

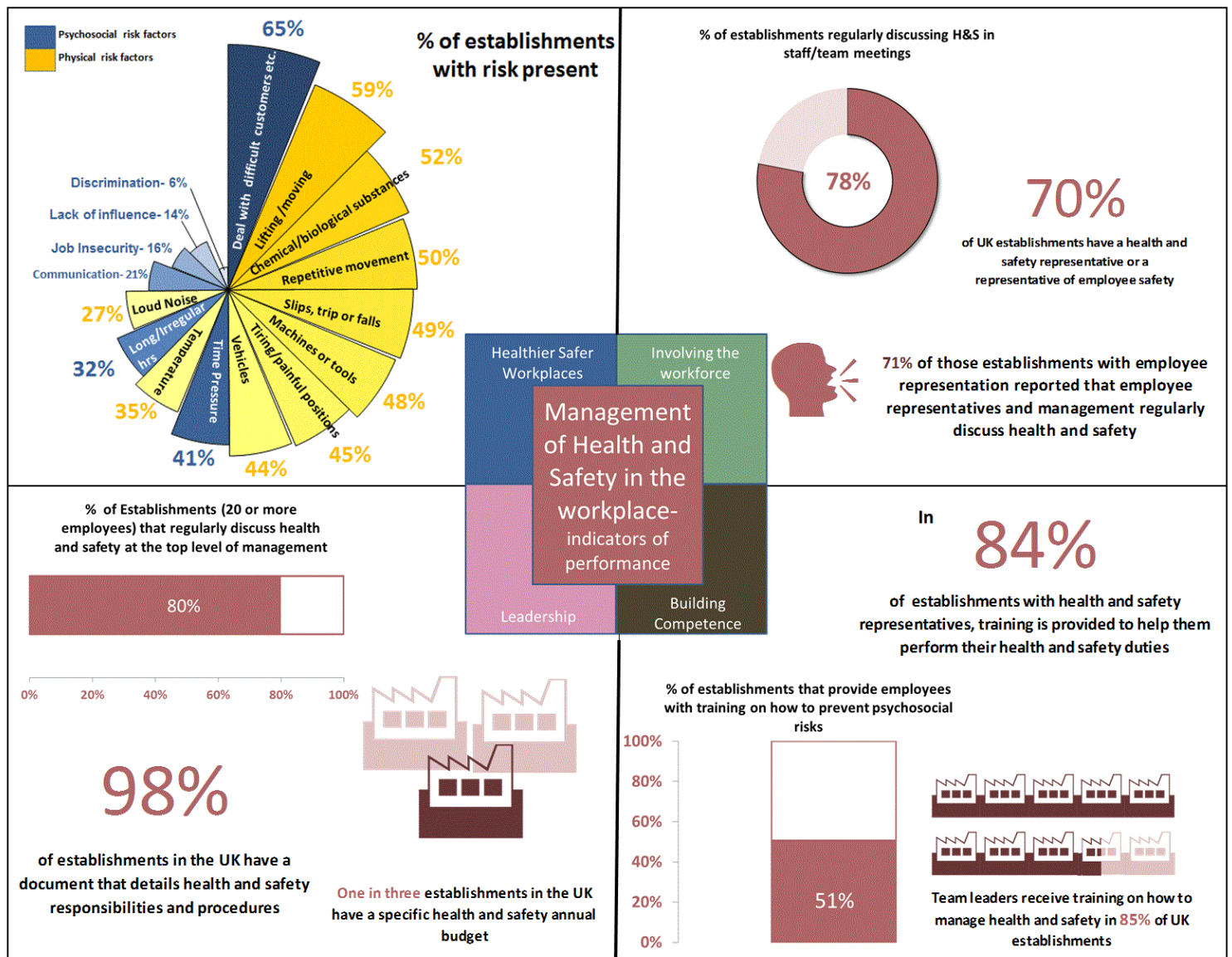
Management of Health and Safety in the Workplace:

UK results from European Survey of Enterprises on New and Emerging Risks, 2014 (ESENER-2)

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Summary



Source: European Survey of Enterprises on New and Emerging Risks, 2014
Base: Establishments with 5 or more employees unless otherwise stated

Introduction

Despite vast improvements in health and safety working conditions in Britain's workplaces over the last century, each year significant numbers of workers are injured or made ill by their work.

The Health and Safety Executive's (HSE) mission is to prevent death, injury and ill-health in Great Britain's workplaces. In 2009, HSE launched a new long term strategy '[The Health and Safety of Great Britain \ Be part of the solution](#)' with the purpose of bringing about further improvements in health and safety performance. The strategy, which involves the participation of all players with a stake in workplace health and safety, is set around 10 goals, some of which focus on the practical application of health and safety at the workplace.

'To be truly effective, health and safety has to be an everyday process supported by all as an integral part of workplace culture'.

2009 Health and Safety Strategy

HSE collects and publishes a wide range of data on health and safety outcomes. However, representative national data on the practical application of health and safety in the workplace is sparse – much of what is available pre-dates the 'Be part of the Solution' strategy. To address this data gap, the Health and Safety Executive (HSE) has collaborated with the European Union Occupational Safety and Health Agency (EU-OSHA) on a European wide survey of workplaces which explores how health and safety risks are managed at the workplace. The survey (European Survey of Enterprises on New and Emerging Risks- ESENER-2) aims to better understand workplaces' needs for support and expertise on health and safety, as well as identify the factors that encourage or hinder action.

The ESENER-2 survey is a follow-up to EU-OSHA's ESENER-1 survey, conducted in 2009. This earlier survey confirmed that the practical implementation of health and safety varies from one country to another and by industry and workplace size. ESENER-2 builds on this earlier survey. However, because of changes in the methodology between the two surveys, results are not comparable.

Across Europe, almost 50,000 establishments across all activity sectors and employing at least five people were surveyed in summer/autumn 2014 –the UK sample accounted for **4,250** of establishments surveyed. The survey asked those 'who know best'¹ about safety and health in the establishments about the way safety and health risks are managed at their workplace. UK results from the survey are presented in this report². Further detailed tables can be found at www.hse.gov.uk/statistics/tables/index.htm#oshman.

¹ The person believed to be the most knowledgeable about health and safety in the establishment is not always the person with management responsibility for health and safety. An analysis of all survey respondents across Europe shows that around a third of respondents were the 'owner of the firm, managing director or site manager' while around a fifth were managers without specific health and safety tasks. Almost 30% of respondents had a health and safety function (either with or without managerial responsibility) while almost a further 20% of respondents were employee representatives in charge of health and safety.

² While the UK sample was part of a European wide survey, this report considers only the UK picture – for information on how UK workplaces compare with other European countries, please see <https://osha.europa.eu/en/surveys-and-statistics-osh/esener>

In reporting the UK survey results, data has been mapped to the relevant goals within the Health and Safety Strategy. While the survey results provide a range of indicators against each strategy goal, they should not be seen as being a comprehensive indicator set. However they do provide a good barometer of current levels of practical application against the individual goals.

\\ The need for strong leadership

\\ Building Competence

\\ Involving the workforce

\\ Creating healthier, safer workplaces

The statistics in this report are presented in terms of the percentage of establishments where the attribute is present (e.g. the percentage of establishments with a specific annual health and safety budget). While the degree to which the attribute is present is interesting in its own right, the greater interest often lies in comparisons between different groups (e.g. different industry groups or establishments of different sizes). While to some extent, the results may over-estimate the presence of attributes (due to some respondents reporting what they 'should' do), we are confident that internal comparisons are valid.

Definitions used:

- **'Production industries'** includes all of agriculture, construction, manufacturing, mining/ quarrying, utilities and water supply/waste management industries. (Sections A-F of the 2007 Standard Industrial Classification).
- **'Service Industries'** includes all non-production industries (Sections G-S of the 2007 Standard Industrial Classification). For more information on industry definitions see [Annex 1](#).
- Both the term 'Establishment' and 'workplace' are used to describe an enterprise, or part thereof (e.g. a workshop, factory, warehouse, office, mine or depot) situated in a geographically identified place.

Health and safety leadership

\\ The need for strong leadership

“Health and safety leadership must start at the top. Whatever the nature of the organisation, whether in the public, private or not-for-profit sector, members of the board have both collective and individual responsibility for health and safety. As such, the need is for people of board-level status to champion health and safety and be held accountable for its delivery”.

An extract from 2009 Health and Safety Strategy

The ESENER-2 survey explores the over-arching approach to health and safety in the establishment, providing a range of ‘leadership’ indicators including measures on both:

- the extent to which there are over-arching ‘health and safety’ procedures in place in establishments;
- the extent to which specific ‘leadership’ actions are prevalent across establishments.

Additionally, the survey also explores the reasons and difficulties within establishments for addressing health and safety. While not directly providing indicators on leadership, this data does provide important insight into the motivators and obstacles facing health and safety leadership.

Headline findings on leadership are summarised in the following pages, while more detailed data can be found at www.hse.gov.uk/statistics/tables/oshman1.xlsx

Summary of ‘health and safety leadership’ across UK establishments:

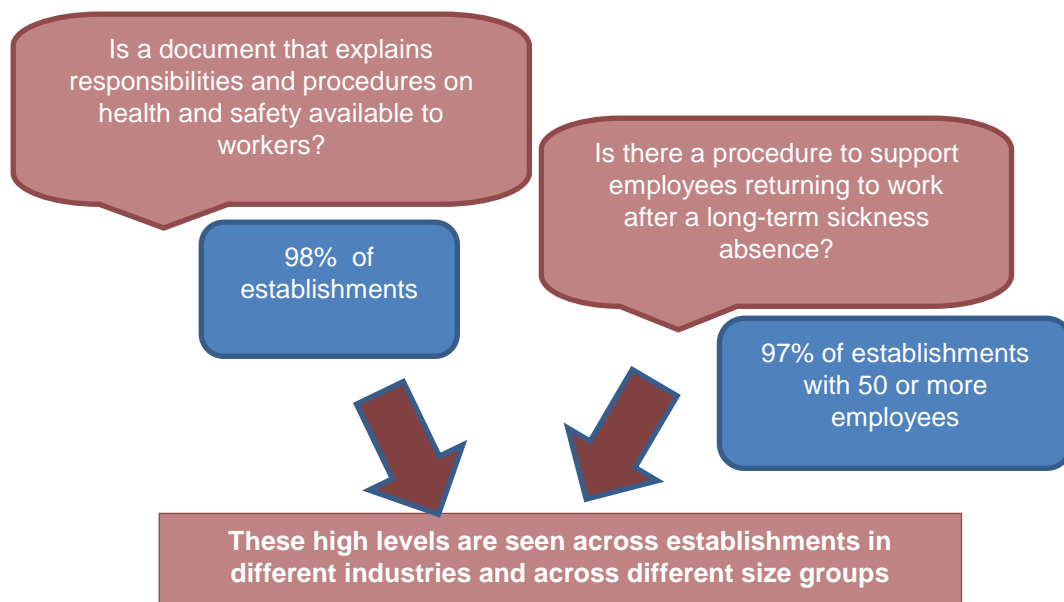
Survey results indicate:

- Procedurally, leadership across UK establishments is high, with over 95% having an over-arching health and safety policy and a procedure to support employees returning from long-term sickness absence.
- A more mixed picture of leadership emerges when considering the extent of specific leadership actions in establishments. In an estimated 80% of establishments health and safety is regularly discussed by top management while just over a third of establishments have a specific annual health and safety budget. Not surprisingly there is variation in these results between industry groups and establishment size.
 - In particular, larger establishments show higher levels of these ‘leadership’ practices than smaller establishments.
 - Within the service sector, a statistically significant higher proportion of establishments are estimated to have a specific annual budget for health and safety compared with the production sector.

Health and safety leadership in terms of presence of over-arching procedures

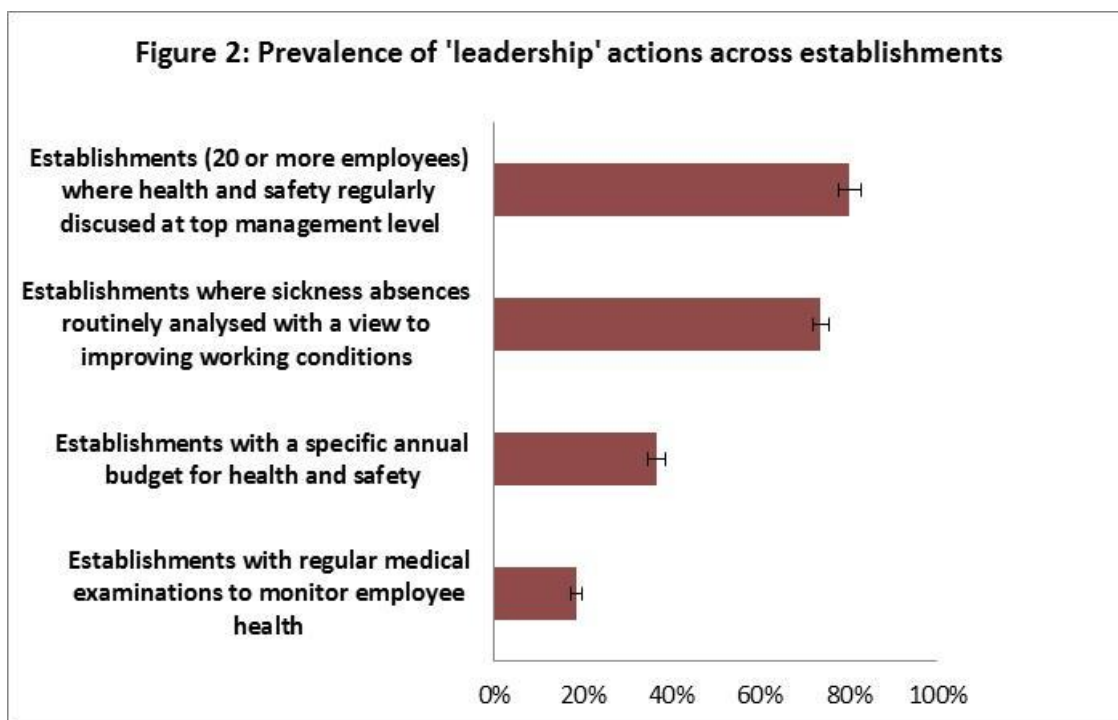
Survey results indicate that procedurally, leadership across UK establishments is high.

