



**SAFESYSTEM**

**SMC**

**SAMPLE MANUFACTURING COMPANY**

**EMPLOYEE**

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# **SAFETY CLIMATE SURVEY**

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AN EVALUATION OF SAFETY-RELATED POLICY AND BEHAVIOR IN THE WORKPLACE



THE SCIENCE OF PERSONALITY



# Manufacturing Sample Employee Safety Climate Survey

This report presents results from the recent Employee Safety Climate Survey. The survey contained three components:

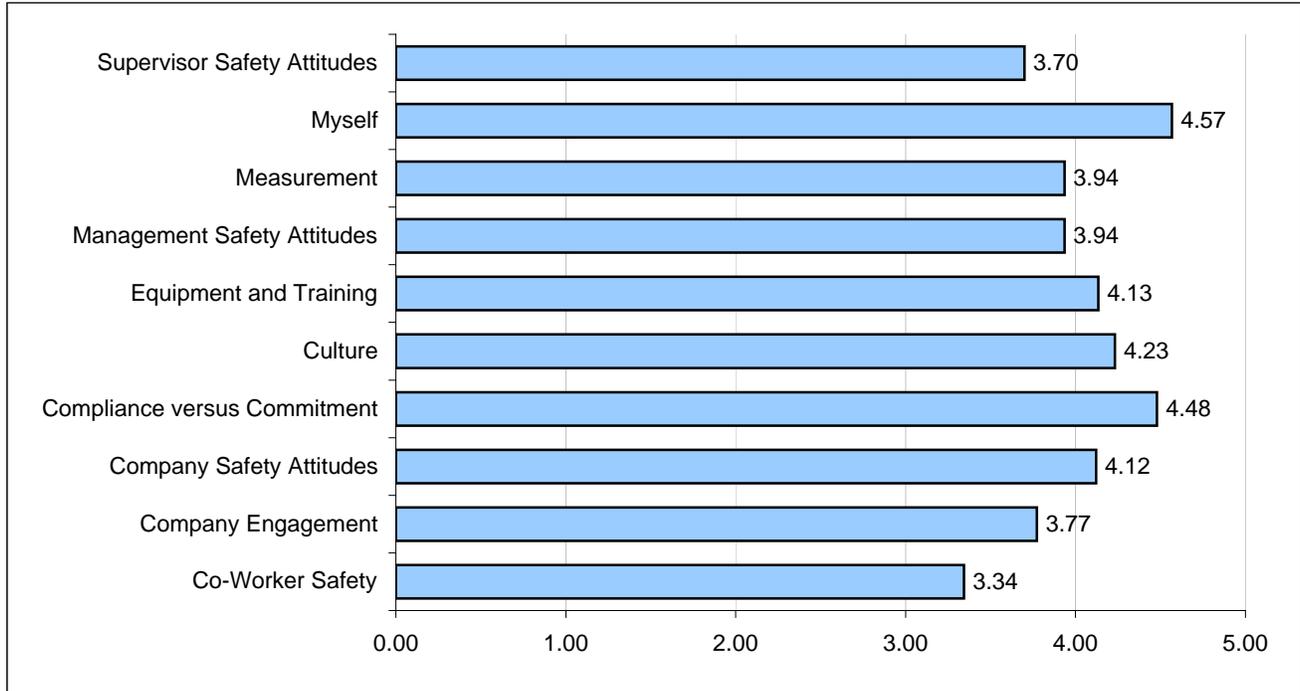
1. Component I. Employees responded to 40 Safety Awareness items to assess the organization's safety culture. Scores on each item ranged from 1 to 5, with high scores indicating strengths of the safety culture and low scores indicating potential areas for improvement. The Safety Awareness items relate to 10 overall themes, such as Supervisor Safety Attitudes and Equipment & Training. Page 1 of this report presents average results for each theme and an overall average across all items. These scores provide a benchmark for determining the organization's level of safety and how its safety climate changes over time. The appendix at the end of this report presents results for all 40 items.
2. Component II. Employees identified Key Priorities, which represent specific areas where the organization can improve its safety climate, such as making employees more accountable for safety and hiring safer employees. The survey consisted of 16 potential priorities. Each employee selected four priorities that could most improve the organization's safety climate. Page 2 presents these results.
3. Component III. Employees were given the opportunity to provide written comments in response to open-ended questions, such as "Think of the BEST example of safety-related behavior you have seen at work in the last 12 months. Describe this example." and "How do you think safety at work can be improved." Written comments start on Page 3 of this report.

