

# ASSESSING THE SAFETY CLIMATE

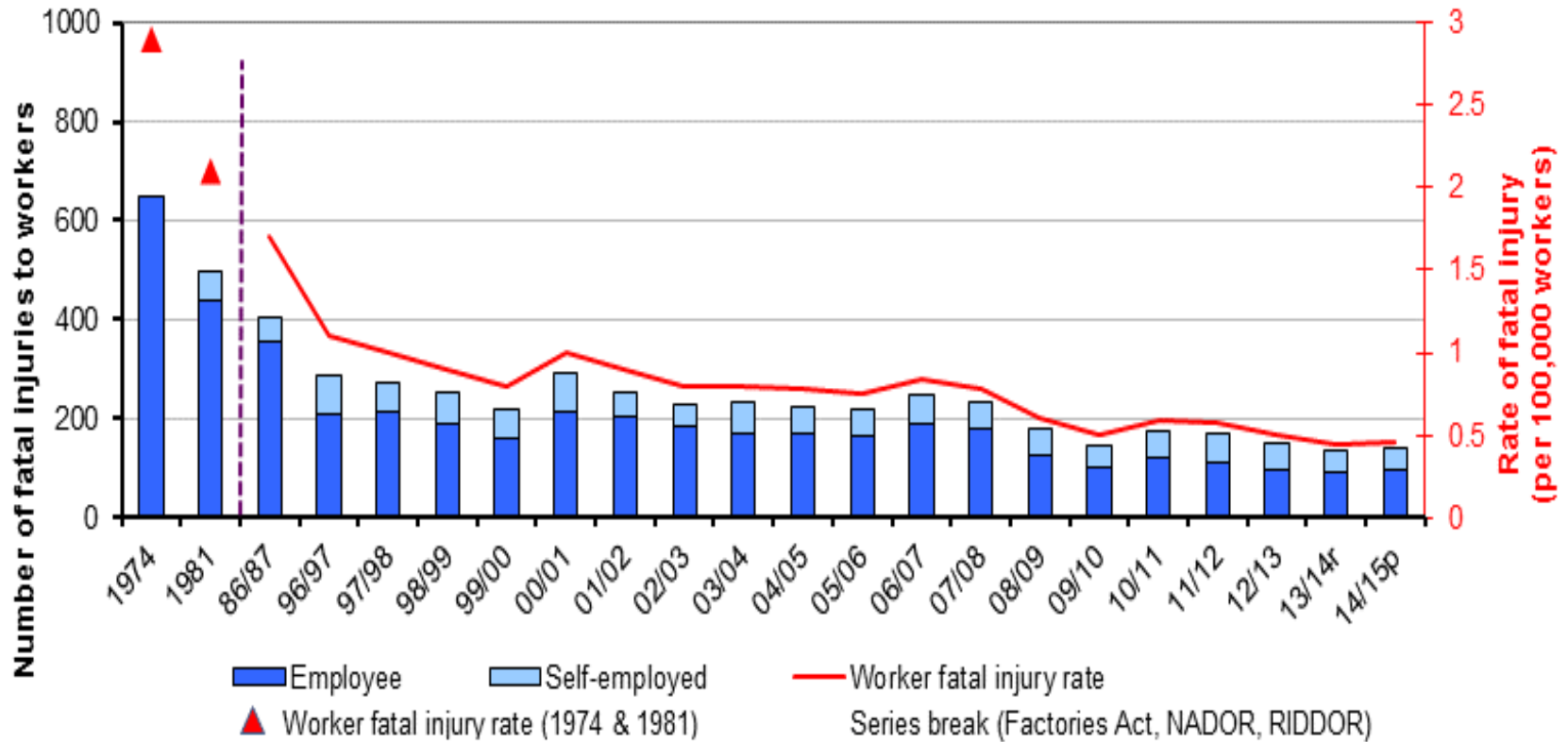
WORKSHOP ON EXPLOSIVES AND PYROTECHNICS  
NORWAY 2016

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Explosives Inspector  
HEALTH & SAFETY  
EXECUTIVE  
UK



# The Plateau



# Why this is important

- Up to 90% of accidents attributable to some degree to human failures
- Seveso; Texas City; Buncefield aviation fuel store; Texaco Milford Haven; Southall and Ladbroke Grove rail crashes; Zeebrugge Ferry; Deep Water Horizon
- Proportion and significance increasing as technical safety measures improve

