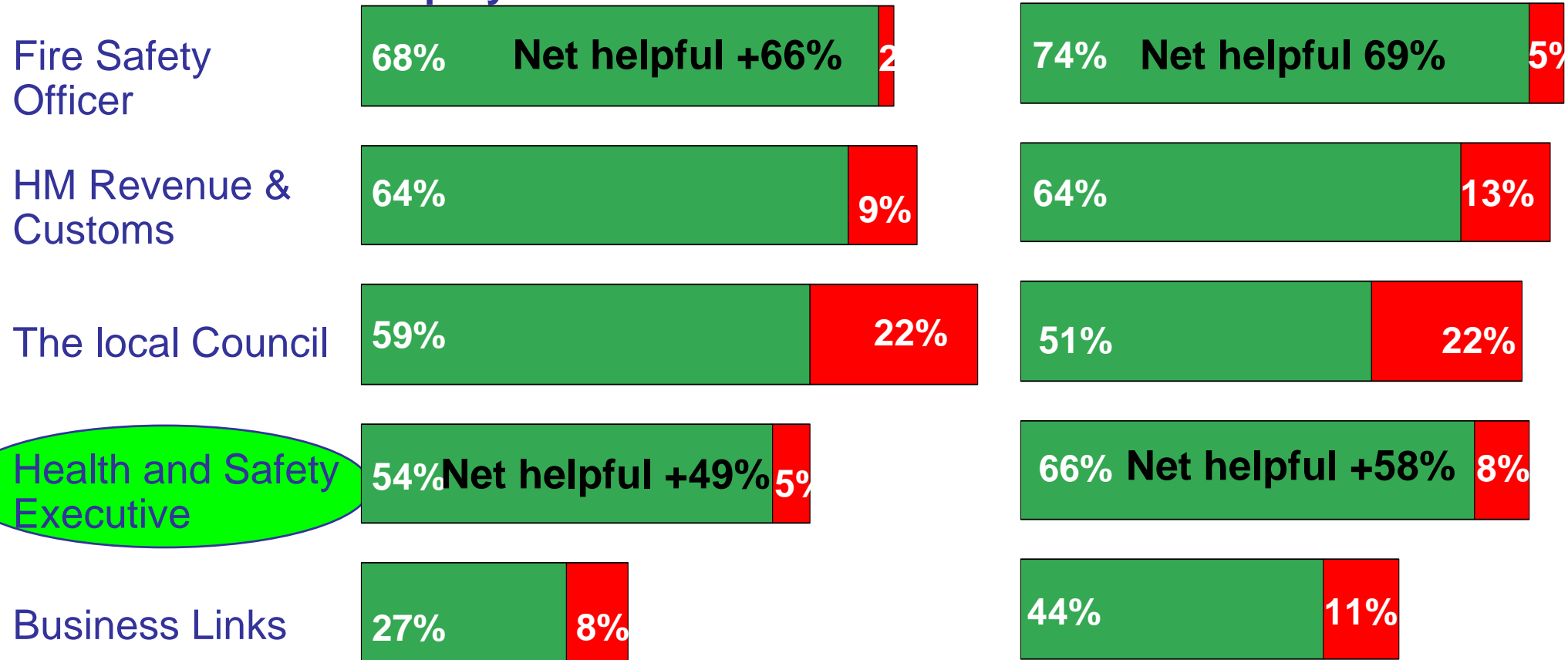
Helpfulness of organisations - everyone

Q Please tell me how helpful or unhelpful you find each organisation.

■ % Helpful ■ % Unhelpful

Employers

CEOs/Senior Directors



Helpfulness of the HSE – among users

		Employers			CEOs/Senior Directors			
		Helpful	Unhelpful	Net helpful	Helpful	Unhelpful	Net helpful	
Fire safety officer	(363)	97	3	+94	(158)	94	6	+88
HSE	(303)	90	10	+80	(150)	89	11	+78
HM Revenue & Customs	(365)	88	12	+76	(154)	83	17	+66
Business Links	(178)	77	22	+55	(112)	80	21	+59
The Local Council	(406)	73	27	+46	(148)	70	30	+40

Image of the HSE – top 4 descriptions

Q The Health and Safety Executive is....?