## *How to use these results:*

Results from all three survey components provide valuable information concerning both strengths and potential areas of improvement. To accurately assess and improve your organization's safety climate, we recommend the following steps:

1. Carefully read through the information in all three sections of this report and the appendix.
2. Look for common themes, noting the 3-4 most commonly cited strengths and 3-4 most commonly cited areas of improvement.
3. List strengths and examples for each (e.g., related items receiving high ratings, specific written comments, etc.). This information will help you provide others in your organization with a clear picture of what you are currently doing well.
4. List areas for improvement and examples, noting specific steps you could take to improve each area. This information will help you provide others in your organization with a clear picture of what can improve the safety climate.
5. Formulate an action plan. This plan should include both communicating strengths to employees and steps you can take to improve the safety climate.
6. Reassess safety climate in 6-12 months, or as needed. To both determine the success of your action plan and measure the impact of potential changes to the work environment, it is important to regularly assess safety climate. You can use results presented in this report as a benchmark for examining change with future administrations.

**Safety Results by Theme:** The graph below displays the average safety scores for each of the 10 Safety Awareness themes. Higher scores indicate strengths and lower scores indicate areas for improvement.



**Overall Average:** The information below presents the average score across all items. This number ranges from 1.00 to 5.00, with higher numbers indicating a stronger overall safety climate.

Your average score is **4.07** or **81.3%**  
(There were 34 respondents)

**Group Averages:** The tables below present the average score broken out by subgroups. The tables only present results from groups with at least 3 respondents.

**Supervisor Role**

No, I do not supervise other staff members	22	4.05
Yes, I supervise other staff members	12	4.09

**Years of Service**

Less than 1 year	12	4.11
1 year, less than 3 years	8	4.05
3 years, less than 5 years	4	4.06
5 years, less than 10 years	3	4.33
10 years or more	7	3.90

**Job Type**

CEO/Senior Management Team	0	NA
Branch/Department Manager	3	3.95
Supervisor/Team Leader/Coordinator	9	4.17
Team Member	22	4.04

The second component of the Safety Climate Survey asked for feedback on what the organization should concentrate on to improve safety. It asked employees to make four selections from a broad menu. Their first choice 4 received points, the second choice 3 points, etc. We then summed scores across all items.

***What four things should your company concentrate on in the next 12 months to improve safety?***

Rank	Item	Score
1	<b>Employees must take safety seriously</b>	<b>52</b>
2	<b>Improve our work practices and operating procedures</b>	<b>45</b>
3	<b>Make people accountable for safety</b>	<b>42</b>
4	<b>Value safety over production</b>	<b>30</b>
5	<b>Stop the culture of blame: focus on fixing the issue</b>	<b>27</b>
6	Take action when safety issues are raised	21
7	Communicate better, keep me informed about safety issues	18
8	Promote a culture of safety; Set clear goals to improve safety	18
9	Employ the right people with the right attitude	17
10	Stronger management commitment to safety	17
11	Safety Committee should be more effective	15
12	Supervisors should encourage us to talk about safety	14
13	Provide more and/or better risk assessments	9
14	Give us the right safety equipment (Personal Protective Equipment)	8
15	Offer more training so I know how to do my job safely	5
16	Hold regular safety briefings/ provide more feedback	2

The final part of the survey asked for written comments about the best and worst safety behaviors employees have seen by colleagues.

***Think of the BEST example of safety-related behavior you have seen at work in the last 12 months. Describe this example:***

1. An employee who was newly hired noticed that a memo from management wanted us to store our paints and chemicals all in the same room. She pointed out that storing the chemicals in two separate ventilated rooms would prevent the chemicals from potentially mixing, causing a fire or explosion.
2. Everyday before taking his truck out, a co-worker double-checks everything in the bed to ensure all things are secured and will not fly out while driving.
3. When our moving company sends out teams we always ride together in the company vehicles (trucks & vans). One of my co-workers refuses to even start the vehicle until everyone with him is wearing their seatbelt.
4. At a chemical plant, the chemical engineers follow the strict guidelines everyday before entering the lab, despite the monotony of the procedures. The engineers put on their suits, check meticulously for holes, run their goggles through a safety test, among several other procedures, before entering the lab to work.
5. All members of the crew wore safety goggles when using the power tools and equipment.
6. We replaced our knee pads at least two times a month (especially when working full shifts).

***Please describe the consequences of this behavior.***

1. She was recognized for catching the error, and management accepted her suggestions. We now store our paints and other chemicals in two separate ventilated areas according to their flammability and other properties.
2. To this day, my coworker has yet to lose any of his tools or work materials because they flew out of the bed of his truck.
3. We haven't been involved in an accident yet, but I don't think I need to explain how wearing a seat belt will come in handy if we ever do.
4. Following these procedures allows the engineers to work safely in a high risk environment. If these procedures were not followed, contact with the chemicals could result in illness or death as well as contamination of areas outside of the lab.
5. Although the goggles fog up sometimes, they help prevent saw dust and other debris from getting in our eyes.
6. If you don't replace your knee pads often, you can develop "carpet-layer's knee" – a really painful blister – from kneeling on hard surfaces for long hours.