Figure 1: Indicators of 'procedural leadership'



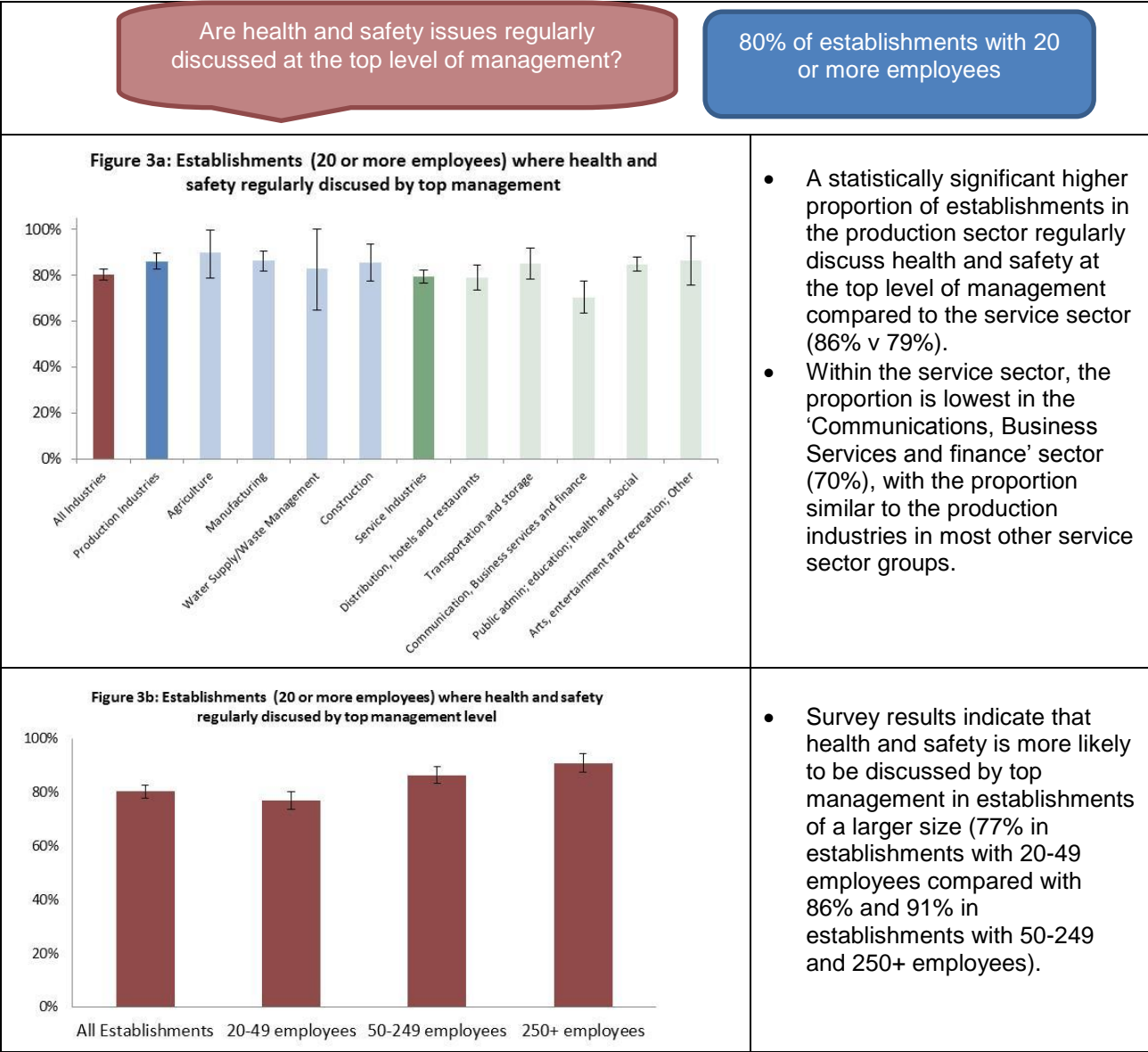
Health and safety leadership in terms of the extent to which specific 'leadership' actions are prevalent across establishments

A more mixed picture emerges when considering the extent to which specific 'leadership' actions are prevalent across establishments.



I denotes the 95% confidence interval (the plausible range) around the survey estimate.

The following sections look in more detail at how each of the 4 indicators above vary by industry sector and establishment size.

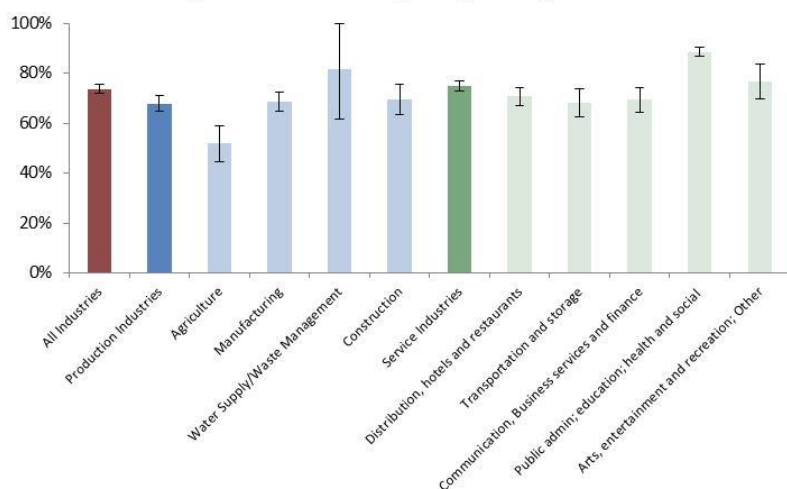


I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Are sickness absences routinely analysed with a view to improving working conditions?

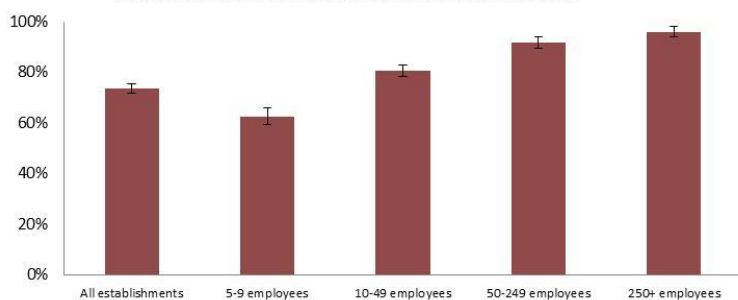
74% of establishments

Figure 4a: Establishments where sickness absences routinely analysed with a view to improving working conditions



- By sector, the proportion of establishments where sickness absence is routinely analysed is statistically significantly higher in the 'Public Admin/Education/Health and Social Care' sector (89%) compared to all other sectors except water supply/waste management.
- Conversely, it is statistically significantly lower in the 'Agricultural sector' (52%), compared to all other industry groups.
- For all other sectors, the proportion is broadly level.

Figure 4b: Establishments where sickness absences routinely analysed with a view to improving working conditions



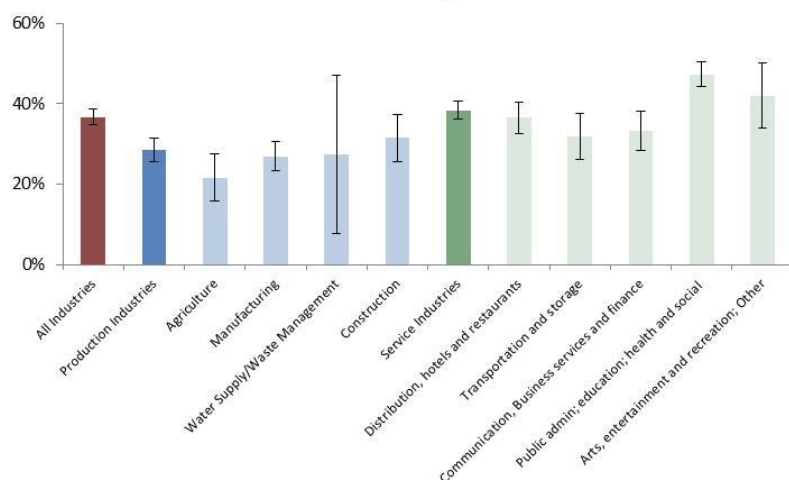
- Larger establishments are more likely to analyse sickness absences than smaller establishments.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Is there a specific budget set each year for health and safety measures and equipment in your establishment?

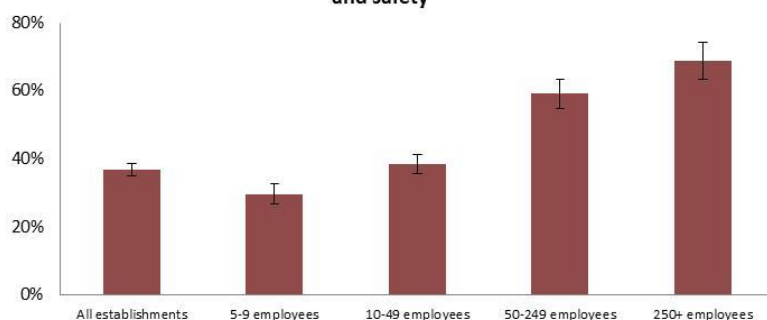
37% of establishments

Figure 5a: Establishments with a specific annual budget for health and safety



- A statistically significant higher proportion of establishments in the service sector are estimated to have a specific annual budget for health and safety compared with the production sector (38% v 29%).
- Within the service sector, the proportion is statistically significantly highest in the Public Admin/Education/Health and Social Care' sector (47%).
- Within the production sector, the proportion is lowest in agriculture. However the difference isn't statistically significant compared to other production sector industries.

Figure 5b: Establishments with a specific annual budget for health and safety



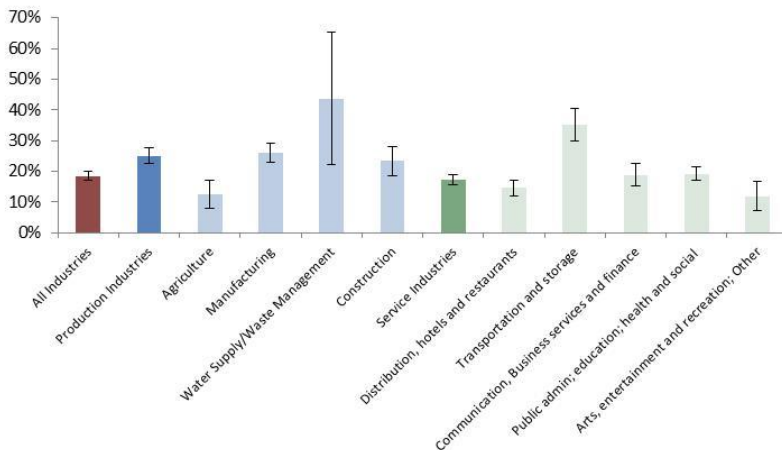
- Larger establishments are more likely to have a specific annual budget for health and safety than smaller establishments.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Does your establishment arrange regular medical examinations to monitor the health of employees?

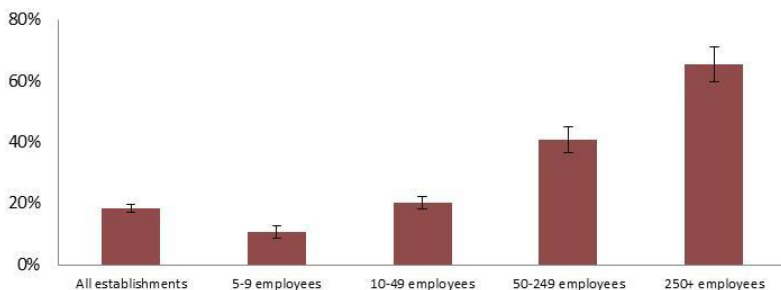
19% of establishments

Figure 6a: Establishments with regular medical examinations to monitor employee health



- The proportion of establishments arranging regular medical examinations to monitor the health of employees is statistically significantly higher in the 'production sector than the service sector (25% compared with 17%). This difference may reflect the greater presence of physical hazards in the production sector or the need for statutory surveillance of certain groups of employees.
- However, the proportion is also high in the 'transport and storage' sector (35%), statistically significantly higher than the average across all production industries.

Figure 6b: Establishments with regular medical examinations to monitor employee health



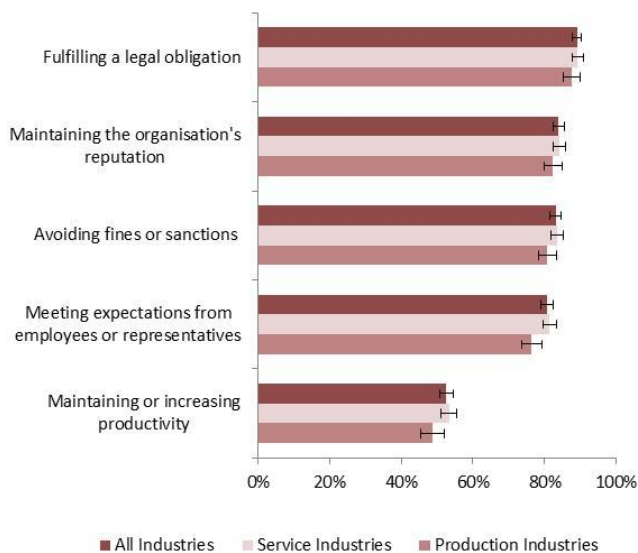
- Larger establishments are statistically significantly more likely to arrange regular medical examinations to monitor employee health than smaller establishments.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

The survey also asked about reasons for addressing health and safety in the establishment and the main difficulties faced in doing so. While not a direct measure of leadership, it is useful to understand the issues faced by leaders in addressing health and safety.

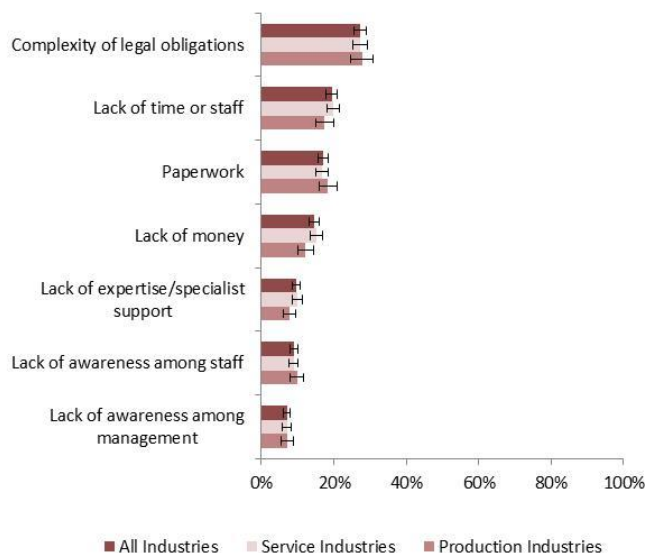
Motivators and obstacles for establishments addressing health and safety

Figure 7: Major reasons for establishments addressing health and safety



- While fulfilling a legal obligation is the biggest major reason for establishments addressing health and safety (a major reason in 89% of establishments) there are other reasons why establishments address health and safety.
- The commercial driver of maintaining the organisation's reputation is a major reason for addressing health and safety in around 84% of establishments, while maintaining or increasing productivity is a major reason for around half of establishments.
- Figure 7 shows a largely similar overall picture for production and service industries.

Figure 8: Major difficulties for establishments addressing health and safety



- In terms of obstacles to addressing health and safety, complexity of legal obligations is a major difficulty in just over a quarter of establishments. Related to this, the required paperwork is a perceived difficulty for around 17% of establishments.
- Lack of resource – either time or staff, money or expertise/specialist support – is a major difficulty for some establishments (19%, 15%, 10% respectively).
- Lack of awareness – either amongst staff or management - is a major difficulty only in a small minority of establishments.
- Figure 8 shows a largely similar overall picture for production and service industries.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

To see how motivators and obstacles vary between more detailed industry groups, or by establishment size, see www.hse.gov.uk/statistics/tables/oshman1.xlsx

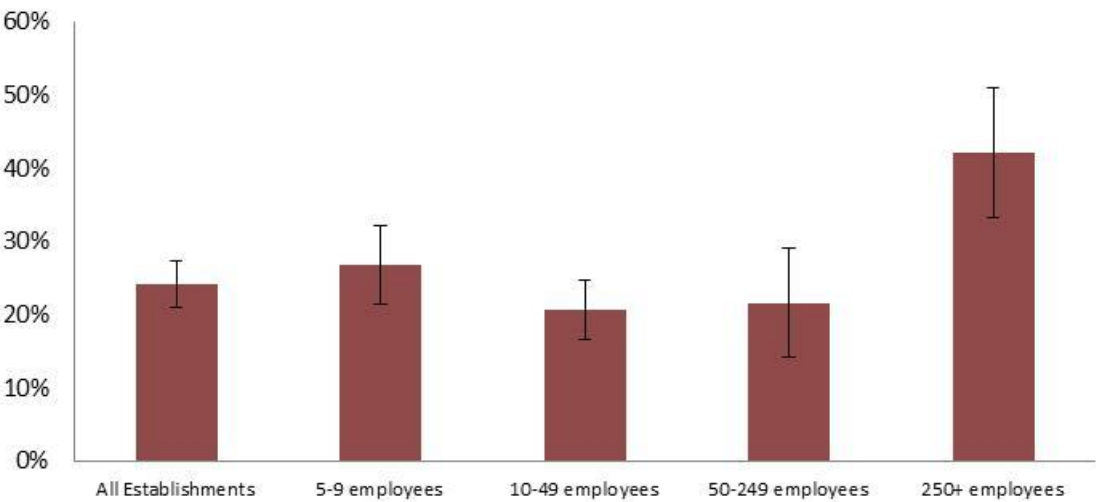
A final factor indirectly applicable to leadership is the effect of the economic situation of an establishment on the resources available for health and safety.

The survey asked respondents to rate the current economic situation of the establishment on a scale of very good – quite good – neither good nor bad – quite bad – very bad. While an estimated 70% of all establishments are positive about their economic situation (quite good or very good), 30% of establishments are either neutral or negative about their economic situation.