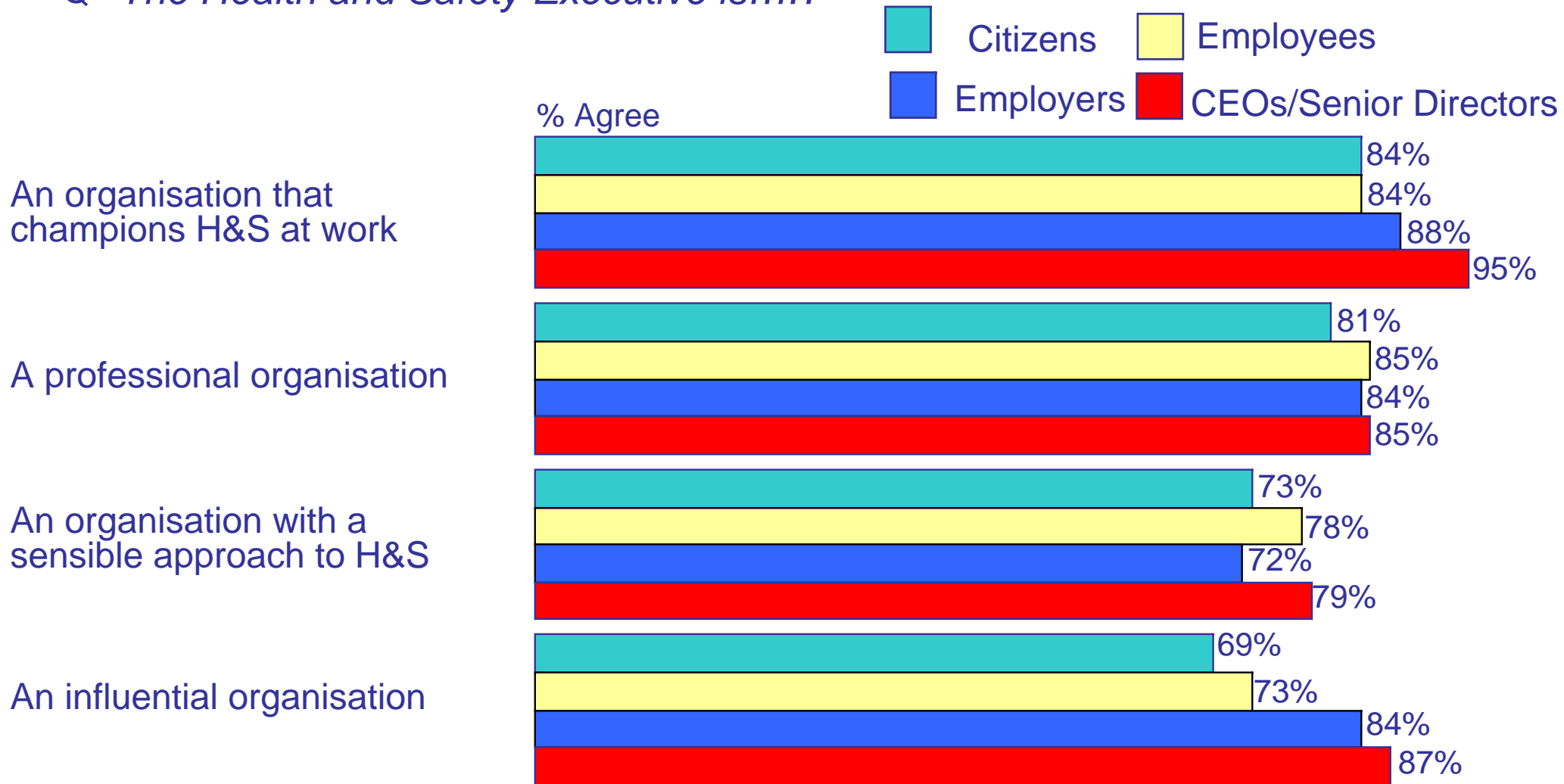
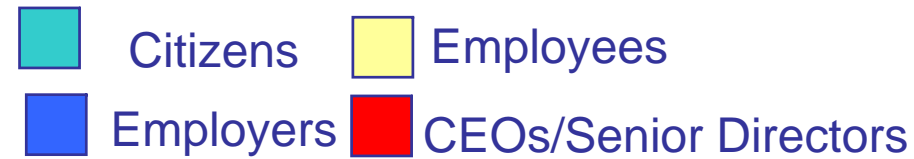