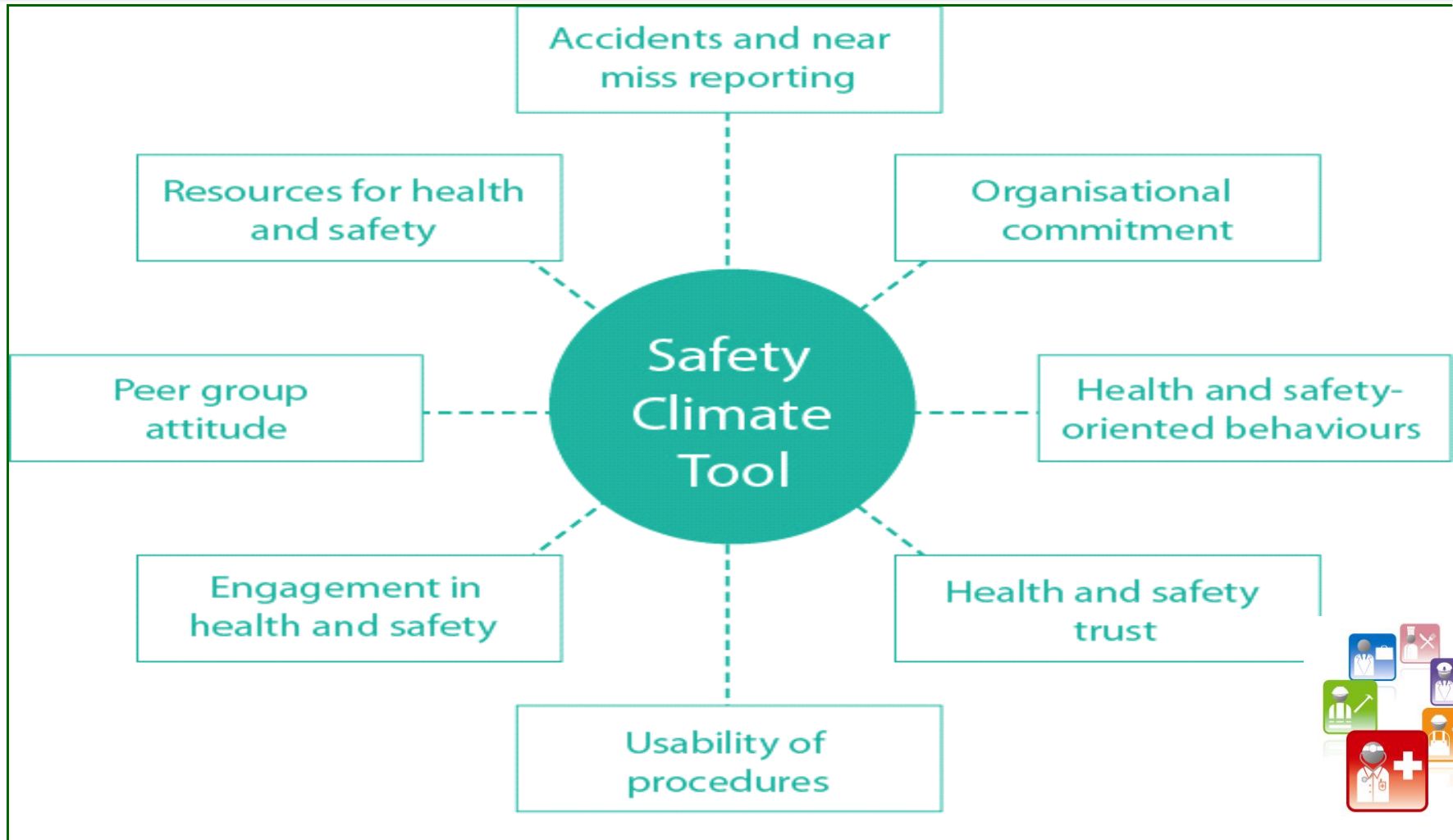
# Safety Culture

Safety culture has been defined in a variety of ways including;

- ‘The way we do things around here.’ (Confederation of British Industry),
- ‘A set of attitudes, beliefs or norms’ concerning safety. (Turner, 1989),

Organisations with a positive safety culture are characterised by communications founded on mutual trust, by shared perceptions of the importance of safety and by confidence in the efficacy of preventive measures.