Those survey respondents who were either neutral or negative to their current economic situation were further asked whether the economic situation over the last 3 years had resulted in a reduction of the resources available for health and safety at their establishment. Overall it is estimated that around a quarter of such establishments faced a reduction in resources for health and safety. For establishments with more than 250 employees the proportion was statistically significantly higher at just over 40%.

Figure 9: Establishments where the economic climate over the last 3 years resulted in a reduction of resources available for health and safety

(Base: Establishments where the current economic situation of the establishment is neutral or bad)



I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Health and Safety competence

\\ Building competence

“Truly effective health and safety management requires competency across every facet of an organisation and through each level of the workforce. The need is for health and safety training to place greater emphasis on coaching so that directors, line managers and workers alike are able to determine what is sensible and reasonable. Also, it is important that the education system embeds the basic understanding of risk as a life skill so that young people joining the workforce are more risk aware.”

An extract from 2009 Health and Safety Strategy

Through the survey, the health and safety training provision at the establishment was considered for 4 groups of workers:

- The person with most knowledge about health and safety at the establishment;
- Team leaders and line managers;
- Employee health and safety representative or representative of employee safety;
- Employees themselves.

Headline findings on competence are summarised in the following pages, while more detailed data can be found at www.hse.gov.uk/statistics/tables/oshman2.xlsx .

Summary of ‘health and safety competence’ across UK establishments:

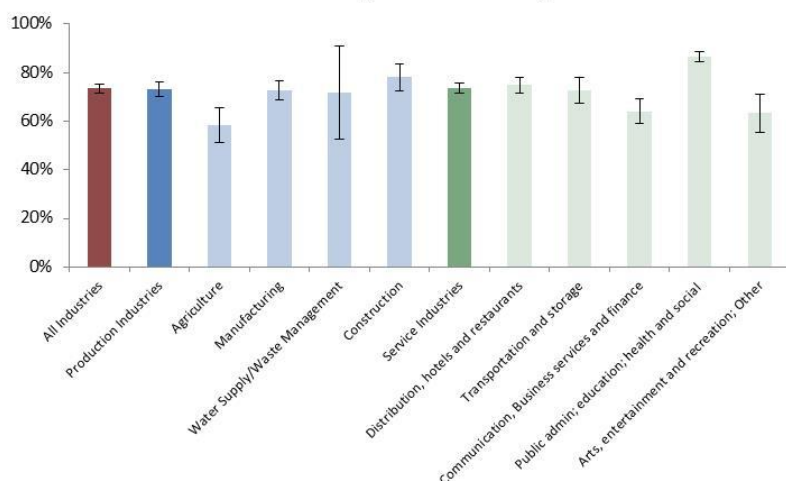
Survey results show that health and safety training provision is relatively widespread across establishments, with little difference in the rates of provision between production and service industries as a whole.

- By more detailed industry, the provision of elements of training is generally higher in ‘construction’ and ‘public/education/health’ industries....
- ... but lower in the ‘Agriculture’ and ‘Communication. Business Services and Finance’ sectors.
- Not surprisingly, provision of training increases with establishment size.

Establishments where the person 'most knowledgeable on health and safety' in the establishment has received training on how to manage health and safety

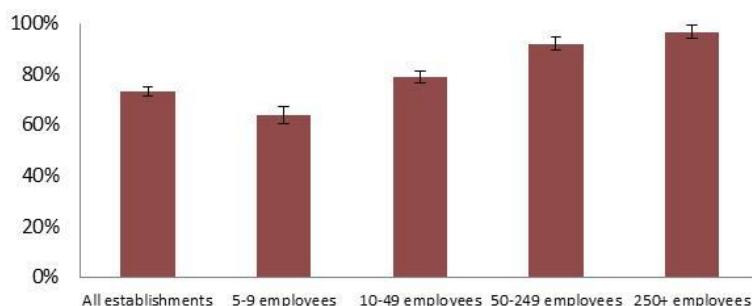
73% of establishments

Figure 10a: Establishments where person most knowledgeable about health and safety within the establishment has received training on how to manage health and safety



- The proportion of establishments where the person 'most knowledgeable' on health and safety in the establishment has received training on how to manage health and safety was broadly level between the production and service sector (73% in each).
- Training provision for these managers/workers was highest in the 'Public/education/health sector' (87%).
- Agriculture, 'Communication, Business Services and finance' and 'Arts, entertainment, recreation and other services' have a statistically significant lower training rate compared to that for all industries combined.

Figure 10b: Establishments where person most knowledgeable about health and safety within the establishment has received training on how to manage health and safety



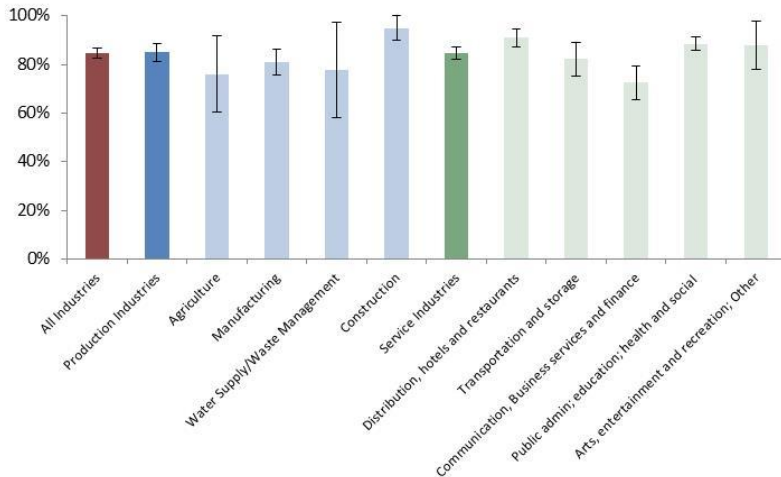
- Health and safety training provision for those 'most knowledgeable' about health and safety increases significantly with establishment size: 64% of establishments with 5-9 employees provide such training compared to 97% in establishments with 250+ employees.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Do team leaders/line managers in your establishment receive any training on how to manage health and safety in their teams?

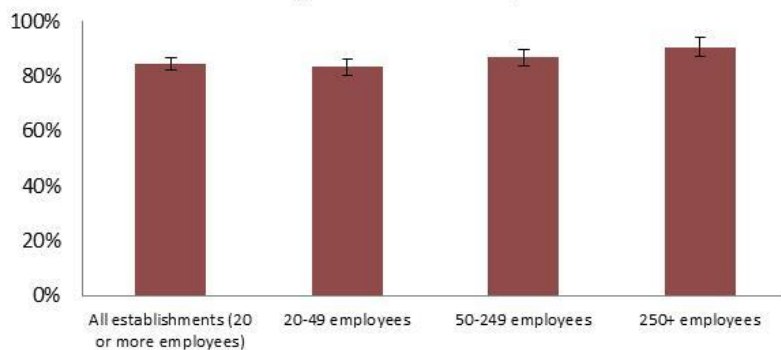
85% of establishments with 20 or more employees

Figure 11a: Establishments (with 20 or more employees) where team leaders/line managers receive training on how to manage health and safety in their team



- The proportion of establishments where team leaders/line managers receive training on how to manage health and safety in their teams was broadly equal between the production and service sector (85% in each).
- Health and safety training provision for team leaders/line managers is particularly high in the 'Construction' sector (95%) and the 'Distribution, hotels and restaurants' sector (91%), where the proportion is statistically significantly higher than that for 'All industries' combined.
- Provision is lowest in the 'Communications, Business Services and finance' sector (73%) - statistically significantly lower than that for 'All industries' combined.

Figure 11b: Establishments (with 20 or more employees) where team leaders/line managers receive training on how to manage health and safety in their team



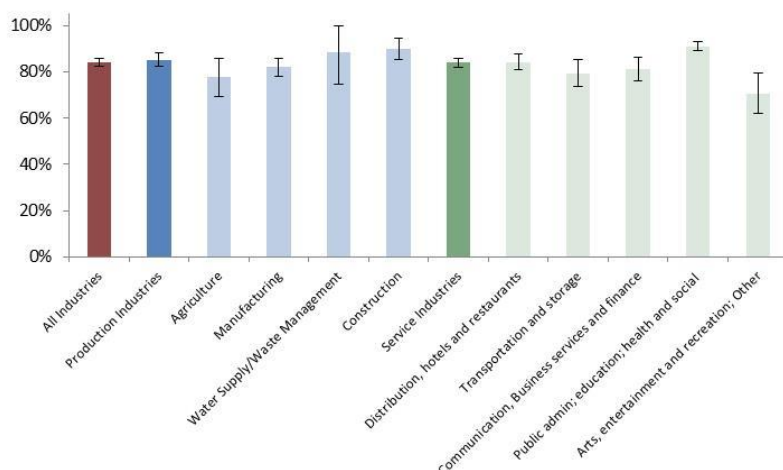
- Not surprisingly, survey results indicate that team leaders/line managers were more likely to receive training in establishments of a larger size (83% in establishments with 20-49 employees compared with 91% in establishments with 250+ employees).

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Are employee health and safety representatives in your establishment provided with any training to help them perform their health and safety duties?

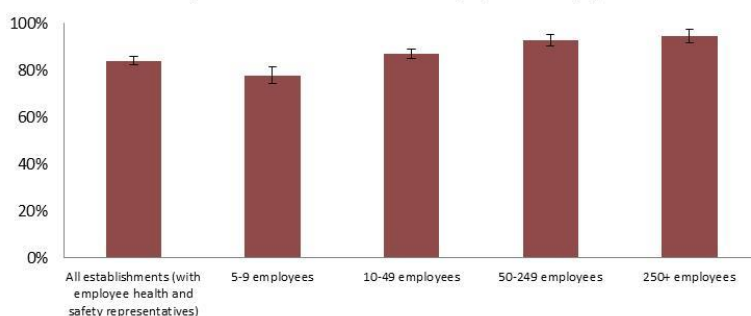
84% of establishments where employee representatives present

Fig 12a: Establishments where employee h&s representatives provided with training to help them perform their health and safety duties (Base: establishments with employee h&s reps)



- The proportion of establishments where employee health and safety representatives are provided with training to help them perform their health and safety duties is broadly equal between the production and service sector (around 85% in each).
- The proportion was greatest in the 'Public/education/health sector' (91%), statistically significantly higher than that for 'All industries' combined.

Fig 12b: Establishments where employee h&s representatives provided with training to help them perform their health and safety duties (Base: establishments with employee h&s reps)



- Again, we see a difference in proportion according to size of establishment. In establishments with 5-9 employees the proportion is 78% rising to 95% in establishments with 250+ employees.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Establishments providing training to employees on different health and safety topics

Figure 13a: Establishments providing employees with training on the following topics:

Note: for training on use of dangerous substances and lifting/moving, proportions relate to those establishments where risk is present

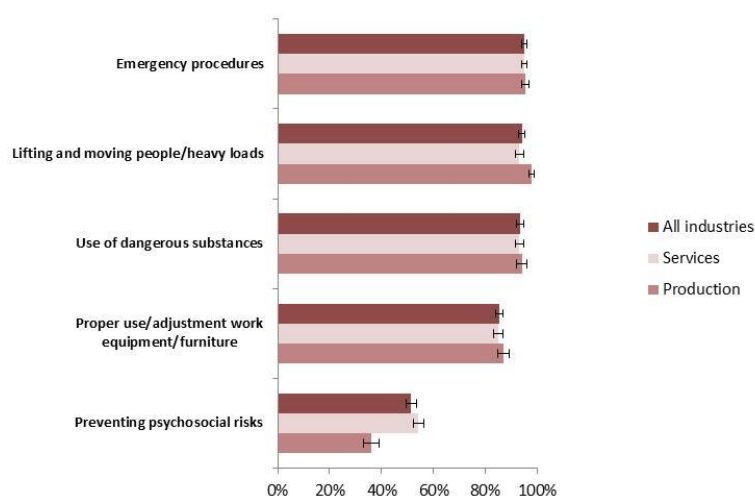
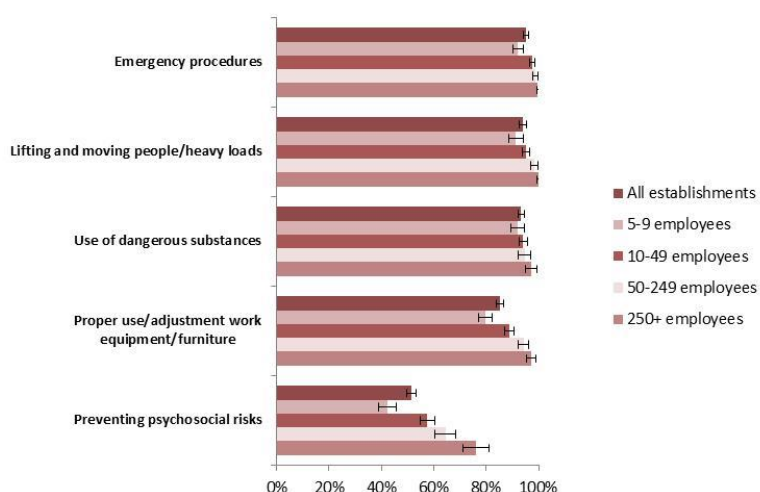


Figure 13b: Establishments providing employees with training on the following topics:

Note: for training on use of dangerous substances and lifting/moving, proportions relate to those establishments where risk is present



- Over 4 in 5 establishments provide employees with training on physical risk factors (Proper use/adjustment of equipment/furniture, use of dangerous substances, lifting/moving).
- The proportion providing training on psychosocial risk factors is statistically significantly lower, with only around half providing such training to employees.
- By broad industry sector, with the exception of providing training on 'moving and lifting', there was no statistically significant difference in training rates on physical risk factors between production and service industries.
- However, for training on preventing psychosocial risks, the training rate is statistically significantly higher in service sector industries compared to production industries (54% compared to 36%);
 - by detailed industry, the percentage is highest in the 'Public/education/health sector' (70%). This may be in response to the elevated rates of work-related stress seen in this group.
- The proportion of establishments providing training on any of these factors (physical and psychosocial) grows with establishment size.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Involving the workforce in health and safety

\\ Involving the workforce

“Workplace research provides evidence to suggest that involving workers has a positive effect on health and safety performance. Equally, there is strong evidence that unionised workplaces and those with health and safety representatives are safer and healthier as a result.

The need is to develop a genuine management/workforce partnership based on trust, respect and co-operation. With such a partnership in place, a culture can evolve in which health and safety problems are jointly solved and in which concerns, ideas and solutions are freely shared and acted upon.

Whether unionised or not, no matter the size or scope of the organisation, worker involvement is fundamental to good health and safety performance and therefore to good business.”

An extract from 2009 Health and Safety Strategy

Worker involvement can be both:

- formal, through established committees/ forums and employee representation; and
- informal, in the sense of the direct involvement of employees.

Clearly, since formal representation requires formal bodies and roles to be established, it is closely related to establishment size. In contrast, informal participation can occur in all types of establishment, regardless of sector or establishment size. The ESENER-2 survey considered both these forms of representation.

Headline findings on worker involvement are summarised in the following pages, while more detailed data can be found at www.hse.gov.uk/statistics/tables/oshman3.xlsx.

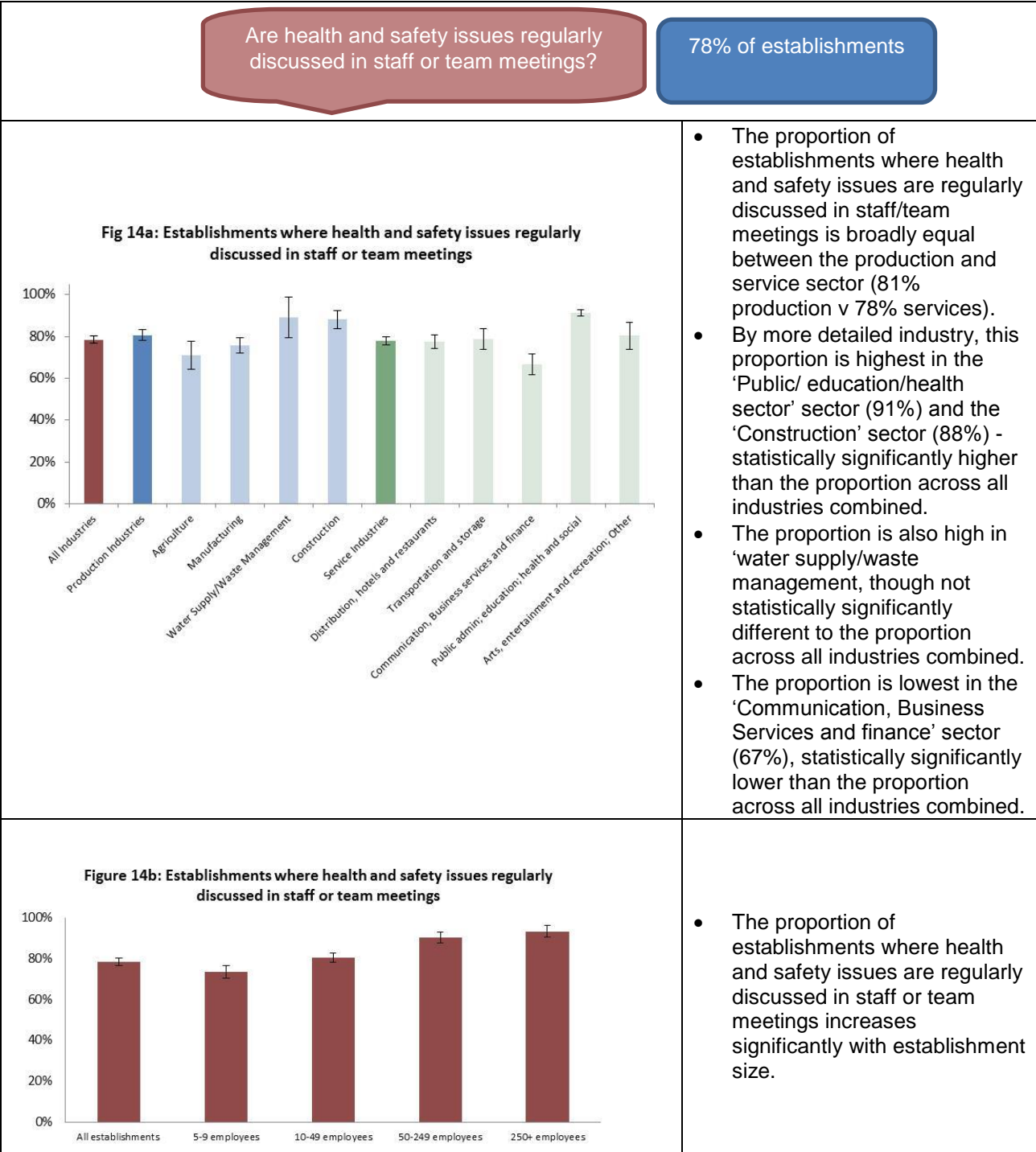
Summary of ‘involving the workforce’ in health and safety’ across UK establishments:

Survey results indicate that **informal worker involvement** in health and safety happens in the large majority of establishments - for example nearly 4 out of 5 establishments regularly discuss health and safety in staff or team meetings. Other indicators of informal engagement, for example the proportion of establishments involving employees in design and implementation of control measures, also demonstrate strong levels of informal worker involvement in UK establishments.

- For some indicators of informal worker involvement, establishment size has little bearing on the levels of involvement. This may be because informal interactions fall naturally out of everyday interactions and do not need formal mechanisms to secure engagement.

Around three-quarters of UK establishments have some form of **formal employee representation**. In particular, 70% of establishments have an employee health and safety representative.

- Unlike informal representation, this proportion increases with establishment size.

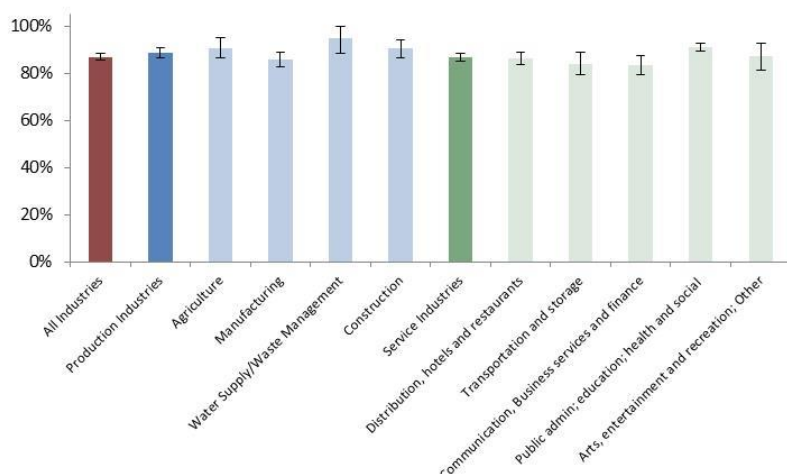


I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Are findings from risk assessments shared with employees?

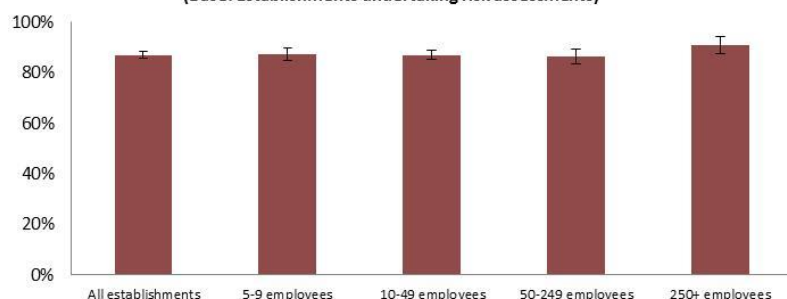
87% of establishments where risk assessments undertaken

Fig 15a: Establishments where findings from workplace risk assessments shared with employees
(Base: Establishments undertaking risk assessments)



- The proportion of establishments where findings from risk assessments are shared with employees is similar between the production and service sector (88% production v 87% services).
- Within the production sector the proportion is lowest in manufacturing, although the difference is not statistically significant compared to either agriculture or construction.
- Within the service sector, the proportion of establishments sharing findings from risk assessments with employees is highest for the Public/ education/health sector' sector (91%) -statistically significantly higher than the proportion across all service industries combined.

Figure 15b: Establishments where findings from workplace risk assessments shared with employees
(Base: Establishments undertaking risk assessments)



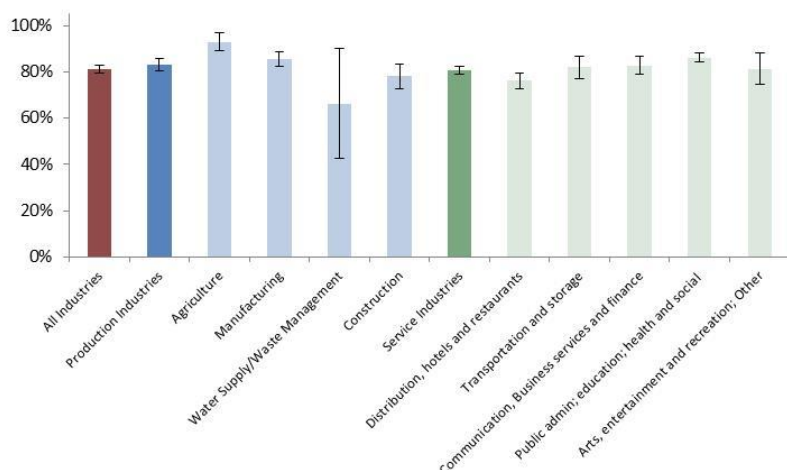
- Interestingly, the proportion of establishments where findings from workplace risk assessments are shared with employees is broadly similar for establishments of different size.
- In smaller establishments involving workers in this way may fall naturally out of everyday interactions. Formal mechanisms or structures may be unnecessary to secure this engagement.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Following a risk assessment, are employees usually involved in the design and implementation of measures?

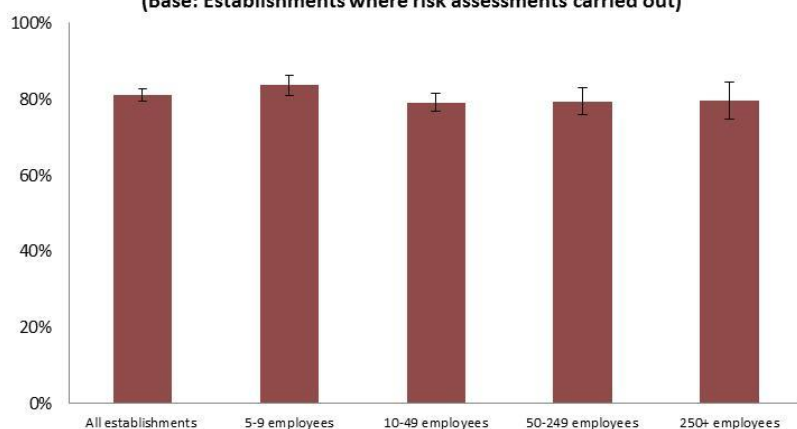
81% of establishments where measures taken following a risk assessment

Fig 16a: Establishments where employees are usually involved in design and implementation of measures following a risk assessment
(Base: Establishments where risk assessments carried out)



- In both the 'production' and 'service' sector, the proportion of establishments involving employees in the design and implementation of measures following a risk assessment is broadly similar (83% production, 81% services).
- Looking at more detailed industry groupings, the proportion is highest in 'agriculture' (93%), whilst the proportion is broadly level in all other industry groups.

Fig 16b: Establishments where employees are usually involved in design and implementation of measures following a risk assessment
(Base: Establishments where risk assessments carried out)



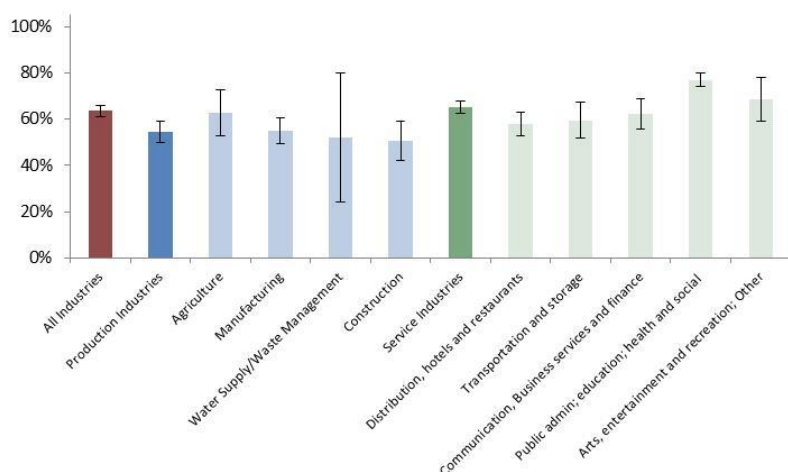
- The proportion of establishments where employees are usually involved in the design and implementation of measures following a risk assessment is broadly similar for establishments of different size.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Where establishments have used measures to prevent psychosocial risks, did employees have a role in the design and set-up of the measures?

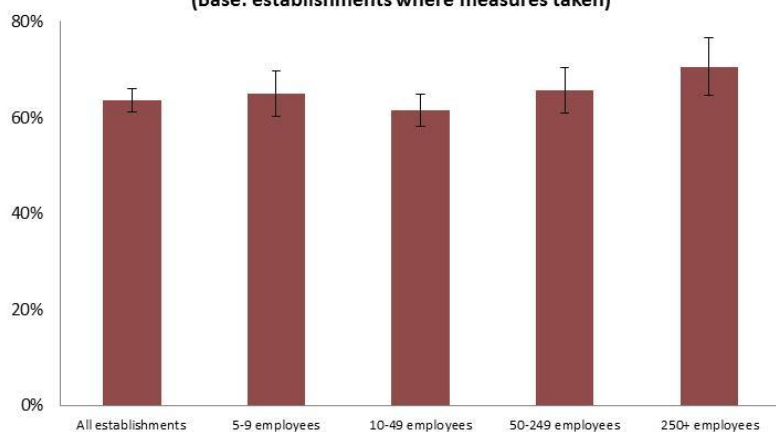
63% of establishments where measures to prevent psychosocial risks were taken

Fig 17a: Establishments where employees have a role in design and set-up of measures to address psychosocial risks
(Base: establishments where measures taken)



- A statistically significant higher proportion of establishments in the service sector are estimated to involve employees in the design and set-up of psychosocial risk measures compared to the production sector (65% v 54%).
- Looking at more detailed industry groupings, the proportion is greatest in the 'Public/education/health' sector (77%).
- The proportion between other more detailed industry groups is broadly level.

Fig 17b: Establishments where employees have a role in design and set-up of measures to address psychosocial risks
(Base: establishments where measures taken)



- Similar to risk assessments, the proportion of establishments where employees are usually involved in the design and set-up of measures to address psychosocial risks following a risk assessment is broadly similar for establishments of different size.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Formal representation

Which of the following forms of employee representation do establishments have?

Figure 18a: Forms of employee representation in establishments

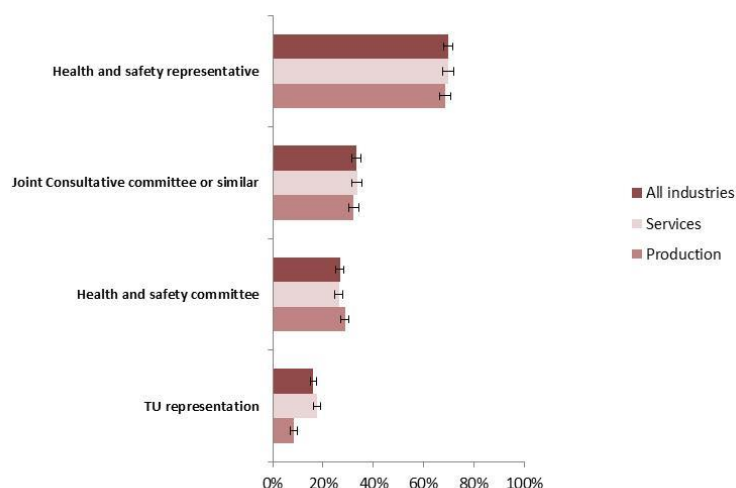
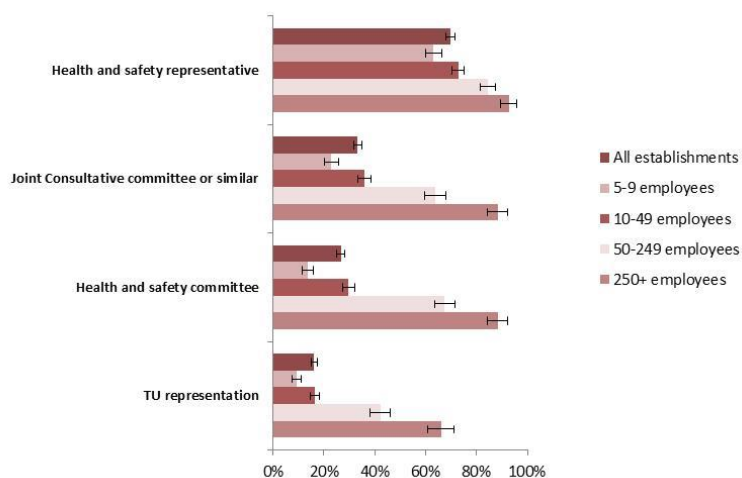


Figure 18b: Forms of employee representation in establishments



- Around three-quarters of UK establishments have some form of formal employee representation.
- 70% of establishments have an employee health and safety representative:
 - this proportion is broadly level between production and service industries;
 - the proportion increases with establishment size: 63% in establishments with 5-9 employees, rising to 93% in establishments with 250+ employees.
- Joint consultative committees and health and safety committees are present in around 30% of establishments:
 - again, there is no statically significant difference in this proportion between production and service industries. However the proportion increases with establishment size.
- Trade Unions representation is present in 16% of UK establishments:
 - found more commonly in establishments in the service industries than production industries (18% versus 8%);
 - the proportion increases with establishment size: 9% in establishments with 5-9 employees, rising to 66% in establishments with 250+ employees.