***Think of the WORST example of safety-related behavior you have seen at work in the last 12 months. Describe this example.***

1. In the warehouse, one of my co-workers who's been here for 24 years didn't use a ladder to get paints down from a shelf that was 6 feet high. He thought he could just pull it down, and that using a ladder would be a hassle and take too much time.
2. While emptying the trash cans around the gas pumps a co-worker was smoking a lit cigarette!
3. Once, I witnessed a new employee using his hand to push bags of insulation into the hopper that cuts it up for installing blown-in insulation. Despite several warnings, he continued to use his hand instead of the pole we have for such purposes.
4. While on-site at a client's house, a crew member used a dry saw on the front lawn. He didn't put down a tarp or wet the lawn before using the saw.
5. A crew member took a safety guard off a power tool to make a difficult cut in a tile.

***Please describe the consequences of this behavior.***

1. He didn't see the other containers sitting on top of the one he wanted, and when he pulled his container down, six more tumbled down on him, knocking him down and breaking his leg.
2. Nothing yet, but when it does, it is going to be bad.
3. Luckily, when the hopper finally caught him, he managed to pull his arm out and only rip his sleeve. It could have taken his hand, arm, or even worse.
4. The sparks from the dry saw caught the lawn on fire. The team was able to put it out before it did too much damage.
5. He sliced the tip of his index finger off and had to be taken to the hospital.

***How do you think safety at work can be improved?***

1. Provide safety training to all of us so we know exactly why we need to follow the safety standards and what it might cost us if we don't.
2. Recognize us when we follow proper safety procedures (longer lunch hour, gift cards, bonus, extra break, etc) – don't just punish us when we don't follow them!
3. More enforcement of punishments for those who engage in unsafe behaviors and ignore safety-related rules.
4. Create incentives for employees who follow safety procedures, don't just punish those who don't.
5. Not allowing drivers to have their cell phones at work. Include not using cell phones in training
6. Don't let crew members work more than 50 hour weeks. It seems like we make more mistakes when we are overworked.
7. Set realistic timelines for projects. Sometimes crew members cut corners and disregard safety precautions when pressed for time.

The table below presents average results for all 40 Safety Awareness items. Scores range from 1.00 to 5.00, with higher scores reflecting strengths and lower scores reflecting areas for improvement.

Overall Score	Themes, Subthemes & Questions
<b>3.34</b>	<b>Co-Worker Safety</b>
4.33	I feel safe working with my co-workers:
3.74	My co-workers willingly follow safe work procedures:
2.97	No one on my team cuts corners that compromise safety:
2.34	My co-workers don't put others at risk:
<b>3.77</b>	<b>Company Engagement</b>
4.32	Trust in my department exists at a:
4.15	I feel valued working here:
3.79	I really enjoy working here:
2.82	Morale in my department is:
<b>4.12</b>	<b>Company Safety Attitudes</b>
4.74	Safety is a primary concern for top management at our company:
4.50	Our company invests in safety-related programs:
3.71	Management puts safety ahead of productivity:
3.53	Employees follow safety procedures even when project timeframes are tight:
<b>4.48</b>	<b>Compliance versus Commitment</b>
4.65	Our company promotes safety because it is the right thing to do:
4.65	If there were no laws about safety, our company would still provide a safe work environment:
4.33	I am encouraged to recommend ways to improve safety at work:
4.30	Our management takes safety seriously all of the time, not just when there has been an accident or incident:
<b>4.23</b>	<b>Culture</b>
4.47	Safety is a regular part of company communications:
4.38	Taking safety seriously is part of our company culture:
4.35	We are encouraged to achieve company safety targets:
4.33	Our company has a good reputation for safety in the community:
3.62	New employees are given sufficient safety training when they start:

Overall Score	Themes, Subthemes & Questions
<b>4.13</b>	<b>Equipment and Training</b>
4.56	Safety training is taken seriously in our company:
4.18	Our safety training is relevant and useful:
4.00	Our safety equipment is adequate and appropriate:
3.80	Our safety equipment is well maintained:
<b>3.94</b>	<b>Management Safety Attitudes</b>
4.42	Management cares about our safety at work:
3.86	Management takes prompt action when safety issues are raised:
3.53	Management consistently holds people accountable for safety breaches:
<b>3.94</b>	<b>Measurement</b>
4.80	Our safety performance is measured:
3.91	I know what safety results we are aiming for:
3.59	We are given feedback on the results of safety audits and investigations:
3.44	We receive regular feedback on our safety performance:
<b>4.57</b>	<b>Myself</b>
4.88	I believe that working safely is as important as getting the job done:
4.77	I understand the safety rules for the job I do:
4.74	I feel safe in my work area:
3.88	I report things that I think are unsafe:
<b>3.70</b>	<b>Supervisor Safety Attitudes</b>
4.12	My supervisor encourages people to work safely:
3.97	We are encouraged by supervisors to raise safety issues and hazards:
3.64	My supervisor regularly discusses the hazards of our work and the precautions we must take:
3.06	My supervisor knows when someone is working unsafely: