

Safety Climate Survey

What is Safety Climate Survey?

The Safety Climate survey was begun in May 2011, when everyone was asked to complete the questionnaire. The answers have been collated into a formal report showing how every question was answered. This shorter document will give some of the highlights and show how the deficiencies will be addressed.

Why should I listen to this?

This will show that completing the questionnaire was important and how the answers will be used to shape health and safety in the future.

About the people who completed the questionnaire.

A total of 210 valid responses were analysed with 173 working in production activities. 92% of respondents were male and 74% were parents.

In total 6% were aged under 25 and 12% were aged over 56. These two age groups tended to show more risk prone attitudes when compared with the rest of the population.

Health and Safety Experiences

Since joining MGJV 77% of people had received an induction; when applied to production workforce only 84% had received an induction. Thames Water have started a matrix for Essential Safety Briefings, the MGJV induction has been reviewed to ensure it conforms. This will be rolled out throughout the project so next time 100% of people should be able to say they have received an induction.

Only 79% of operatives said that they had received safety training; the questionnaire was completed prior to the Stand down Days in Dartford so this should have been addressed. However, only 85% of operatives said they had attended toolbox talks, 68% had attended risk assessment or method statement briefing and 55% had attended a daily briefing. All operatives should have attended all of these briefings. The best people to give the daily briefing are the gangers and MGJV is arranging training so they feel more confident to do this. The agents will be empowered to give the toolbox talks supported by "U-tube" type presentations and the story boards on the new Toughbooks.

The daily briefings are important as respondents who had attended regular daily briefings were significantly more likely to have given positive answers to questions about challenging colleagues working unsafely.

There is a new initiative to increase the number of hazard identification cards received. The questionnaire showed that 24% of operatives had made a hazard intervention. Supervisors and engineers are more likely to report something unsafe. This needs to improve as the more hazards we identify and "fix" the fewer number of incidents we will have.

Age is an important factor, as respondents aged under 25 were significantly more likely to have been stopped working due to unsafe behaviour.

Perception of risk

The highest perceived risks for all respondents were Road Traffic Accident (27%), Weills Disease (25%); Electrocutation (24%); Stress (22%); Hit by vehicle (19%); Trench collapse (17%) and Trip (17%).

Safety in the workplace descriptors

The most frequent cited descriptors were:

- Awareness 58%
- Priority 54%
- Prevention 39%
- Experience 34%
- Common Sense 31%

Conclusions

- Analysis points to a strong correlation between regular daily briefing and more positive, risk adverse attitudes and a greater preparedness to challenge unsafe working in others.
- Managerial staff displayed less positive attitudes than expected but engineers and supervisors displayed positive attitudes.
- Those aged under 25 had less positive attitudes to housekeeping, while those aged over 56 were more likely to report that they were uncomfortable challenging a workmate working unsafely.
- Daily briefing correlated with more positive results and a greater likelihood that respondents will challenge unsafe working in others.
- Respondents were least likely to challenge colleagues for not wearing gloves or smoking at the workplace. Nearly one third of respondents reported that they would never challenge a colleague smoking.
- MGJV outperformed normative expectations and comparative projects in a number of attitude statements relating to management
 - Safety is well managed in my workplace
 - Safety is not affected by time pressure in my job
 - There is a strong safety leadership in MGJV
 - My safety matters more than money to the project managers.
- The only area which was less than normative expectation was “It’s my job to intervene if I see something unsafe happening.” The Stand down day gave everyone half day training in Behavioural Safety, this introduced the concept of stopping people working unsafely.
- The next page gives a list of comments made on the forms by operatives along with how MGJV will act on these suggestions in the next six months. The questionnaire will be sent out again in approximately six months so the success of these initiatives can be measured.

Comment made on the form	MGJV response
Stop wearing hard hats when not round machinery	Wearing hard hats at all times is now company policy and is a widely accepted practice. It prevents injury from flying objects.
Feedback from the men on the ground who for a lot of them have been doing the job for most of their lives. Health and safety starts with common sense and experience before education can come into play.	MGJV management team do listen to operatives. However, everyone's idea of common sense and experience differs. Therefore, the support of supervisors and advisors will fill these gaps.
Send out a monthly suggestion form to everyone including the men who dig the holes and award three prizes for the best health and safety improvement suggestions.	The monthly Health, Safety and Environmental Newsletter will include a tear off section for suggestions. The hazard identification cards will include a prize for the best suggestion.
Site Manager's Seminar	This is a good idea and will be introduced.
Do away with score based audit system.	The contract is scored against Key Performance Indicators which are an average of the scores. Therefore, we can't get away from the scores.
More advisory role required from the safety advisors at the moment they only act like police offers. They need to be more approachable because we're in this together.	The advisors work hard to advise sites. However, this role does involve pointing out where improvements have to be made but positive comments are regularly made.
Regular toolbox talk and health and safety training.	The gangers and foremen are going to begin giving "First 10-minute" briefings every morning. Agents are to give weekly toolbox talks and the monthly briefs and bi-annual stand down days will continue lead by the advisors.
Health and safety incidents / updates communicated to all staff on e-mail and other means.	This is to be rolled out with increased use of the Toughbooks along with the new MGJV intranet.
Publicity of projects completed with no safety problems and appreciation to all involved.	The monthly Newsletter will include this type of information.

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**REMEMBER
NOTHING IS SO IMPORTANT THAT IT CANNOT BE DONE SAFELY**