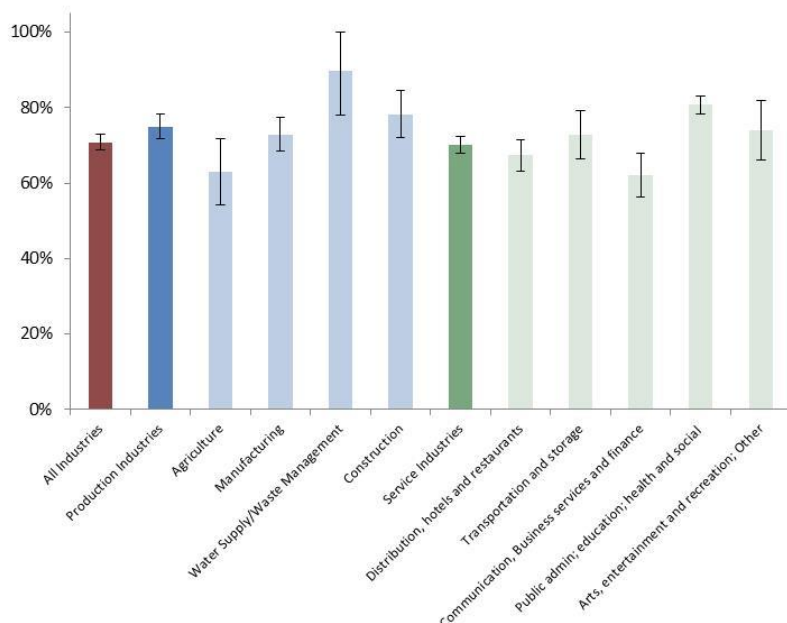
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denotes the 95% confidence interval (the plausible range) around the survey estimate.

Is health and safety regularly discussed between employee representatives and the management?

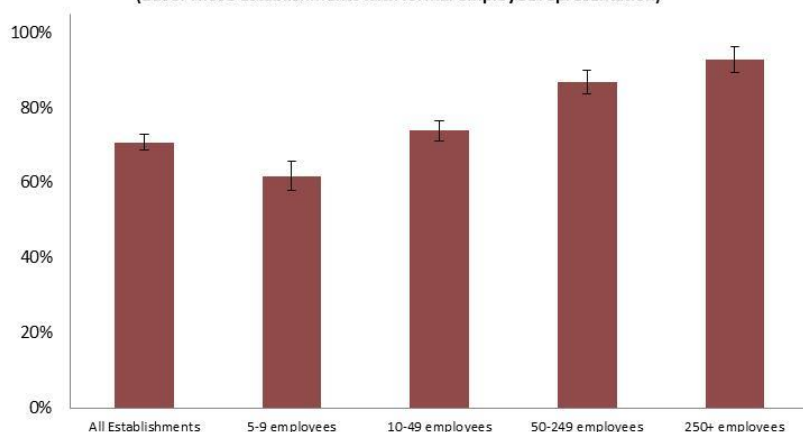
71% of establishments where employee representation present

Figure 19a: Establishments with regular discussions on health and safety between employee representatives and managers
(Base: Those establishments with formal employee representation)



- The proportion of establishments regularly discussing health and safety between employee representatives and managers varies considerable by industry group.
- Within production industries, the proportion is lowest in agriculture – 63% (statistically significantly different from the proportion for all production establishments combined).
- Within service industries, the proportion is greatest in the 'Public/education/health' sector - 81% (statistically significantly different from the proportion for all service establishments combined).

Figure 19b: Establishments with regular discussions on health and safety between employee representatives and managers
(Base: Those establishments with formal employee representation)

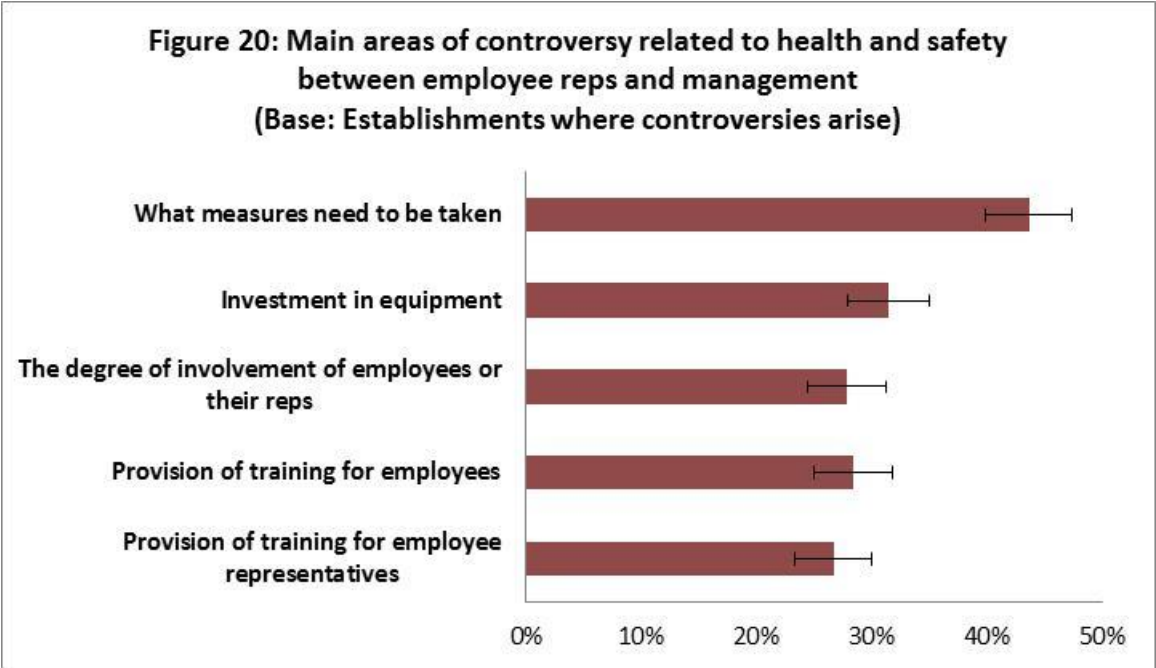


- The proportion of establishments regularly discussing health and safety between employee representatives and management increases significantly by establishment size - from 62% in establishments with 5-9 employees to 93% in establishments with 250+ employees.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

In establishments where health and safety is ever discussed between employee representatives and management, survey results indicate that in around two-thirds of all establishments controversies practically never arise.

Figure 20 below shows the main topics of controversy that do arise. The most common area of controversy is agreeing on what preventive measures to be taken.



I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Establishments sharing findings from risk assessments with the employee representatives

Figure 21a: Establishments where the following types of employee representatives are provided with findings of workplace risk assessments
(Base: Establishments undertaking risk assessments and with the form of employee representation in the establishment)

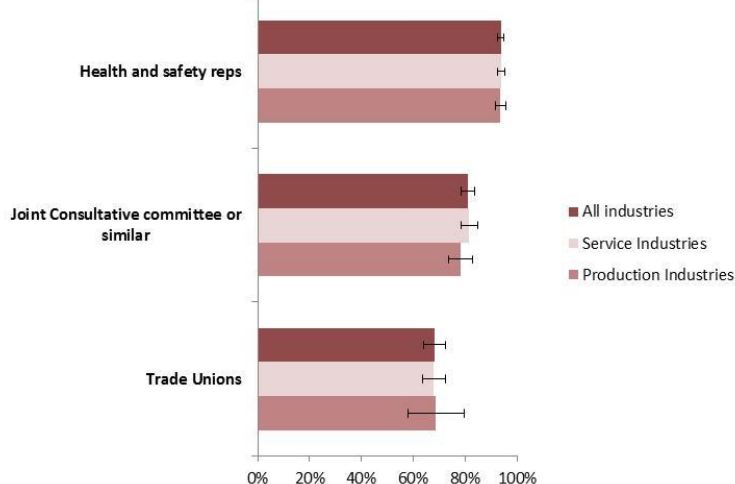
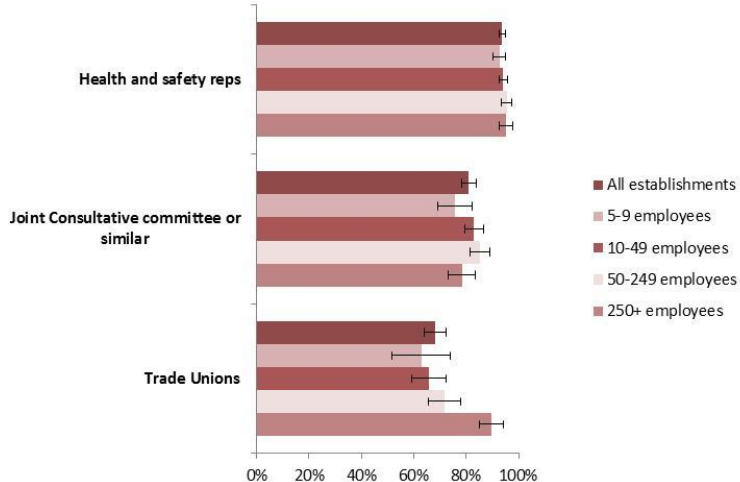


Figure 21b: Establishments where the following types of employee representatives are provided with findings of workplace risk assessments
(Base: Establishments undertaking risk assessments and with the form of employee representation in the establishment)



- The sharing of findings of workplace risk assessments with employee representatives is most common amongst employee health and safety representatives - 95% of establishments with such representation share the findings with them. They are least commonly shared with TU representatives – 68% of establishments with such representation share the findings with them.
- The figure above shows that the practice of sharing findings with different forms of employee representation is similar across service and production industries overall.
- By establishment size, while sharing of findings of risk assessments with either the employee health and safety representatives and joint consultative committees is broadly similar between establishments of different size, the sharing of findings with Trade Unions is more common in the largest workplaces - 89% of establishments with 250+ employees where TU representation is present share findings of risk assessments with them.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Creating healthier, safer workplaces

\\ Creating healthier, safer workplaces

“Central to the creation of healthier, safer workplaces is the need for all stakeholders in the health and safety system to set priorities. This applies whether the stakeholder focus is on an industry, a sector, a particular health and safety issue or an individual business or organisation.

The starting point is to create a risk profile identifying which groups of workers are most at risk and the scale and incidence of injuries or cases of ill health. Bearing in mind the evolving nature of British society, care should be taken to acknowledge differences within the workforce in terms of ethnicity and language, cultural values and gender. Having a risk profile sets the priorities for health and safety improvement, which then enables resources and expertise to be more accurately targeted to deliver those improvements”.

An extract from 2009 Health and Safety Strategy

The first step towards creating healthier and safer workplaces is to understand the workplace risks and hazards. Within GB law, all establishments are required to undertake regular risk assessment – this involves identifying the hazards within the establishments, evaluating the risks that these hazards present and establishing appropriate control measures to manage these risks (for more details see www.hse.gov.uk/risk/controlling-risks.htm).

The ESENER survey provides a wealth of evidence in relation to this, in particular it looks at:

- the health and safety risks and hazards within UK establishments today (both physical and psychosocial);
- risk assessment within establishments;
- approach to managing psychosocial risks within establishments;
- approach to managing musculoskeletal risks within establishments; and
- the extent to which differences within the workforce (with respect to language and homeworkers) are accounted for.

Headline findings on creating healthier, safer workplaces are summarised in the following pages, while more detailed data can be found at www.hse.gov.uk/statistics/tables/oshman4.xlsx .

Summary of 'creating healthier, safer workplaces' across UK

The two most common risk factors in UK establishments today are:

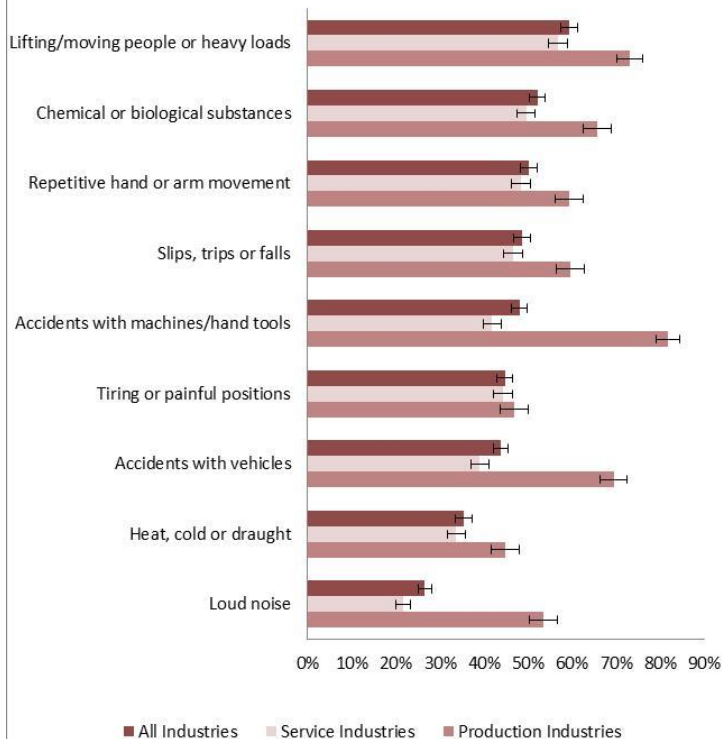
- 'dealing with difficult customers, patients, pupils etc' (present in around two-thirds of establishments); *[Psychosocial risk, more commonly found in service sector establishments than production sector establishments];*
- followed by 'lifting or moving people or heavy loads' (present in just less than 60% of establishments. *[Physical risk, more commonly found in production sector establishments than service sector establishments].*
- In terms of controlling risks, around 9 in 10 establishments undertake regular risk assessments:
 - this proportion is highest in the 'Public administration/ Health/ Education' sector (98%) and lowest in the 'Communication, Business Services and Finance' sector (85%);
 - there is positive correlation between the proportion of establishments undertaking workplace risk assessments and establishment size.
- Looking specifically at psychosocial risks, around 6 in 10 establishments with 20 or more employees have an action plan to prevent work-related stress:
 - a stress action plan is more common in service sector establishments than production sector establishments and again there is positive correlation with establishment size.

The health and safety risks and hazards within UK establishments today

The survey asked whether a range of physical and psychosocial risks were present in the workplace (regardless of whether the risk was under control).

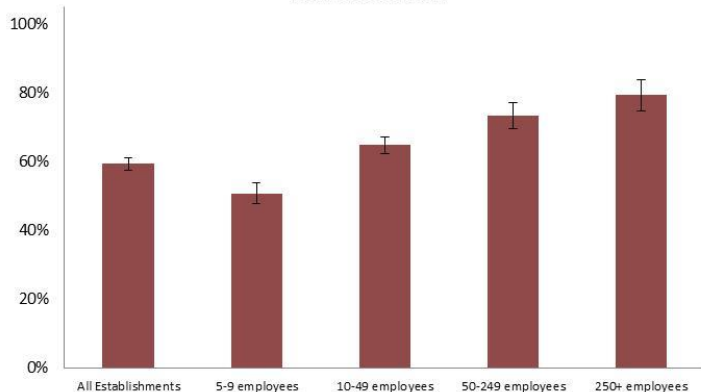
Physical risk factors present in UK establishments

Figure 22a: Establishments reporting presence of physical risk factors



- Lifting or moving people or heavy loads is the most common reported physical risk factor across all establishments (59%), followed by chemical or dangerous substances (52%).
- Physical risk factors are on average more prevalent in production industries than service sector industries. Differences between these industry groups are particularly pronounced for 'accidents with machines or hand tools', 'accidents with vehicles' and 'loud noise', with around a two-fold increase in the proportion of establishments reporting these factors in the production sector compared to the service sector.
- The only risk factor present in similar proportions in both the production and service sector is working in 'tiring or painful positions, including sitting for long periods'.

Figure 22b: Establishments with risk from lifting or moving people or heavy loads present: An Example of how risks vary by establishment size



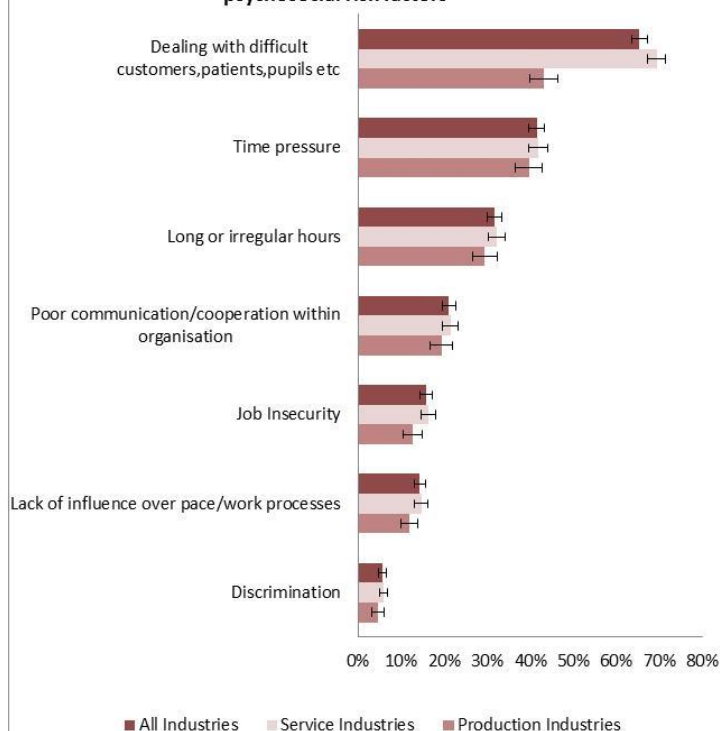
- For each of the nine physical risk asked about in the survey, the proportion of establishments reporting their presence grows with establishment size (between a 1.5 and 2 fold increase when comparing establishments with 5-9 employees and establishments with 250+ employees on each factor).
- Whilst this may reflect that smaller establishments genuinely do have fewer risk factor, it may also partly reflect that respondents in smaller establishments are less able to identify the risk factors within their establishment.



denotes the 95% confidence interval (the plausible range) around the survey estimate.

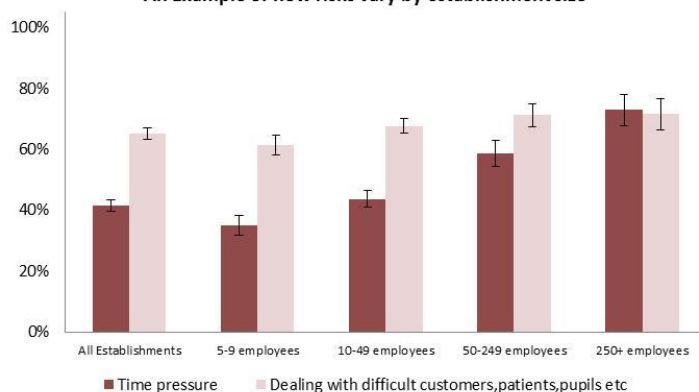
Psychosocial risk factors present in UK establishments

Figure 23a: Establishments reporting presence of psychosocial risk factors



- The most common psychosocial risk factor in establishments today arises from dealing with difficult customers, patients, pupils etc (this risk factor is present in around two-thirds of establishments) and is more common in service industries (69%) than production industries (43%). This difference will largely reflect the closer contact with the public for many employees in the service sector.
- The proportion of establishments with other psychosocial risk factors present is broadly level between production and service sector establishments.

Figure 23b: Establishments with psychosocial risk from 'Dealing with difficult customers, patients, pupils etc' and 'time pressure': An Example of how risks vary by establishment size



- For all psychosocial risk factors asked about in the survey, the proportion of establishments reporting their presence grows with establishment size.
- The proportion of establishments with risks from 'dealing with difficult customers, patients, pupils etc' is statistically significantly lower in establishments with 5-9 employees than all other size groups. However the proportion is broadly level between the higher size groups.
- For all other psychosocial risk factors, the difference by size is more pronounced - the proportion is around 2 to 3 times greater between establishments with 5-9 employees and establishments with 250+ employees on each factor.

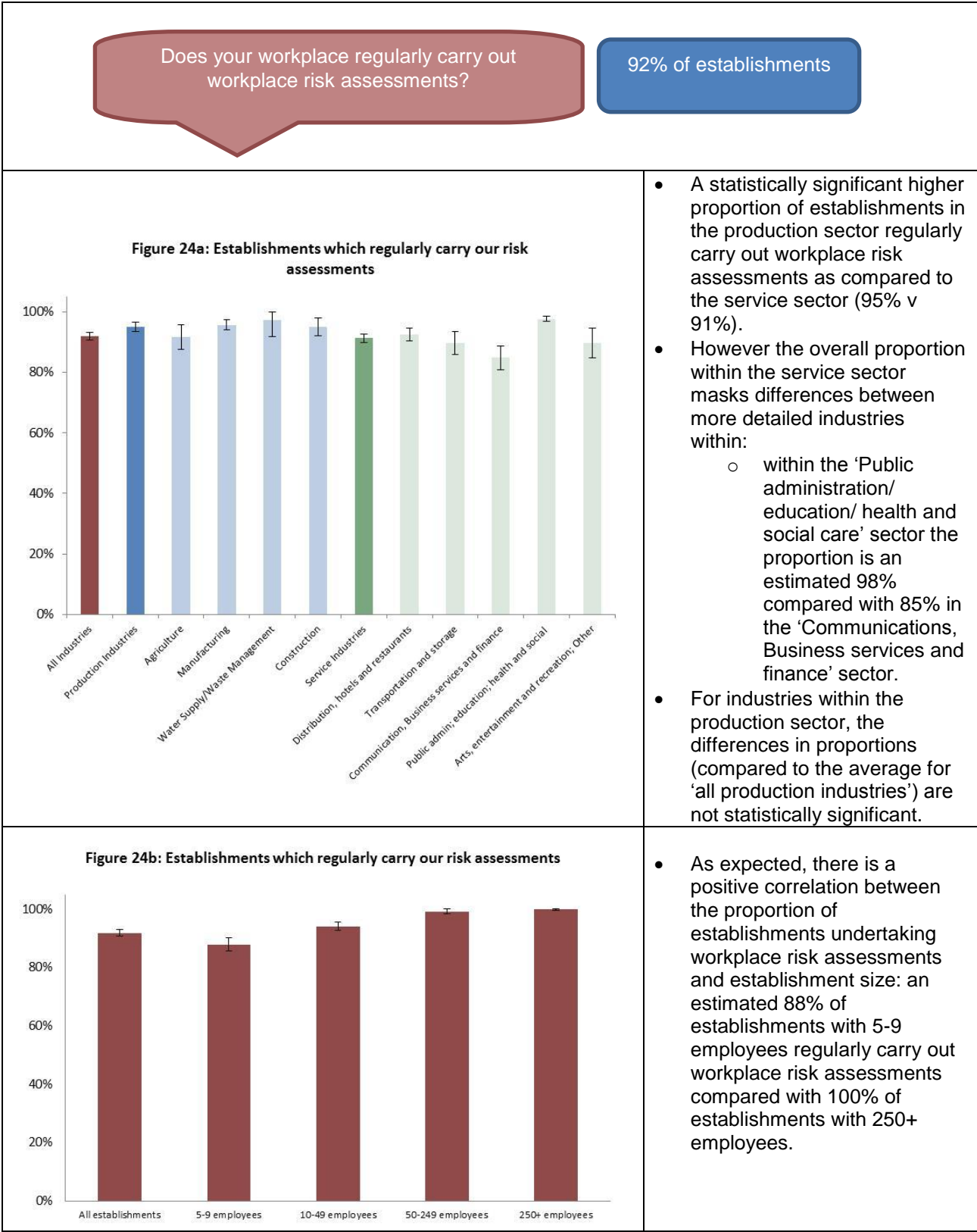
I denotes the 95% confidence interval (the plausible range) around the survey estimate.

The survey also provides a measure on whether establishments reporting specific risk factors feel they are lacking information or adequate preventive tools to deal with the risks effectively. For physical risk factors around 5-10% of establishments feel they are lacking such information whilst for psychosocial risk factors the proportion is more typically between 20%-30%.

For more details on how the risk profile varies for more detailed industry and establishment size groups, see tables 1 and 2 within www.hse.gov.uk/statistics/tables/oshman4.xlsx.

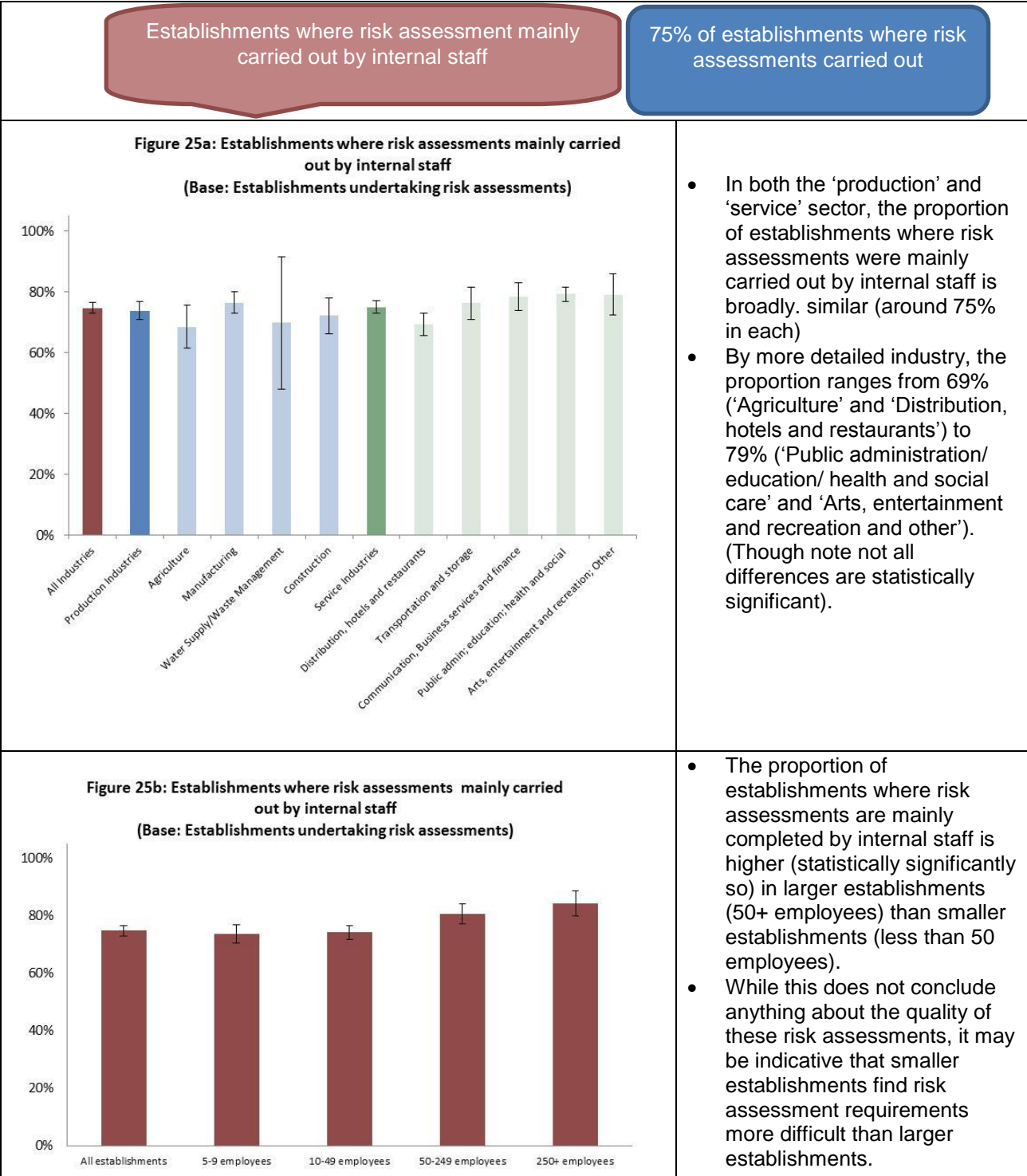
Risk assessment within establishments

Risk assessments are the cornerstone of the GB approach to managing health and safety in establishments.



I denotes the 95% confidence interval (the plausible range) around the survey estimate.

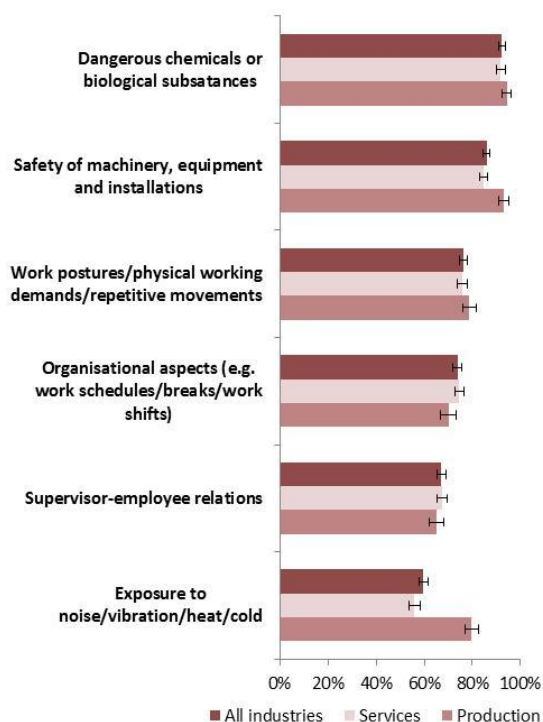
Some establishments employ external providers to carry out the workplace risk assessment while in other establishments they are carried out by internal staff (and in others a combination of both). In principle, under the assumption that those controlling the work are in the best position to control the risks, all establishments should be able to carry out a basic risk assessment. It is interesting therefore to consider the extent to which risk assessments are carried out by internal staff (though note: this does not conclude anything about the quality of these risk assessments compared to those completed by external staff).



I denotes the 95% confidence interval (the plausible range) around the survey estimate.

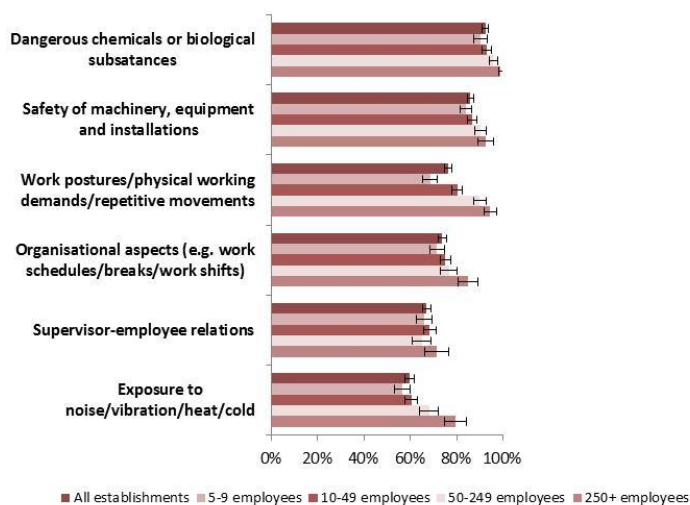
Risks and hazards considered in risk assessments

Figure 26a: Establishments where following aspects are routinely evaluated in workplace risk assessments
(Base: All establishments except 'Dangerous chemicals or biological substances' where base is workplaces where risk is present)



- The survey asked whether 6 explicit risk aspects were routinely considered in risk assessments. With the exception of 'dangerous chemicals or biological substances' (which was only asked to establishments reporting the risk present), the risk aspects were fairly generic and widely applicable to most work environments, so asked of all establishments.
- Safety of machinery, equipment and installation was considered in around 86% of risk assessments:
 - slightly higher in establishments in production industries (93%) than compared to service industries (85%).
- Exposure to noise/vibration/heat/cold was considered in around 60% of risk assessments, though not surprisingly, more commonly in establishments in production industries (80%) than service industries (56%).
- Dangerous chemicals or biological substances was included in around 92% of completed risk assessments where the risk was present.
- The psychosocial risk factor around organisational aspects of work was considered in around three quarters of all risk assessments.

Figure 26b: Establishments where following aspects are routinely evaluated in workplace risk assessments
(Base: All establishments except 'Dangerous chemicals or biological substances' where base is workplaces where risk is present)

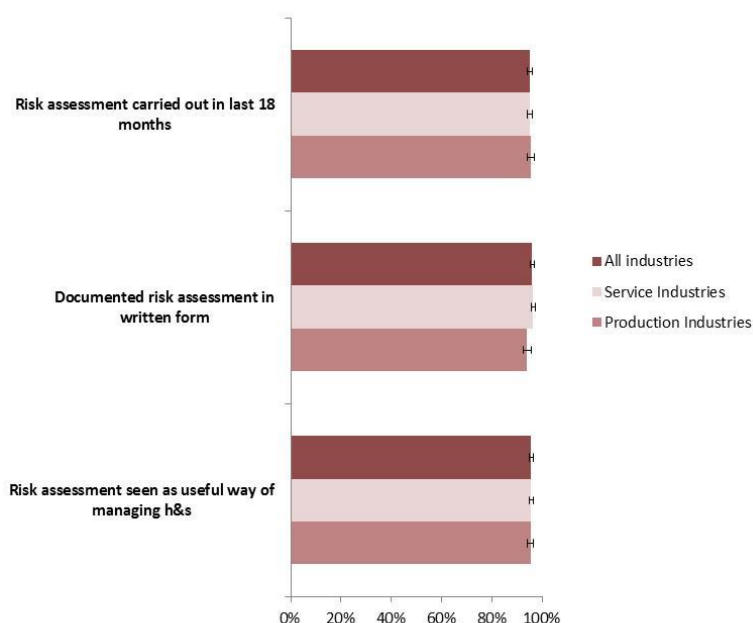


- With the exception of 'supervisor-employee relations' (considered in around two-thirds of all risk assessments), the inclusion of each factor in a risk assessment is more likely the larger the establishment size.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

About workplace risk assessments

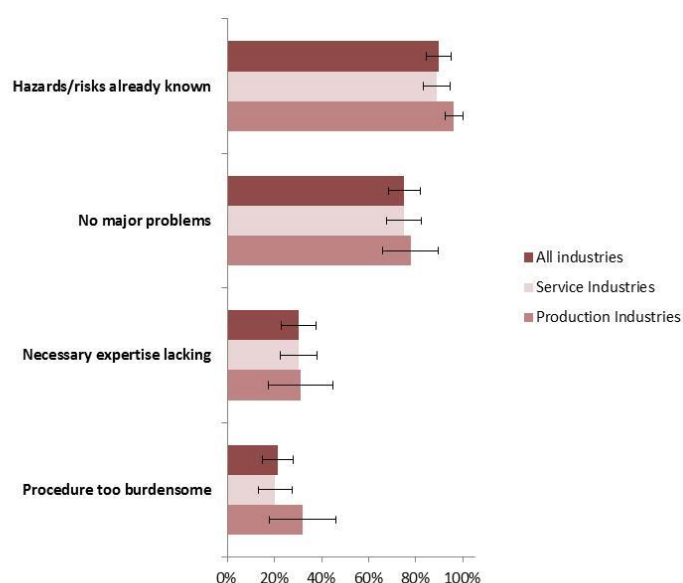
Figure 27a: Risk Assessments in Establishments
(Base: Establishments undertaking risk assessments)



Of those establishments undertaking risk assessments, survey results indicate:

- over 95% of establishment carried out a risk assessment in the previous 18 months;
 - broadly similar by industry group and by establishment size.
- Over 95% of establishments documented the findings in written form:
 - a very small, statistically significant difference between production and service sector establishments (94% versus 96%) and also by establishment size (94% in establishments with 5-9 employees versus 97%+ in larger establishments).
- Risk assessments are seen as a useful way of managing health and safety in the vast majority of establishments.

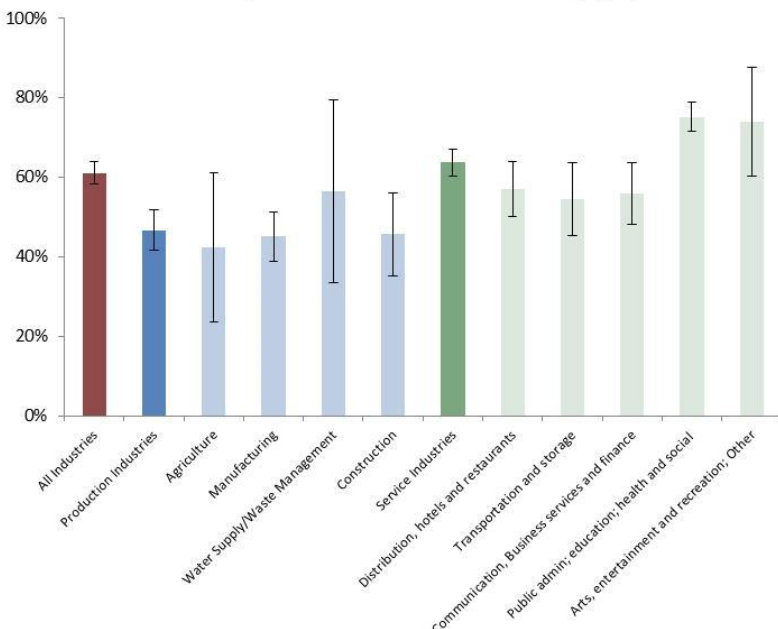
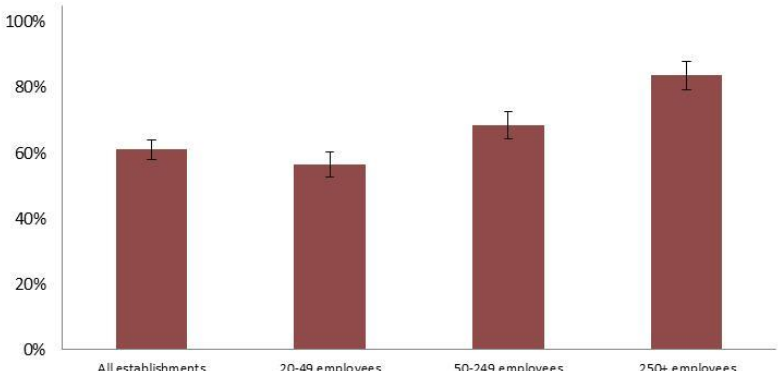
Figure 27b: Reasons for not conducting Risk Assessments in Establishments
(Base: Establishments not undertaking risk assessments)



- An estimated 8% of establishments do not carry out regular risk assessments.
- The most common reason for not doing so is that the hazards/risks are already known and/or no major problems.
- For around 30% of establishments a contributory factor to not conducting regular risk assessments is the lack of necessary expertise.
- Around 20% of establishments report the procedure being too burdensome as a contributory factor to not conducting regular risk assessments.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

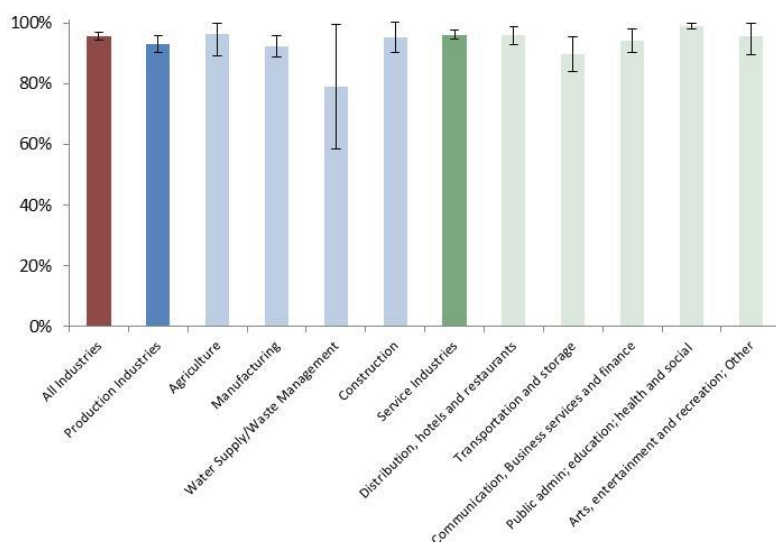
Approach to managing psychosocial risks within establishments

<div>Does your establishment have an action plan to prevent work-related stress?</div> <div>61% of establishments with 20 or more employees</div>																											
<div><p>Figure 28a: Establishments with an action plan to reduce work-related stress (Base: Establishments with 20 or more employees)</p><table border="1"><thead><tr><th>Industry</th><th>Percentage</th></tr></thead><tbody><tr><td>All Industries</td><td>61%</td></tr><tr><td>Production Industries</td><td>47%</td></tr><tr><td>Agriculture</td><td>42%</td></tr><tr><td>Manufacturing</td><td>45%</td></tr><tr><td>Water Supply/Waste Management</td><td>56%</td></tr><tr><td>Construction</td><td>46%</td></tr><tr><td>Service Industries</td><td>64%</td></tr><tr><td>Distribution, hotels and restaurants</td><td>57%</td></tr><tr><td>Transportation and storage</td><td>54%</td></tr><tr><td>Communication, Business services and finance</td><td>56%</td></tr><tr><td>Public admin, education, health and social</td><td>75%</td></tr><tr><td>Arts, entertainment and recreation, Other</td><td>75%</td></tr></tbody></table></div> <div><ul style="list-style-type: none">• A statistically significant higher proportion of service sector establishments have an action plan to prevent work-related stress compared to production sector establishments (64% versus 47%).• The proportion is highest in the 'Public administration/ education/ health and social care' (75%), which may be in response to the elevated rates of work-related stress in employees in this industry group.• The proportion is also high in the 'Arts, entertainment and recreation and other' sector, although not statistically significantly different to that in other service sector industries.</div>	Industry	Percentage	All Industries	61%	Production Industries	47%	Agriculture	42%	Manufacturing	45%	Water Supply/Waste Management	56%	Construction	46%	Service Industries	64%	Distribution, hotels and restaurants	57%	Transportation and storage	54%	Communication, Business services and finance	56%	Public admin, education, health and social	75%	Arts, entertainment and recreation, Other	75%	
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250+ employees	84%																										
<div>I denotes the 95% confidence interval (the plausible range) around the survey estimate.</div>																											

Is there a procedure in place in your establishment to deal with possible cases of bullying or harassment?

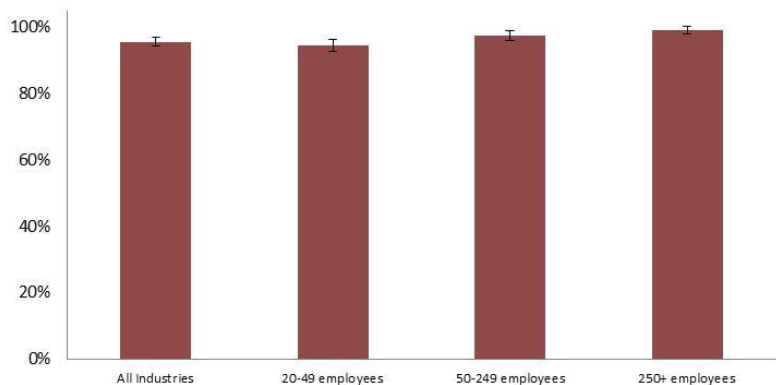
96% of establishments with 20 or more employees

Figure 29a: Establishments with a procedure for dealing with cases of bullying or harassment
(Base: Establishments with 20 or more employees)



- The proportion of establishments with more than 20 employees with a procedure to deal with bullying and harassment is broadly level between the production and service industries.
- By detailed industry, the proportion is in excess of 90% in all industry groups with the exception of water supply/waste management. However, the difference between this industry and all other industry groups is not statistically significant.

Figure 29b: Establishments with a procedure for dealing with cases of bullying or harassment
(Base: Establishments with 20 or more employees)



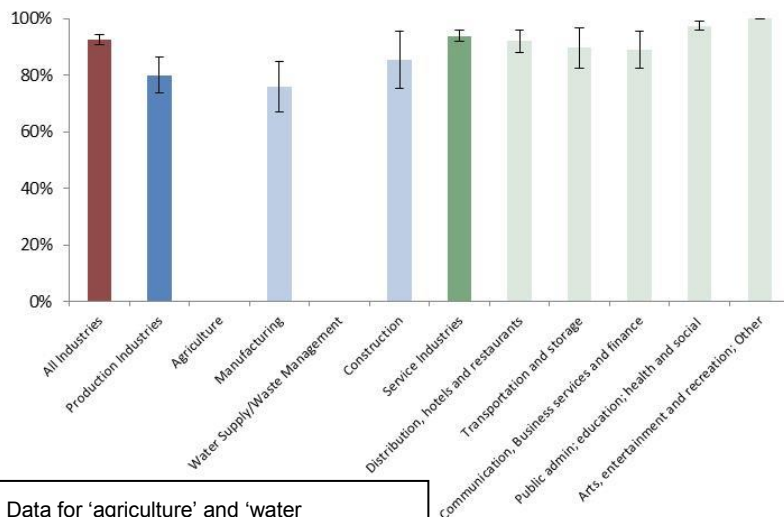
- The proportion of establishments with a procedure for dealing with cases of bullying or harassment does increase with size, though even in establishments with 20-49 employees, the proportion is high (95%).

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients, pupils or members of the public?

92% of establishments with 20 or more employees where the risk is present

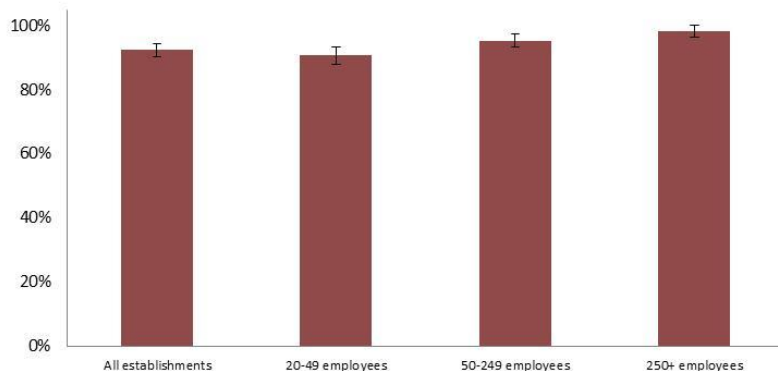
Figure 30a: Establishments with a procedure for dealing with cases of threats, abuse or assaults by clients, patients, pupils or members of the public
(Base: Establishments with 20 or more employees where risk present)



Data for 'agriculture' and 'water supply/waste management' not shown as estimate based on fewer than 20 sample cases and deemed unreliable

- A statistically significant higher proportion of service sector establishments where the risk of violence against employees is present have procedure for dealing with cases of threats, abuse or assaults (94% versus 80%)
- By more detailed industry, the proportion ranges from 76% in manufacturing to 100% in 'Arts, entertainment and recreation and other'.

Figure 30b: Establishments with a procedure for dealing with cases of threats, abuse or assaults by clients, patients, pupils or members of the public
(Base: Establishments with 20 or more employees where risk present)

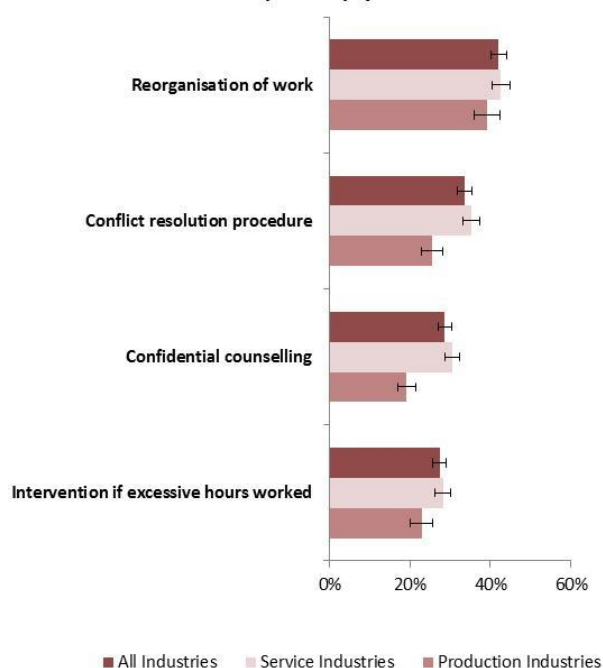


- The proportion of establishments with a procedure for dealing with cases of threats, abuse or assaults does increase with size, though even in establishments with 20-49 employees, the proportion is high (91%).

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

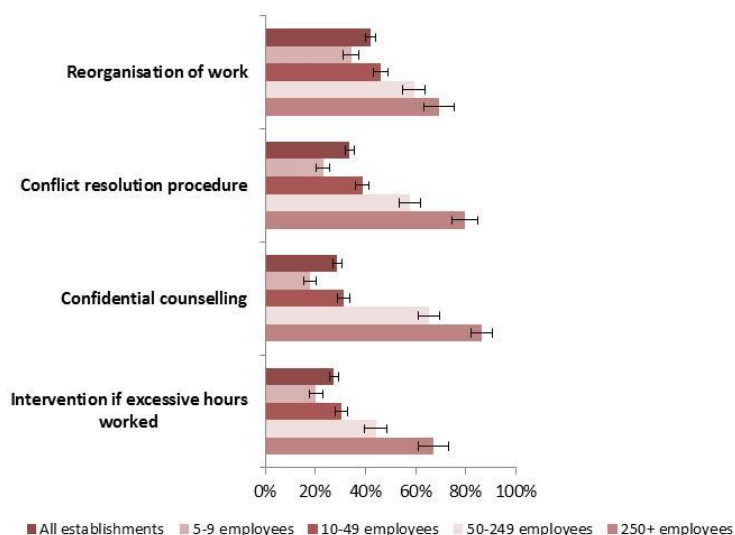
Measures used to prevent psychosocial risks

Figure 31a: Establishments where following measures taken to prevent psychosocial risks



- Reorganisation of work was the most common measure used to prevent psychosocial risk (used in 42% of establishments):
 - broadly similar between production and service sector establishments.
- Conflict resolution was used in around a third of establishments:
 - more commonly used in services sector establishments (35%) than production sector establishments (26%).
- 29% of establishments offered confidential counselling to employees, while 27% of establishments intervened in cases of excessive hours being worked:
 - both these measures were more common in service sector establishments.

Figure 31b: Establishments where following measures taken to prevent psychosocial risks

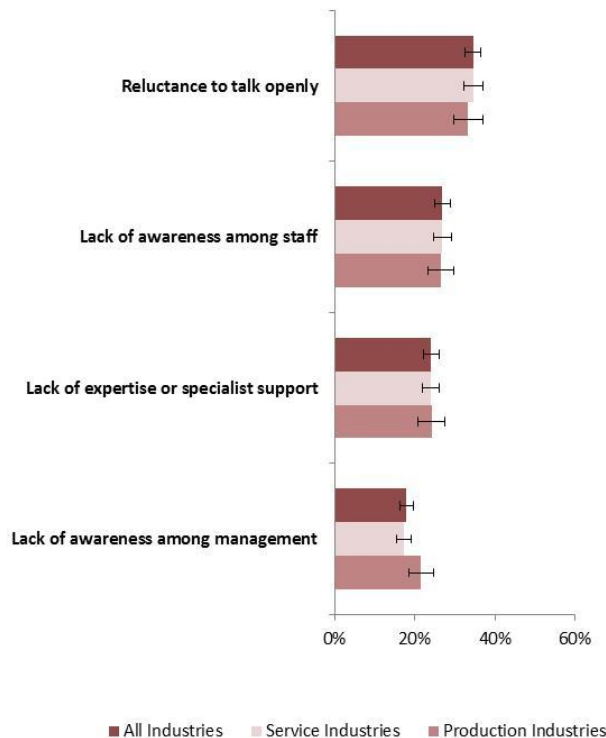


- The proportion of establishments using any of these 4 measures increases with establishment size.
- In establishments of 250+, the proportion of establishments implementing any measure ranged from 67% for intervening in cases of excessive hours being worked to 86% for offering confidential counselling.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

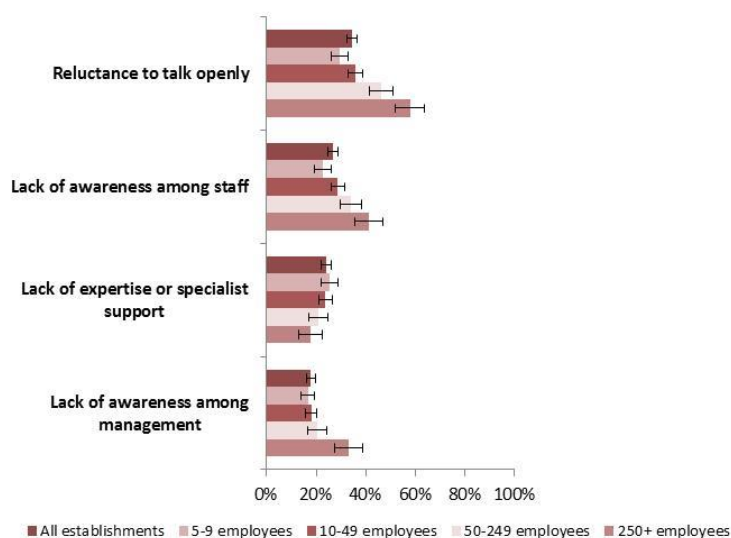
Difficulties that make psychosocial risks more difficult to address than other health risks

Figure 32a: Factors that make psychosocial risks harder to address than other factors
(Base: Establishments with psychosocial risks present)



- The biggest perceived difficulty in addressing psychosocial risks over other health risks is the general reluctance to talk about such issues (35% of establishments).
- Lack of awareness by staff and lack of expertise or specialist support are seen as making psychological risks harder to address by around a quarter of all establishments.
- In just less than 20% of establishments is 'lack of awareness of management' seen as making psychosocial issues more difficult to address:
 - this overall picture is similar across both production and service establishments.

Figure 32b: Factors that make psychosocial risks harder to address than other factors
(Base: Establishments with psychosocial risks present)



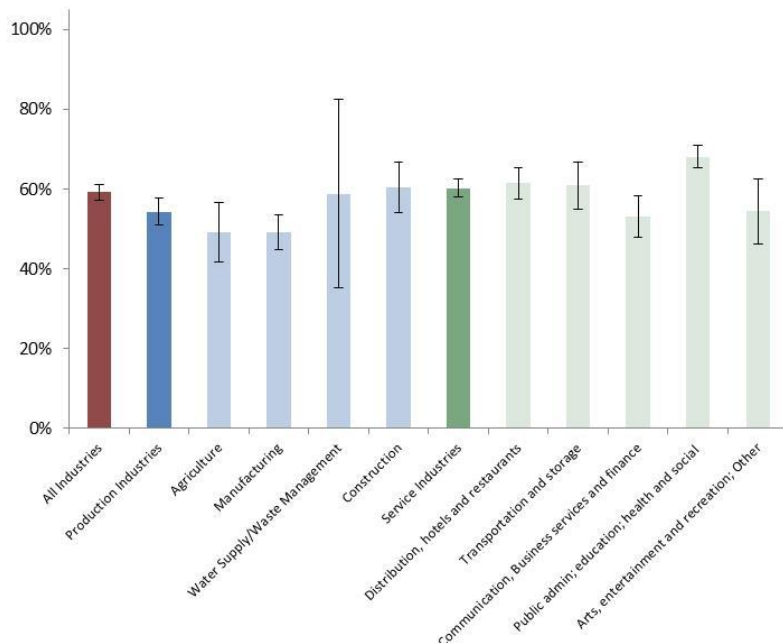
- Generally speaking, larger establishments feel that there are factors that make addressing psychosocial issues harder than other health issues than compared to small establishments.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Do you have sufficient information on how to include psychosocial risks in risk assessments?

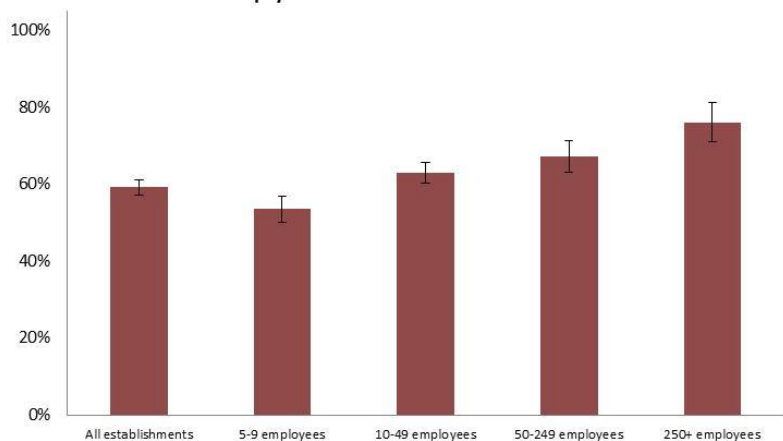
59% of establishments

Figure 33a: Establishments with sufficient information on how to include psychosocial risks in risk assessments



- A statistically significant higher proportion of service sector establishments feel they have sufficient information on how to include psychosocial risks in risk assessments (60% versus 54%).
- The proportion is highest in 'Public administration/ education/ health and social care' (68%), where psychosocial risk are more commonly found.

Figure 33b: Establishments with sufficient information on how to include psychosocial risks in risk assessments



- The proportion of establishments feeling they have enough information on how to address psychosocial risks increases with establishment size – 53% in establishments with 5-9 employees rising to 76% in establishments with 250+ employees.

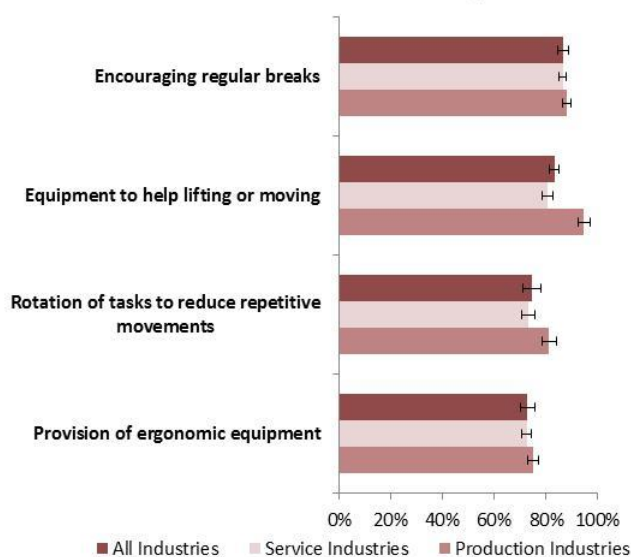
I denotes the 95% confidence interval (the plausible range) around the survey estimate.

Approach to managing musculoskeletal risks within establishments

Measures used to prevent musculoskeletal problems

Figure 34: Establishments implementing preventive measures for musculoskeletal disorders

(Base: For provision of lifting equipment establishments where lifting/moving is a risk; for task rotation, establishments where repetitive hand movements is a risk)



- Encouragingly, regular breaks to help prevent musculoskeletal problems is widespread across establishments in both production and service industries (88% and 87% respectively).
- In establishments where there is a risk from lifting or moving people or heavy loads, the provision of equipment to help with lifting or moving is provided: in 83% of establishments
 - more commonly used in production sector establishments (95%) than service sector establishments (81%).
- In establishments where there is a risk from repetitive hand or arm movements, rotation of tasks to reduce the repetitive movements or physical strains is offered in 75% of establishments:
 - more common in production sector establishments.
- Provision of ergonomic equipment is provided in around 73% of establishments with little difference by broad sector.
- Although not shown on the chart, the proportion of establishments using any of these 4 measures increases with establishment size.

I denotes the 95% confidence interval (the plausible range) around the survey estimate.

The extent to which differences within the workforce are accounted for (with respect to language and homeworkers)

It is important when managers consider health and safety risks in the workplace that they acknowledge the differences within the workforce. Two groups for which the survey provides information on is homeworkers and workers with difficulty understanding the spoken language in the workplace.

Homeworkers

Just less than 20% of establishments have employees who work from home on a regular basis. This proportion is broadly similar between production and service sector establishments.

- Of establishments with regular homeworkers, around 40% include workplaces at home within their risk assessments (where a risk assessment is completed).

Workers with difficulty understanding the language spoken at the workplace

Around 5% of establishments have employees who have difficulty speaking the language spoken at the workplace:

- Of establishments with workers who have difficulty with the spoken language, around a third provide health and safety training to employees in different languages.

More supporting data can be found at www.hse.gov.uk/statistics/tables/oshman4.xlsx

Technical Note: About the European Survey of Enterprises on New and Emerging Risks (ESENER-2) Survey

The European Survey of Enterprises on New and Emerging Risks (ESENER) is a Europe-wide survey commissioned by the EU-Occupational Safety and Health Agency (EU-OSHA). The survey asks those 'who know best' about safety and health in establishments about the way safety and health risks are managed at their workplace, with a particular focus on psychosocial risks.

Some 49,320 establishments were surveyed across 36 European countries in summer/autumn 2014. Within the UK, the total sample was 4,250 establishments and includes a sample boost, funded by the Health and Safety Executive, to ensure that the sample was sufficient to provide reliable results at a more detailed industry level. The survey covered establishments with five or more employees and included all sectors of economic activity except for private households (SIC 2007 Section T) and extraterritorial organisations (SIC 2007 Section U).

The survey fieldwork was carried out by TNS Detschland GmbH and its network of fieldwork centres around the UK. The sample was selected using multi-stratified sampling procedures. The final data set included weighting factors to ensure that survey results are representative of establishments across the UK in terms of sector of activity and size.

Since estimates derived from the ESENER survey are based on a sample (rather than the full population) they are subject to a margin of error. The main factor that determines the width of an estimates margin is the number of sample cases an estimate is based on. In this report and supporting data tables, the margins of error are expressed as 95% confidence intervals. Each of these represents a range of values which has a 95% chance of containing the true value in the absence of bias. Estimates based on 20 or fewer sample cases have been suppressed as deemed unreliable for general publication.

More detailed information about the survey design and methods can be found at www.hse.gov.uk/statistics/pdf/esener-technical-report.pdf. For more information on the background to the survey and results at a European level, see www.osha.europa.eu/en/surveys-and-statistics-osh/esener. (Though note there are small differences in UK survey results between what is published by HSE and EU-OSHA because of a small difference in approach to analysing survey data).

Annex 1 – Industry definitions

The industry groupings used in this report (and supporting tables) are based on the 2007 Standard Industrial Classification (SIC) and are defined by the SIC codes detailed in the table below.

Industry Label +	Section or Division (SIC 2007 Code)
All Industries	A-S
Production Industries	A-F
Agriculture	A
Mining and Quarrying	B
Manufacturing	C
<i>Manufacture of food and drink products</i>	C.10-11
<i>Manufacture of non-metallic products</i>	C.16-17, 22-23, 31
<i>Manufacture of chemical and pharmaceutical products</i>	C.19-21
<i>Manufacture of metallic products</i>	C.24-25
<i>Manufacture of transport and transport products</i>	C.29-30
<i>Other manufacturing</i>	C.12-15, 18, 26-28, 32-33
Utility Supply	D
Water Supply/Waste Management	E
Construction	F
Service Industries	G-S
Distribution, hotels and restaurants	G,I
Distribution	G
Hotels and Restaurants	I
Transportation and storage	H
Communication, Business services and finance	J-N
Public administration; education; human health and social work activities	O-Q
Public Administration	O
Education	P
Human health and social work activities	Q
<i>Human health activities</i>	Q.86
<i>Residential care activities; Social work activities without accommodation</i>	Q.87-88
Arts, entertainment and recreation; Other service activities	R-S

+ For more details of the classification see www.ons.gov.uk/ons/guide-method/classifications/current-standard-classifications/standard-industrial-classification/sic2007---explanatory-notes.pdf

Useful Links

Supporting data tables can be found at www.hse.gov.uk/statistics/tables/index.htm#oshman

A copy of the ESENER-2 questionnaire can be found at www.hse.gov.uk/statistics/pdf/esener-questionnaire.pdf

European comparisons of data from ESENER-2 can be found at www.osha.europa.eu/en/surveys-and-statistics-osh/esener

For information regarding the quality guidelines used for statistics within HSE see www.hse.gov.uk/statistics/about/quality-guidelines.htm

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