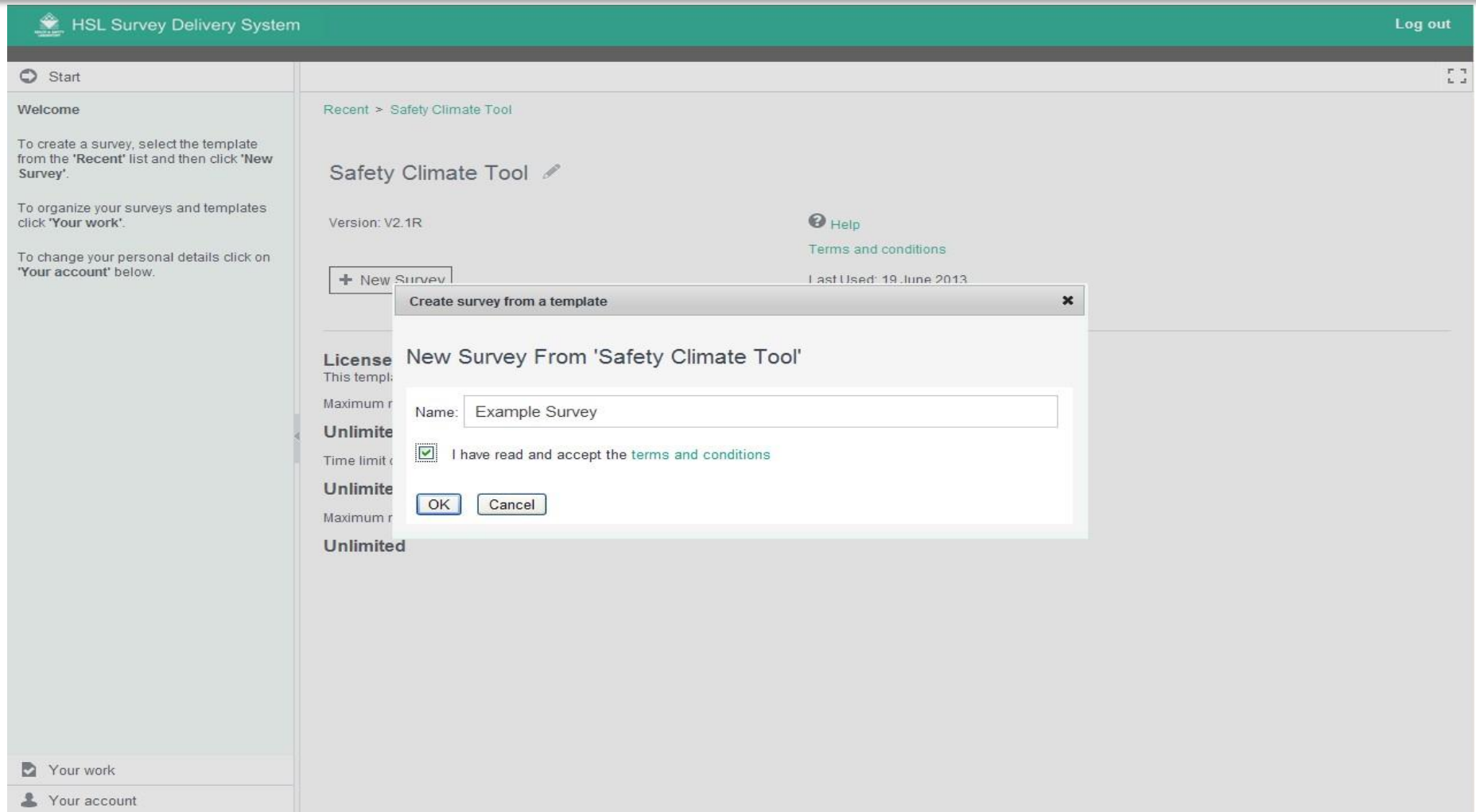
# Safety Climate Factors



# Using the SCT as a baseline

- To make sense about something that might be too big or complicated to understand.
- To identify areas of where improvements can be made.
- Timing
- To identify when an intervention is not needed.
- To test whether current approaches are working.

# Create new survey



The screenshot displays the HSL Survey Delivery System interface. The main content area shows a recent survey titled "Safety Climate Tool" with version V2.1R and a last used date of 19 June 2013. A "New Survey" button is visible. A modal dialog box titled "Create survey from a template" is open, showing the "New Survey From 'Safety Climate Tool'" form. The form includes a text input field for the survey name, which contains "Example Survey", and a checkbox labeled "I have read and accept the terms and conditions" which is checked. "OK" and "Cancel" buttons are at the bottom of the dialog.

HSL Survey Delivery System Log out

Start

Welcome

To create a survey, select the template from the 'Recent' list and then click 'New Survey'.

To organize your surveys and templates click 'Your work'.

To change your personal details click on 'Your account' below.

Recent > Safety Climate Tool

## Safety Climate Tool

Version: V2.1R [Help](#)

[Terms and conditions](#)

Last Used: 19 June 2013

[+ New Survey](#)

**Create survey from a template** ✕

### New Survey From 'Safety Climate Tool'

Name:

I have read and accept the [terms and conditions](#)

**License**  
This templ:  
Maximum r  
**Unlimite**  
Time limit  
**Unlimite**  
Maximum r  
**Unlimited**

Your work

Your account

# Filtering your data

The Safety Climate Tool allows you to use your demographic questions to filter your data.

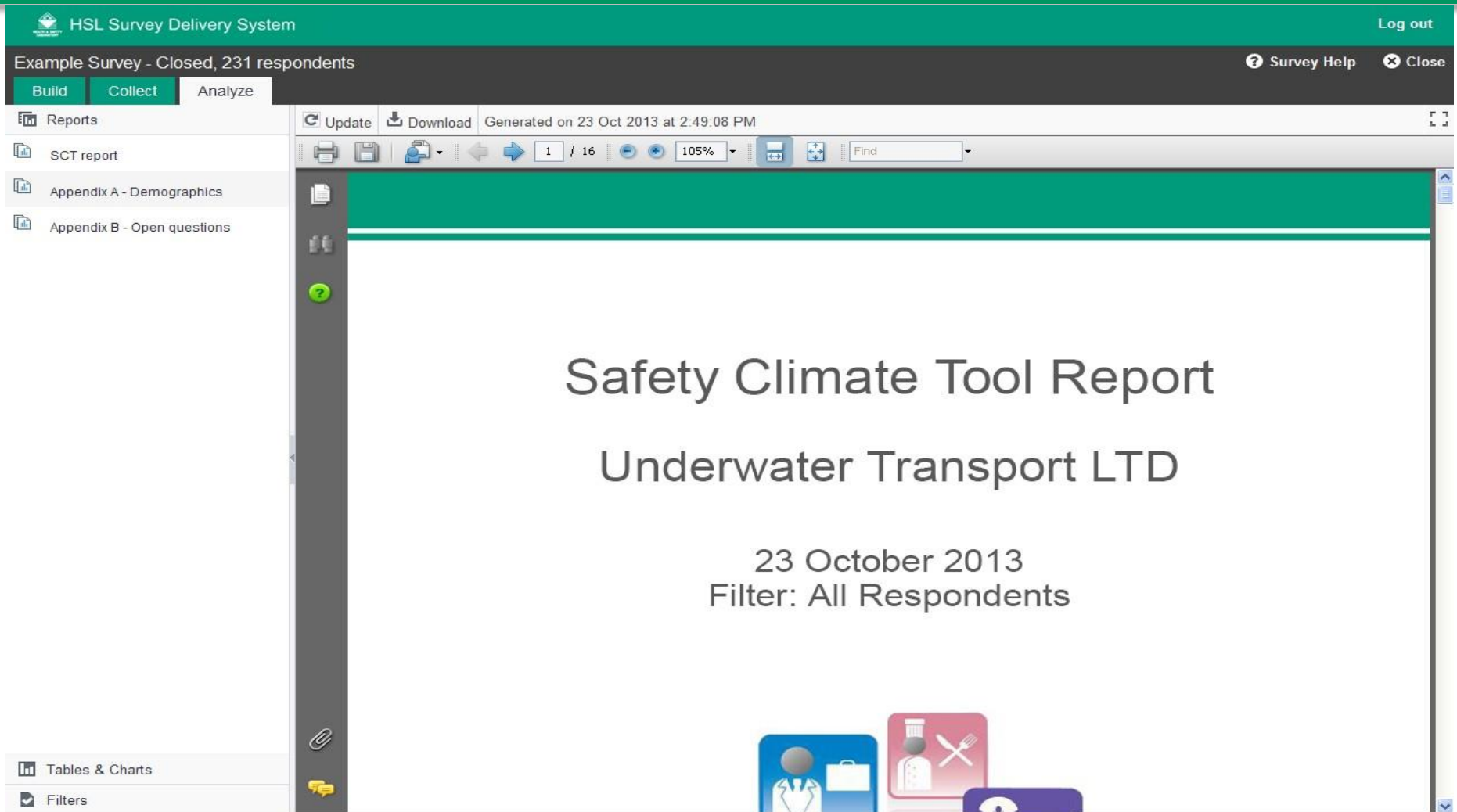
You have up to 9 demographic questions, with a set number of options for each

- Role – 5 options (**required**)
- Department – 10 options (*optional*)
- Site – 10 options (*optional*)
- Age – 5 options (*optional*)
- Tenure – 5 options (*optional*)
- Type of work – 5 options (*optional*)
- Gender – Male/Female (*optional*)
- Accident involvement – Yes/No (*optional*)
- Are you a contractor – Yes/No (*optional*)





# Example SCT Auto Report

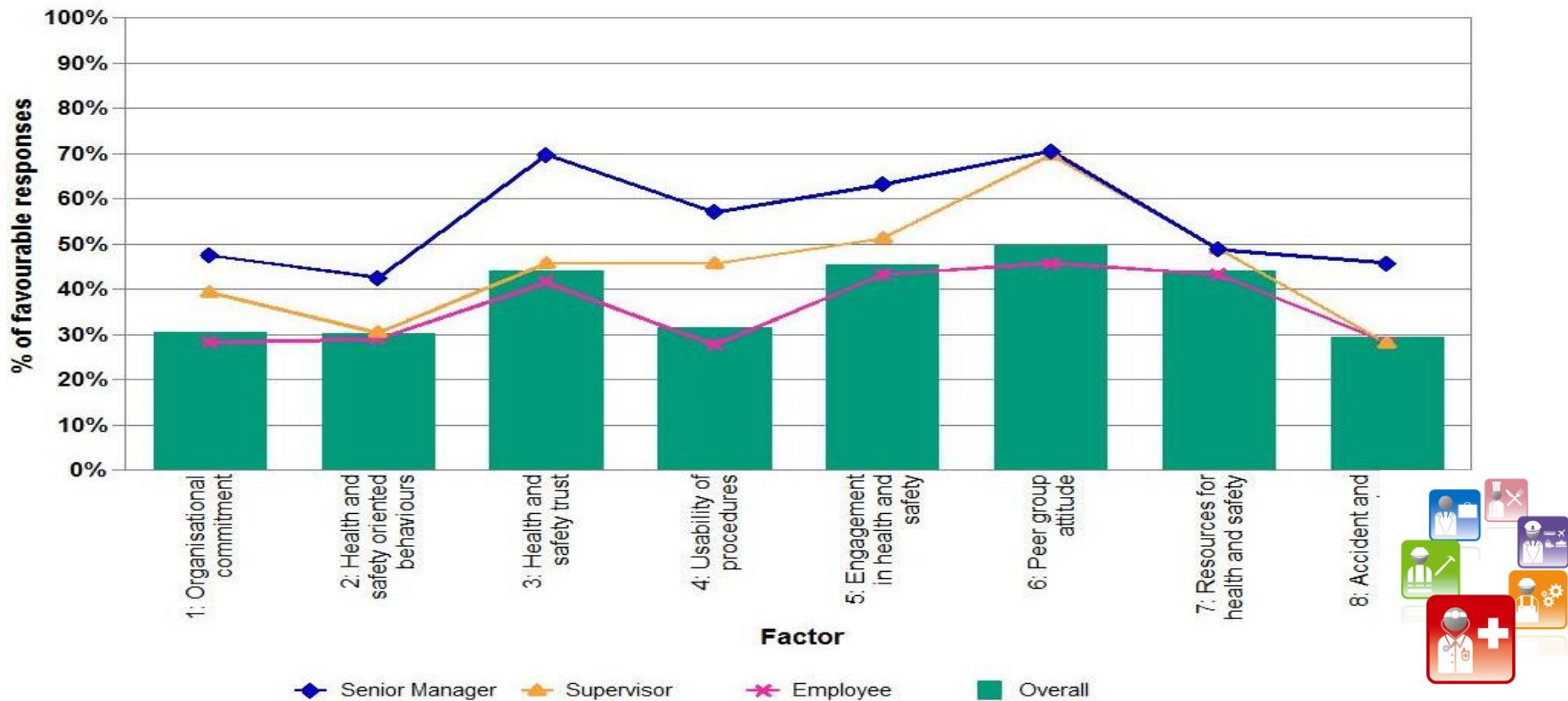


The screenshot displays the HSL Survey Delivery System interface. At the top, it shows 'Example Survey - Closed, 231 respondents'. The main content area displays the title 'Safety Climate Tool Report' and 'Underwater Transport LTD', dated '23 October 2013' with a filter of 'All Respondents'. The interface includes a navigation menu on the left with options like 'Reports', 'SCT report', 'Appendix A - Demographics', and 'Appendix B - Open questions'. A toolbar at the top of the report area includes 'Update', 'Download', and 'Generated on 23 Oct 2013 at 2:49:08 PM'. The bottom of the report area features icons for a person, a chef, and a person with a speech bubble.

# Measuring different perceptions

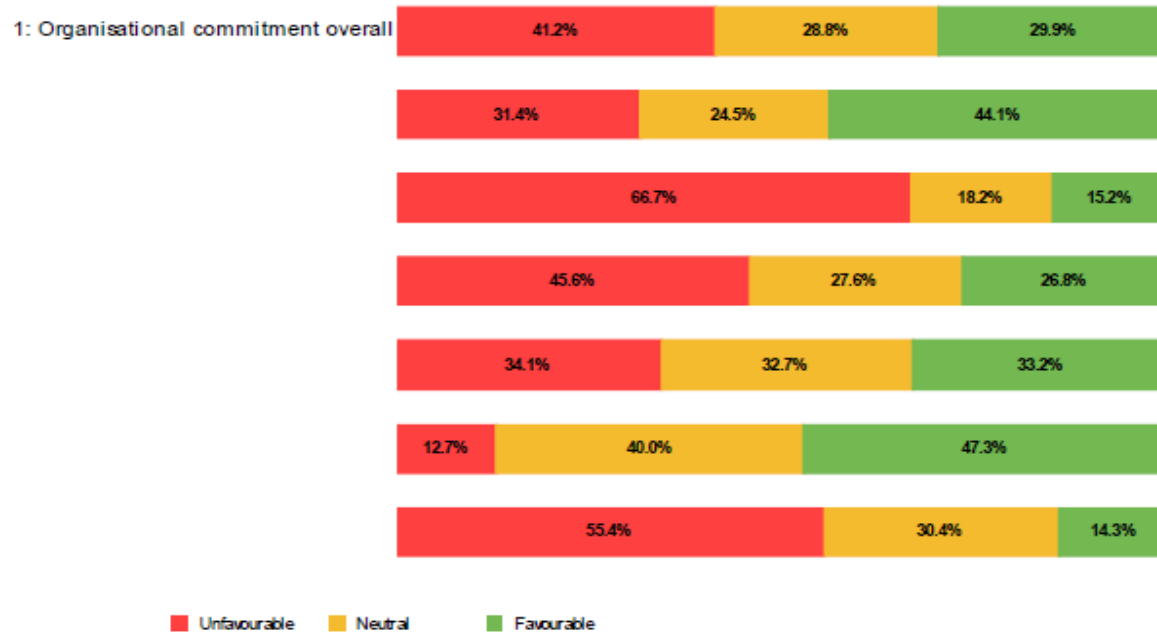
We often use the Safety Climate Tool's graphs to provide a powerful visual representation of how opinions about health and safety can vary even within an organisation

Summary of favourable responses by factor and role for all respondents



# 1. Organisational Commitment

The Organisational commitment factor is comprised of a number of statements. The findings for Example Organisation (All Respondents) are presented below.

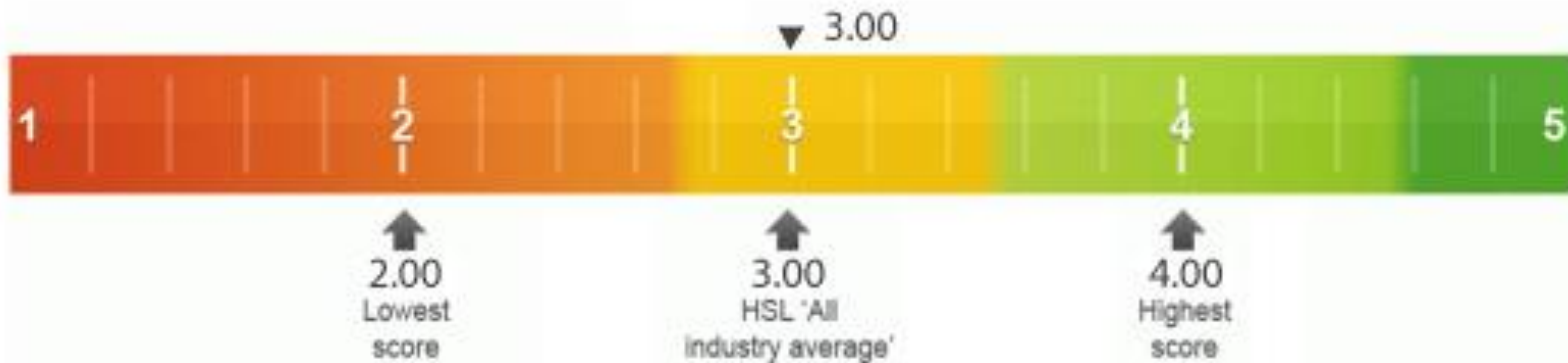


# Procedures are not always followed?



# Outputs from the SCT

The SCT provides you with a benchmark for each of the 8 factors within the tool against HSL 's all industry average dataset of around 180,000 responses.



N.B. Sector benchmarking is now also available for an additional cost. Please see our website for more information and full list of available sectors.



# Example of Additional Questions

HSL Survey Delivery System Log out

Example Survey - Closed, 231 respondents Survey Help Close

Build Collect Analyze

Reports

- SCT report
- Appendix A - Demographics
- Appendix B - Open questions

Update Download Generated on 23 Oct 2013 at 2:54:05 PM

2 / 8 105% Find

**Please give three suggestions that you feel would give the biggest improvement to health and safety.**

- Improve signs on site.
- Get new PPE.
- Add more training courses.
- Make people more aware of H&S by refresher courses
- Impose penalties for people not adhering to rules.
- More common sense!!!!
- Stop blaming the workforce for everything! More time to get the job done safely.
- Better forward planning. Better awareness after planning. Training and re-training (H&S procedures).
- Managers should adhere to rules. Speed limits reduced. Health & Safety reps should be listen to.
- Bosses paying attention to things you say, they only concerned when I am at fault.
- 1. Communication. 2. Working as a unit and as a team. 3. Bit more common sense and general knowledge.
- Not a clue.
- 1. Better understanding. 2. Less paperwork. 3 More professional attitude.
- More lifting equipment. Larger work area. More staff.
- More communication, more common sense.
- More interactive conversions with management. More training to be given to management/workers, better safety/PPE equipment.
- Enforced PPE, to ensure that if PPE is not worn then action needs to be taken against the individual.
- instead of looking to blame somebody look at ways to prevent the risk happening again, more engineers are needed to repair any health and safety issues,
- Fines for the employee if they are injured whilst breaking H&S rules H&S officer for each area with some level of responsibility awards for finding remedies to problems/preventing accidents
- Ongoing improvement in communication. Visibility to all that improvements are constantly being made for everyones benefit

Tables & Charts

Filters

# Feedback from users:

- Found out what their people actually thought
- Identified clear differences between the demographics e.g. management and shop floor
- Raised the profile of health and safety with their leadership team
- Identified areas for improvement and help them recognise good performance.
- Could use benchmark to drive change.

# Success stories: Explosives Company

- Helped them see what mattered to their employees
- Helped them encourage further employee engagement
- Involved employees in writing procedures
- Their HGV drivers are invited to attend regular safety meetings and tool box talks.



# Success stories: Explosives Company

- *“We now have a benchmark which we can measure against and regularly monitor our safety culture, you can only manage what you can measure.”*

*Explosives Co-UK plc Managing Director*

# Further Information:

[www.hsl.gov.uk/products/safety-climate-tool](http://www.hsl.gov.uk/products/safety-climate-tool)

- [productsupport@hsl.gsi.gov.uk](mailto:productsupport@hsl.gsi.gov.uk)