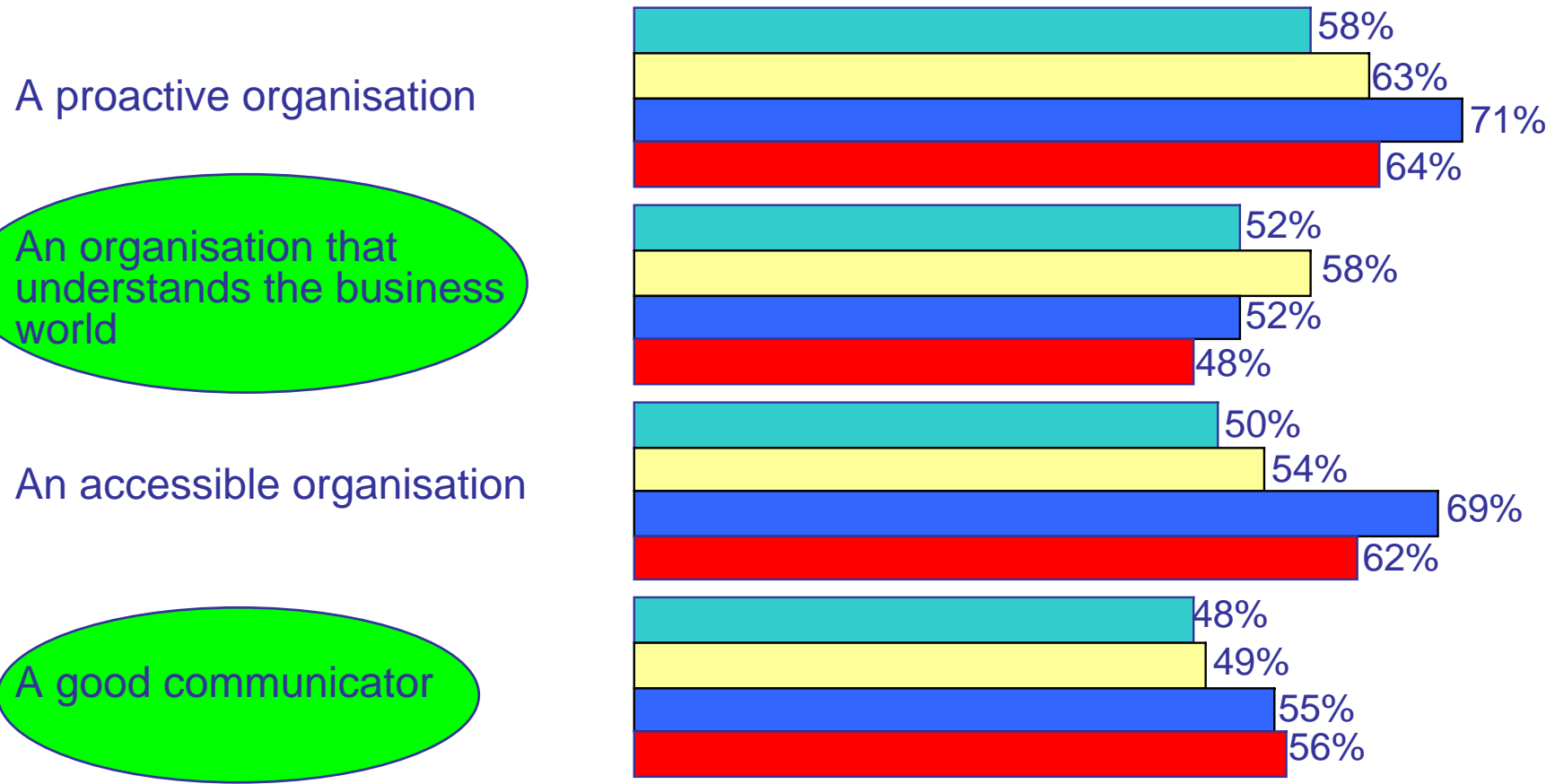


Image of the HSE

Q The Health and Safety Executive is....?



% Agree

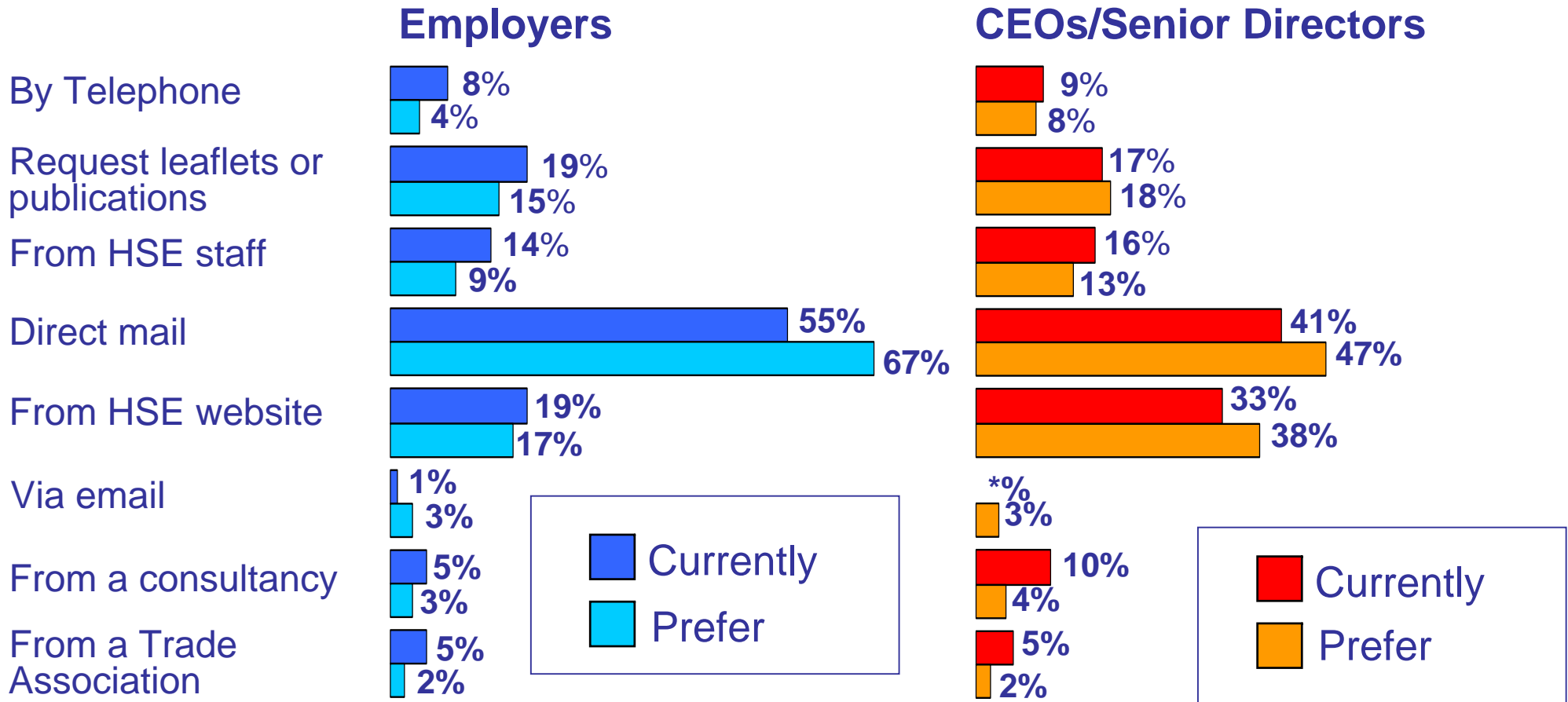


Contact with the HSE

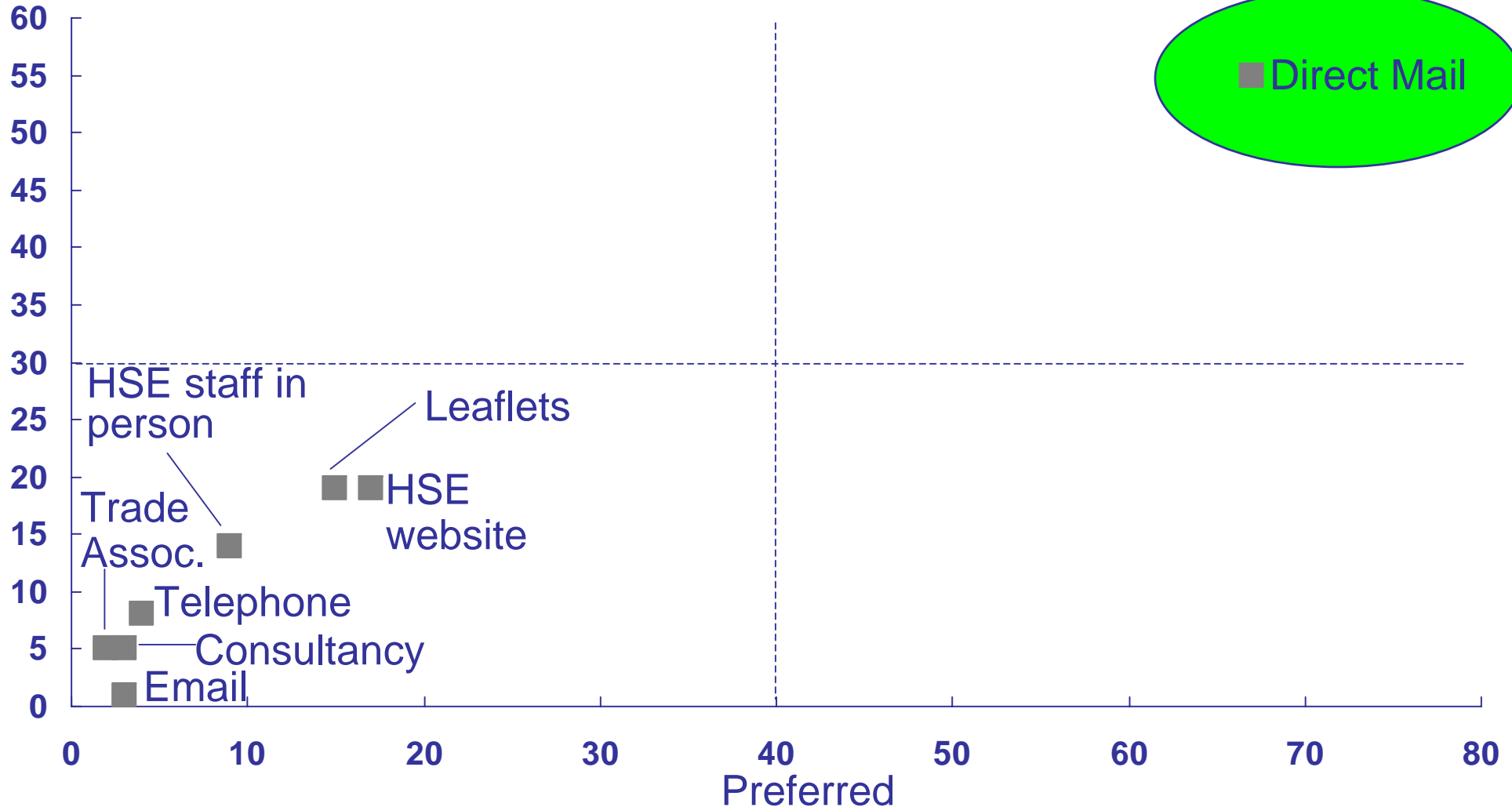
Actual and preferred information sources

Q How, if at all, do you currently receive information from the HSE?

Q And how, if at all, would you prefer to receive information from the HSE?

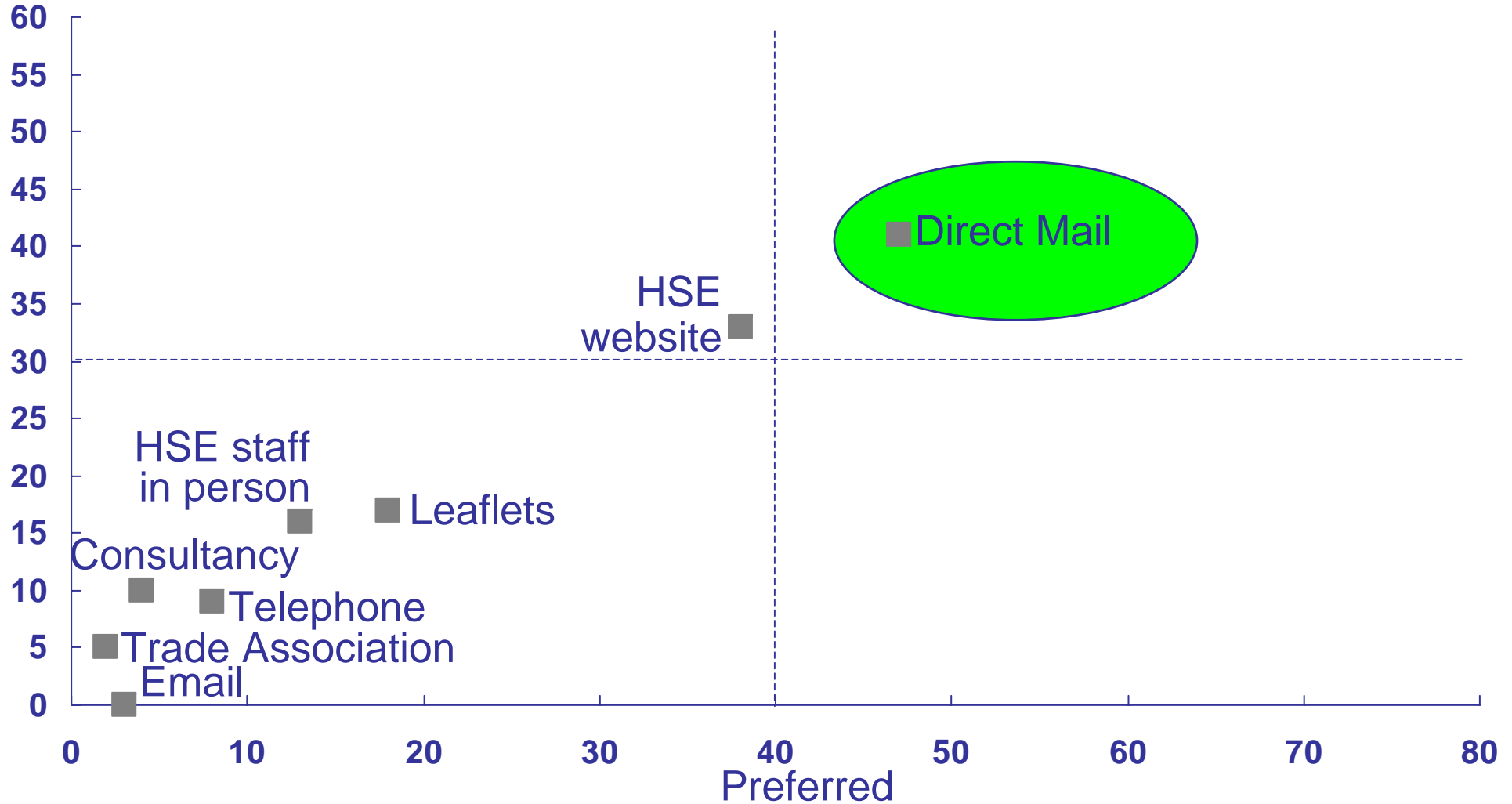


Received



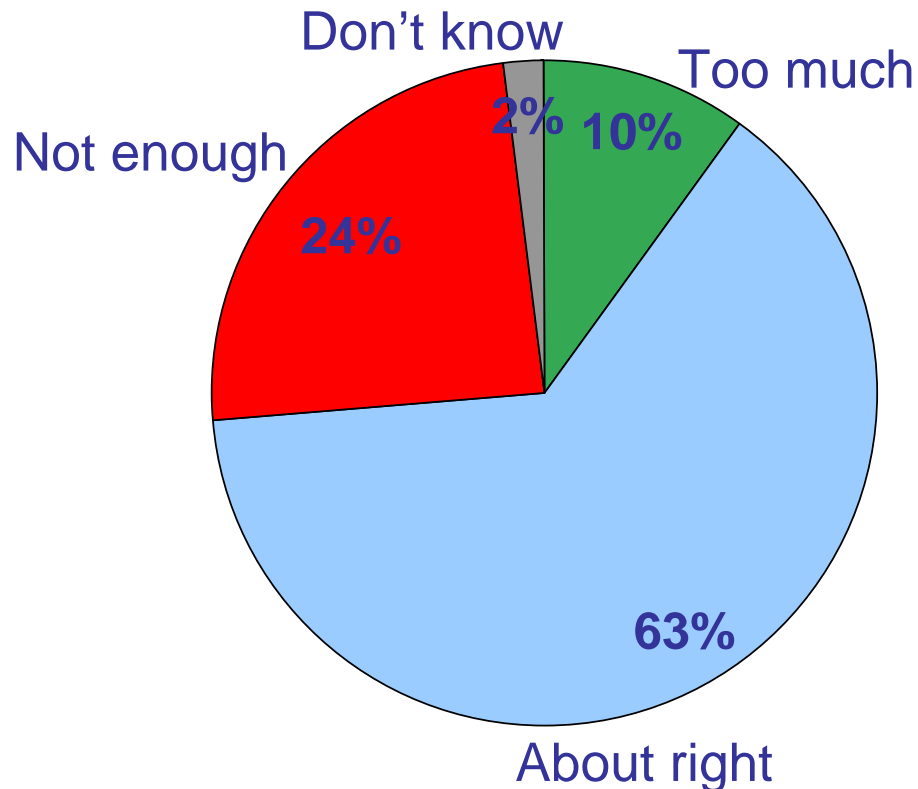
Preferred information provision – CEOs/Senior Directors

Received

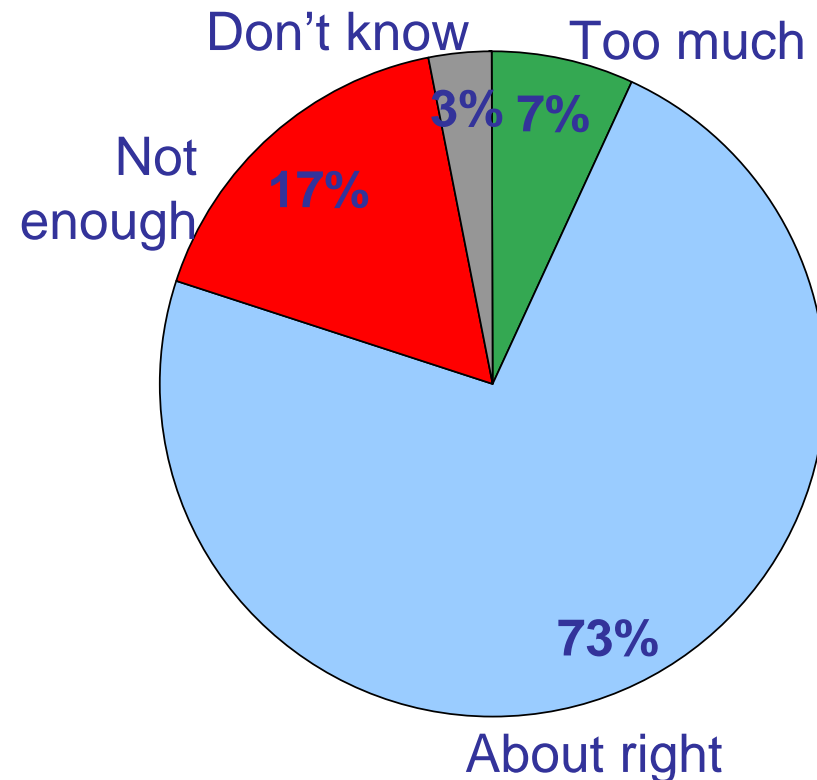


Q Do you think the amount of information you receive from the Health and Safety Executive about the laws and regulations it has responsibility for is ?

Employers



CEOs/ Senior Directors



Attitudes towards HSE information

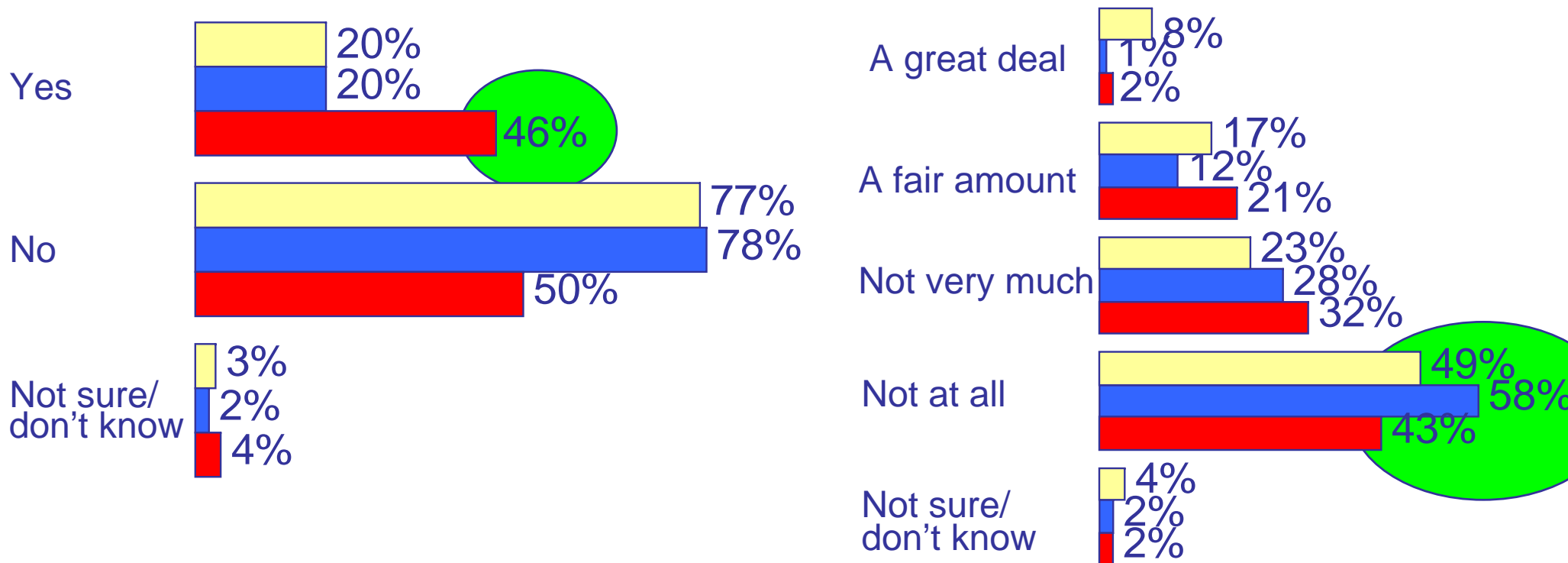
	Employers	CEOs/Senior Directors
	%	%
Easy to understand	80	82
Difficult to understand	16	10
Too detailed	20	11
About right	61	73
Too general	14	13
Well tailored for your type of business	51	60
Not well tailored for your type of business	45	34
The language a lot of health and safety information is written in is too complicated	<i>Agree</i>	38
	<i>Disagree</i>	49

Enforcement Action

Q Have you seen or heard of any health and safety enforcement action or prosecutions by the HSE or local authority inspector in the last 12 months?

Q To what extent did this enforcement activity change the way you work?

Employees
 Employers
 CEOs/Senior Directors

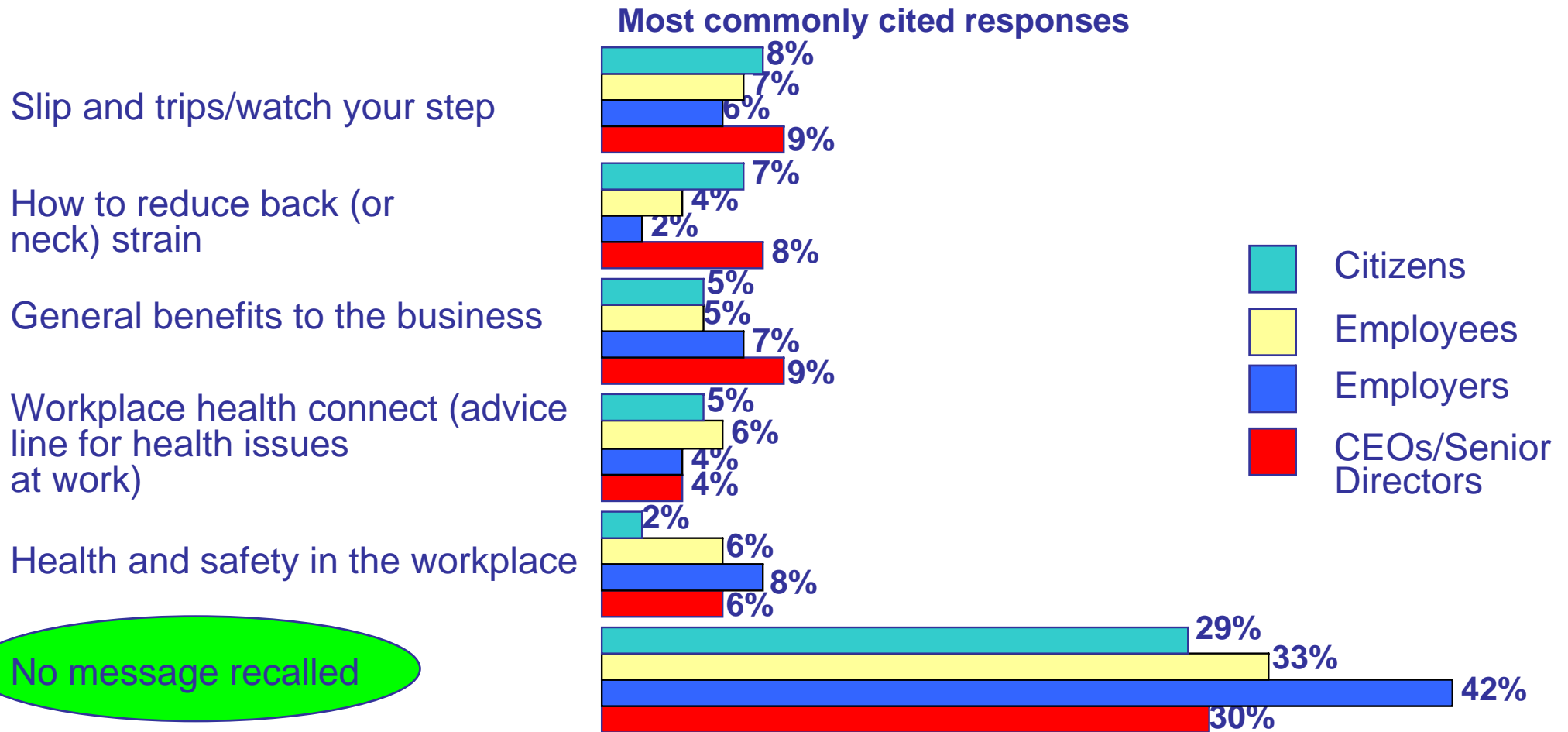


Where is health and safety advertising seen or heard?

- CEOs/Senior Directors were **most aware of health and safety advertising**, followed by employees, employers and citizens
 - 61%, 56%, 55% and 49% respectively
- Citizens and employees were most likely **to have seen this advertising on posters** (35% and 41%)
- On the other hand, employers and CEOs/Senior Directors were more likely to have experienced such marketing **through direct mail or correspondence** (28% and 27%).

Theme of advertising

Q Do you remember the main theme/messages of the advertising?



Sub-group differences

- Respondents who are **more aware** of the HSE and its role are also more likely to be **in favour** of the organisation and **health and safety practices as a whole**
- Among the two employer groups, those in **larger organisations**, who have received at **least a fair amount of training** and are **in contact with the HSE** are **more positive and understanding** of health and safety regulations

Conclusions...positive findings

- There have been minor shifts in attitudes towards health and safety but findings are **broadly consistent** with previous years.
- The HSE received **positive feedback overall**, in both attitudes towards health and safety and perceptions of the organisation as a whole.
- Employers and CEOs/Senior Directors feel health and safety requirements are **beneficial to the workplace** although there is the belief that the **level of bureaucracy could be reduced** as well as the **cost** of implementing such systems.
- **Awareness of and favourability towards the HSE** is relatively high when compared with similar organisations
- HSE communications are **well rated** and the organisation continues to supply material in the **most preferred method**

■ Issues which are **of concern** include

- The proportion of respondents who claimed the HSE was **not good at communicating** and **does not understand the business world**
- **Smaller companies** which continue to give a less favourable impression of health and safety requirements, finding them more of a burden.
- The **lack of recall of messages** from advertising of health and safety at work

Thank you

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Understanding health and safety risks: Employees

Most mentioned responses

Health Risks	2006 %	% Diff since 05
Infection/germs/disease	17	+4
Stress	14	+2
Chemicals	7	0
Physical safety*	7	0
Eye strain	7	+1
Lifting/carrying/moving objects*	6	+1
Falling/tripping*	6	-1
Backaches/muscular pains	6	n/a

Safety Risks	2006 %	% Diff since 05
Falling/tripping	15	+2
Physical safety	14	+2
Use of machinery/ electrical equipment	9	-1
Lifting/carrying/moving objects	8	+2
Road safety	8	+1
Fire hazard	6	-1
Wet/slippery floors	6	-1

* Safety risks not health risks

Understanding health and safety risks: Employers

Most mentioned responses

Health Risks	2006 %	% Diff since 05
Infection/germs/disease	21	+13
Lifting/carrying/moving objects*	12	+4
Stress	8	-5
Falling/tripping*	8	-1
Chemicals	7	-6
Food/safety practices	6	+3
Backaches/muscular pains	5	n/a
Use of machinery/ electrical equipment*	5	-5

Safety Risks	2006 %	% Diff since 05
Falling/tripping	22	+9
Lifting/carrying/moving objects	15	+5
Use of machinery/ electrical equipment	15	-3
Physical safety	11	0
Fire hazard	9	+3
Accidents/injuries	8	-7
Road safety	7	-2

* Safety risks not health risks

Understanding health and safety risks: CEOs/Senior Directors

Most mentioned responses

Health Risks	2006 %	% Diff since 05
Stress	28	+12
Falling/tripping*	14	+5
Lifting/carrying/moving objects*	11	-10
Chemicals	10	+2
Infection/germs/disease	8	+1
Repetitive strain injury	6	-3

Safety Risks	2006 %	% Diff since 05
Falling/tripping	31	+12
Lifting/carrying/moving objects	23	0
Use of machinery/ electrical equipment	14	-9
Accidents/injuries	12	-6
Physical safety	8	-1
Chemicals*	8	+2
Heights	8	+5

* Safety risks not health risks

* Health risks not safety risks

What is health and safety (1)

Q *What do you understand by the phrase 'health and safety'?*

Citizens

1. Rules/regulations to ensure our general wellbeing/personal safety – **36%**
2. Rules/regulations relating to safety in the workplace – **29%**
3. Minimising risk/accidents/injury – **25%**
4. Making sure everything is done to ensure a safe/hygienic environment – **17%**
5. Taking responsibility to safeguard yourself and others around you – **10%**
6. Safety in the home – **10%**
7. Making sure machinery/equipment/appliances are safe/hazard free – **6%**
8. Food safety practices – **4%**

Employees

1. Rules/regulations relating to safety in the workplace – **56%**
2. Rules/regulations to ensure our general wellbeing/personal safety – **30%**
3. Minimising risk/accidents/injury – **27%**
4. Making sure everything is done to ensure a safe/hygienic environment – **24%**
5. Taking responsibility to safeguard yourself and others around you – **15%**
6. Making sure machinery/equipment/appliances are safe/hazard free – **8%**
7. Safety in the home – **5%**
8. Prevention of illness/disease – **4%**

What is health and safety (2)

Q *What do you understand by the phrase 'health and safety'?*

Employers

1. Rules/regulations relating to safety in the workplace – **70%**
2. Rules/regulations to ensure our general wellbeing/personal safety – **33%**
3. Making sure everything is done to ensure a safe/hygienic environment – **16%**
4. Minimising risk/accidents/injury – **13%**
5. Taking responsibility to safeguard yourself and others around you – **13%**
6. Making sure machinery/equipment/appliances are safe/hazard free – **4%**
7. Common sense/self-explanatory – **4%**

CEOs/Senior Directors

1. Rules/regulations relating to safety in the workplace – **86%**
2. Rules/regulations to ensure our general wellbeing/personal safety – **34%**
3. Making sure everything is done to ensure a safe/hygienic environment – **18%**
4. Minimising risk/accidents/injury – **11%**
5. Taking responsibility to safeguard yourself and others around you – **7%**
6. Important necessary – **2%**
7. Other – **2%**