

Health & Safety Index Benchmark Results 2020 vs 2021



Discover the unknown

About Us

TEAM



CLIENTS



REACH

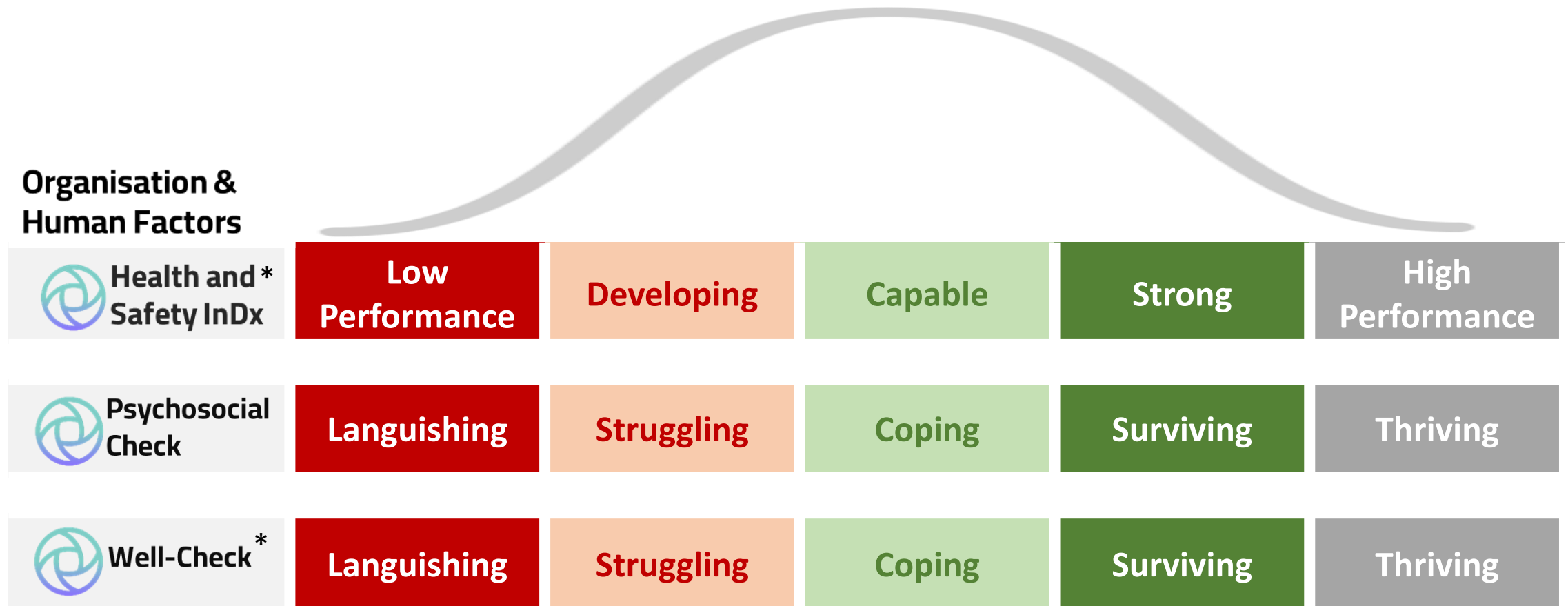


OUTCOMES



- ✓ Statistically reliable >0.9
- ✓ Credible lead indicators benchmarks
- ✓ Integrated Health AND Safety

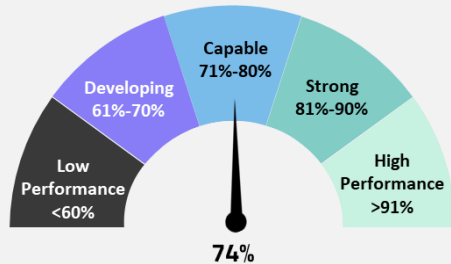
Diagnostics Survey Options



*Individual self-assessments also available

Executive Summary 2020 vs 2021

OVERALL INDEX



2020 vs 2021

73% 74%

↑1%

ASPECTS

2020
2021

Safety Engagement

↑1%

Safety Leadership

↑8%

Health and Wellbeing

↑4%

Safety Systems

↓2%

POSITIVE TRENDS

Comfort in talking about mental health ↑5.0%

Supervisor focuses on finding solutions, not on blame ↑5.7%

POTENTIAL DRIVERS

COVID-19 Pandemic

Work from Home (WFH)

Mental Health Awareness

Labour and Supply Chain Shortages



NEGATIVE TRENDS

Pressure to compromise safety ↓4.4%

Realistic time pressures ↓3.5%

OUTCOMES

Health & Wellbeing

My job adversely effects my health & wellbeing (Always, Often, or Sometimes)



2 in 5

Sleep

"In the last four weeks, work has negatively impacted on my ability to sleep"



2 in 5

LEVERS TO IMPROVE

Values & Beliefs

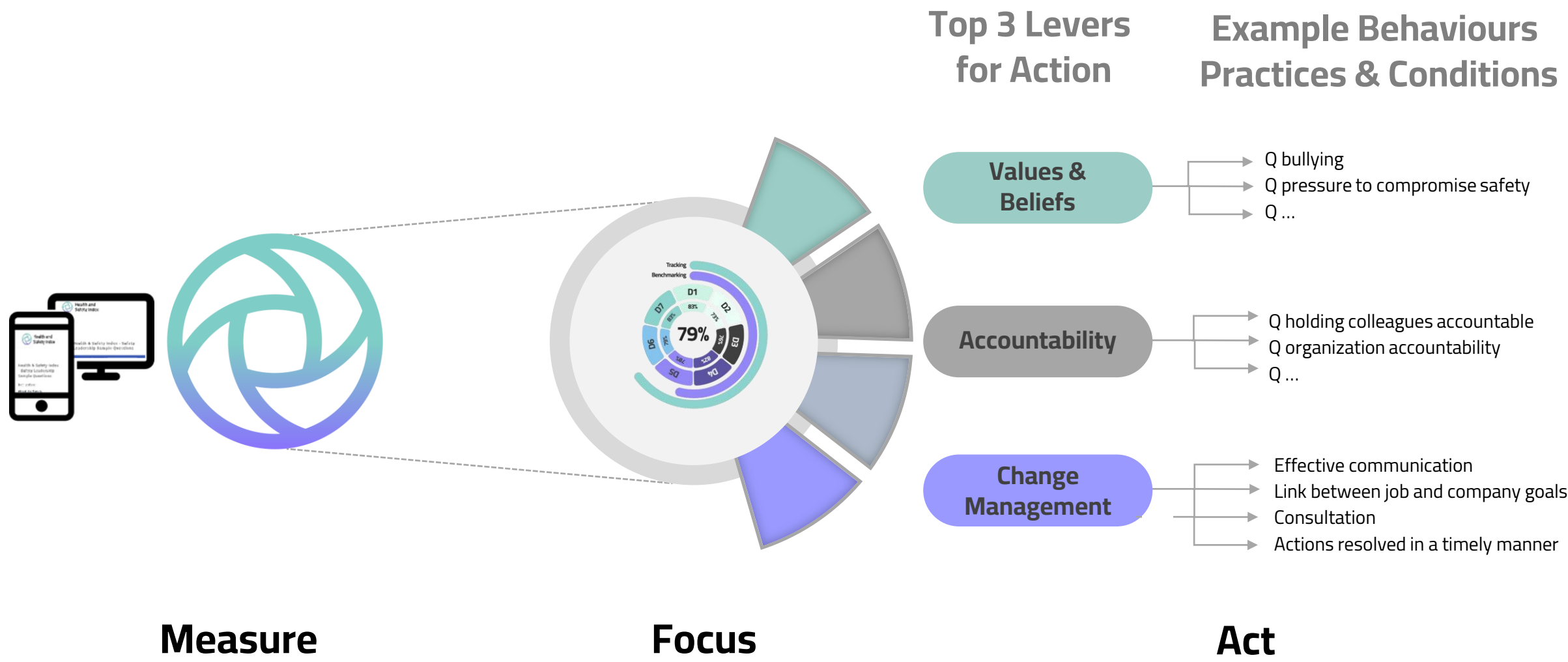
Accountability

Equipment & Conditions

Change Management



Benchmark Results: Levers for Action



The background is a purple-tinted photograph of a construction site. On the left and right sides, there are complex scaffolding structures. In the center, a crane is lifting a large, rectangular concrete slab. A worker is visible on a platform at the bottom, managing the ropes of the slab. The overall scene is industrial and captures a moment of heavy construction work.

Stakeholder Feedback



REVIEW



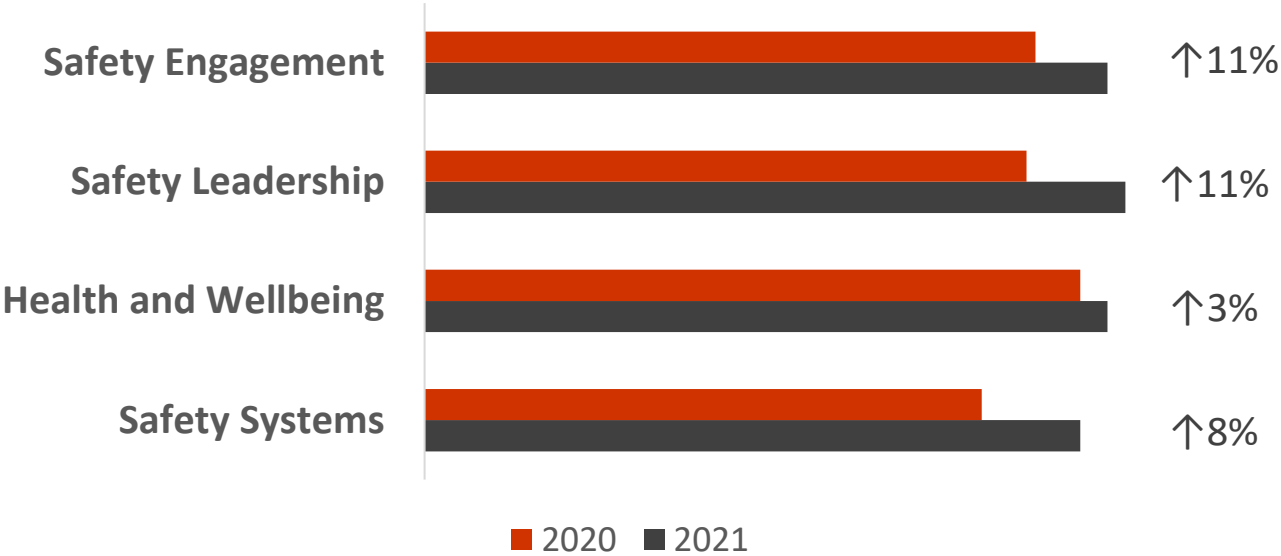
"AGPC have conducted the Health and Safety Index survey 2 years in a row now.

This allowed us to measure safety performance and identify key areas of risks. We are able to use this feedback to provide them with safe systems of work."

Violet Nicola
Australian Grand Prix Corporation



Health and Safety Index Results AGPC 2020 vs 2021



Highlights!

	2020 vs 2021
Overall Index result	↑6%
Senior manager visibility around safety	↑15%
Empowered to stop unsafe work	↑17%
Notified about mandatory training	↑18%
Worker ownership of safety	↑23%
Supervisors applying industry leading standards	↑29%

Reviews



REVIEW



"Safety Culture affects performance. The Health and Safety Index provides a connection to measure effectiveness and ways to improve key cultural aspects such as managing change and how that affects worker performance....."

Dan Pippard
Chief Operating Office
Pioneer Safety Solutions





REVIEW



"The Health and Safety Index is an invaluable tool for businesses wanting to improve employee engagement through better safety... I'm proud to be an earlier adopter of the Health and Safety Index in the UK."

Chris Wrapson
Health and Safety Secure





REVIEW



"The Health & Safety Index was not only easy to deliver and credible, but also produced invaluable results allowing us to gain a greater understanding This enabled us to target our strategy further to align with our company's results."

Caitlin Stuhler
Asia Pacific ESH Senior Manager,
Lockheed Martin





REVIEW



"The Health and Safety Index allows organisations to engage with employees to identify potential areas of improvement. This is a valuable tool which is easy to deploy and can be an asset to any organisation wishing to improve performance."

Ian Gordon
Director
Gordon Foley Consulting





REVIEW



"The Health and Safety Index is the ideal tool to support the strategic planning in your organisation by providing real and actionable intelligence on the lived experience of your people."

Adam Jackson
Head of HSSE, PDS Australia
Jones Lange LaSalle (JLL)



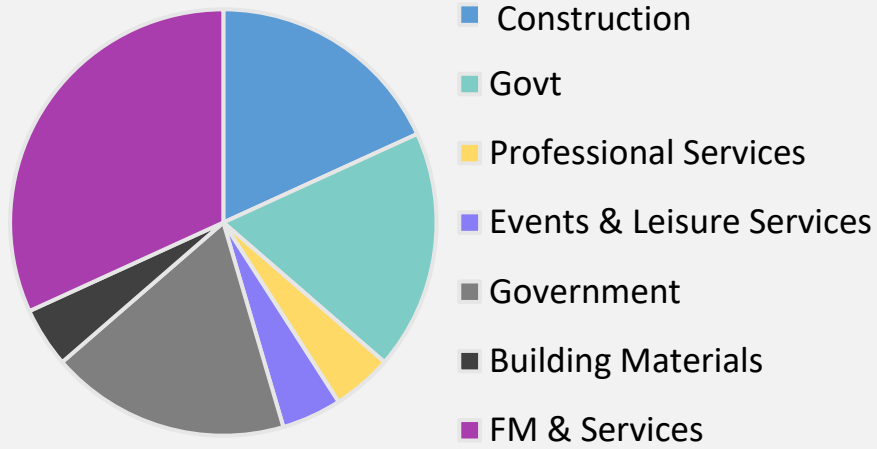


Benchmark Results

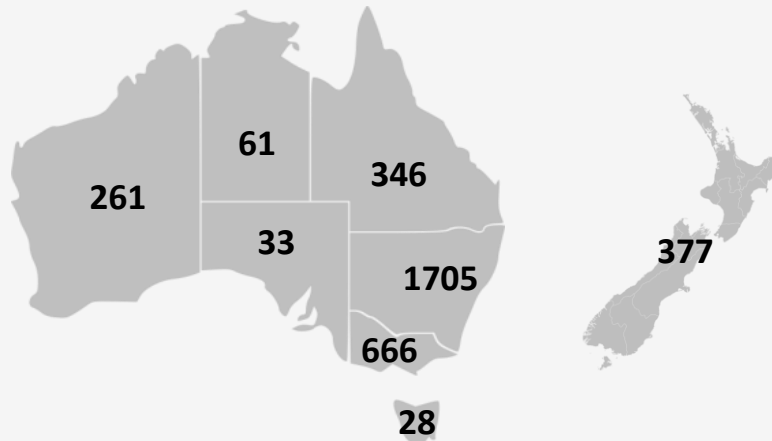
Participation by Gender, Business Unit and Position

The volume of responses (n=3,573) across 55 benchmark questions.

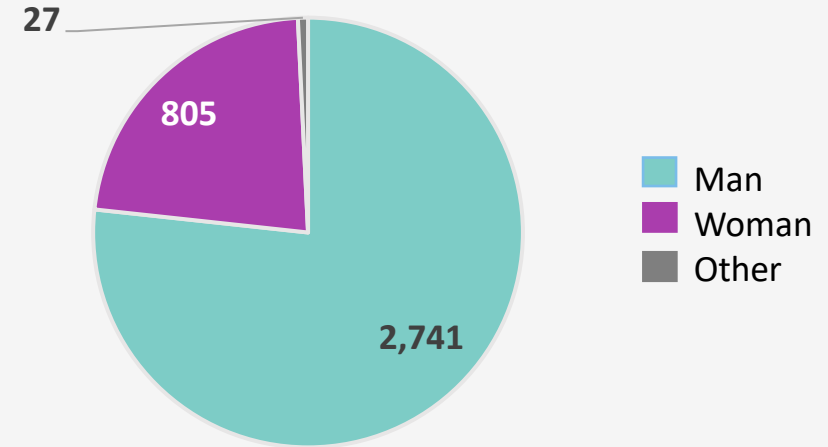
Industry Participation



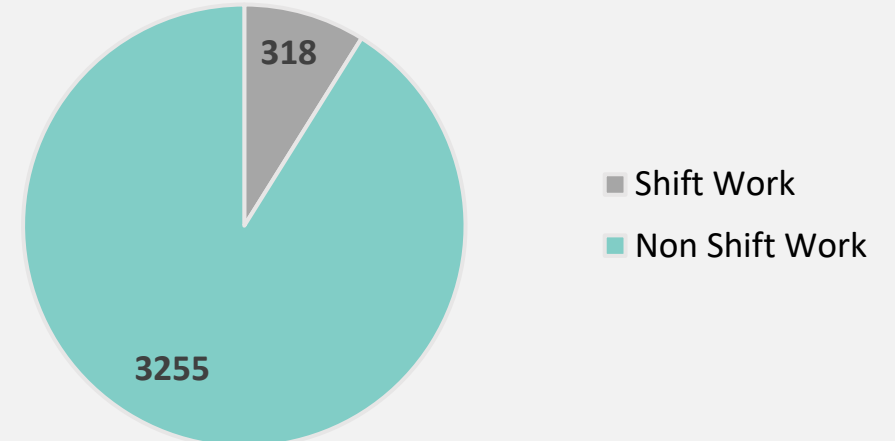
Location Participation



Gender Participation

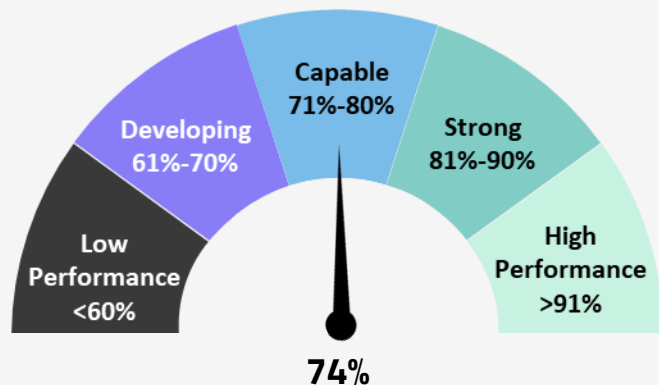


Shift worker Participation



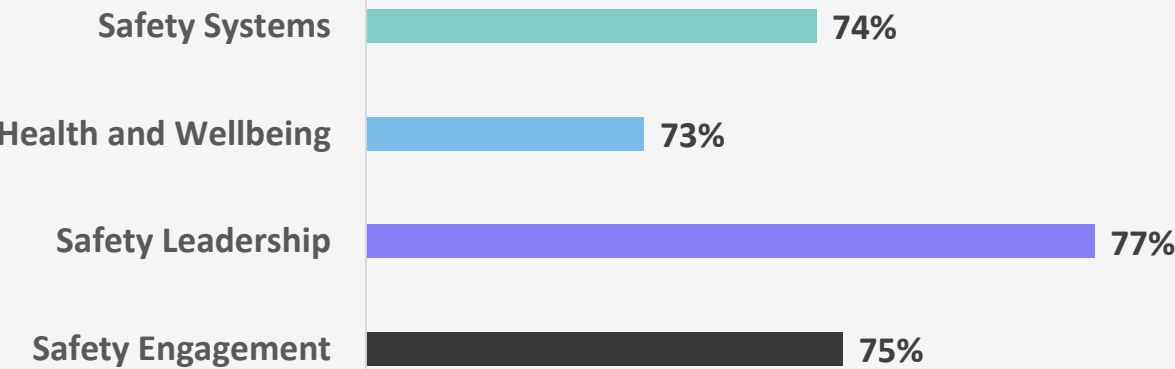
Dashboard Results: Benchmark Results 2021

Overall Index

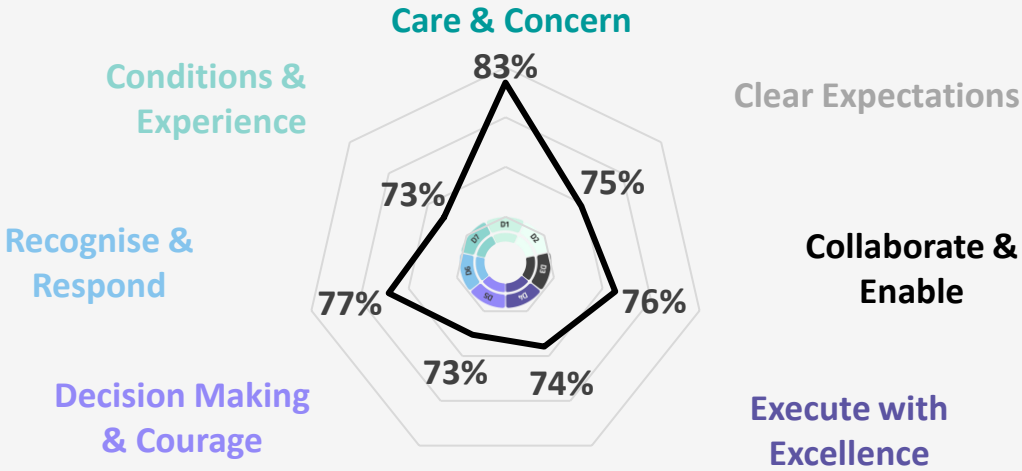


“Capable” leadership behaviours, systems and experiences contain notable areas requiring attention to enable health & safety continuous improvement.

Aspects



Dimensions



Outcomes

Health & Wellbeing

My job adversely effects my health & wellbeing (Always, Often, or Sometimes)

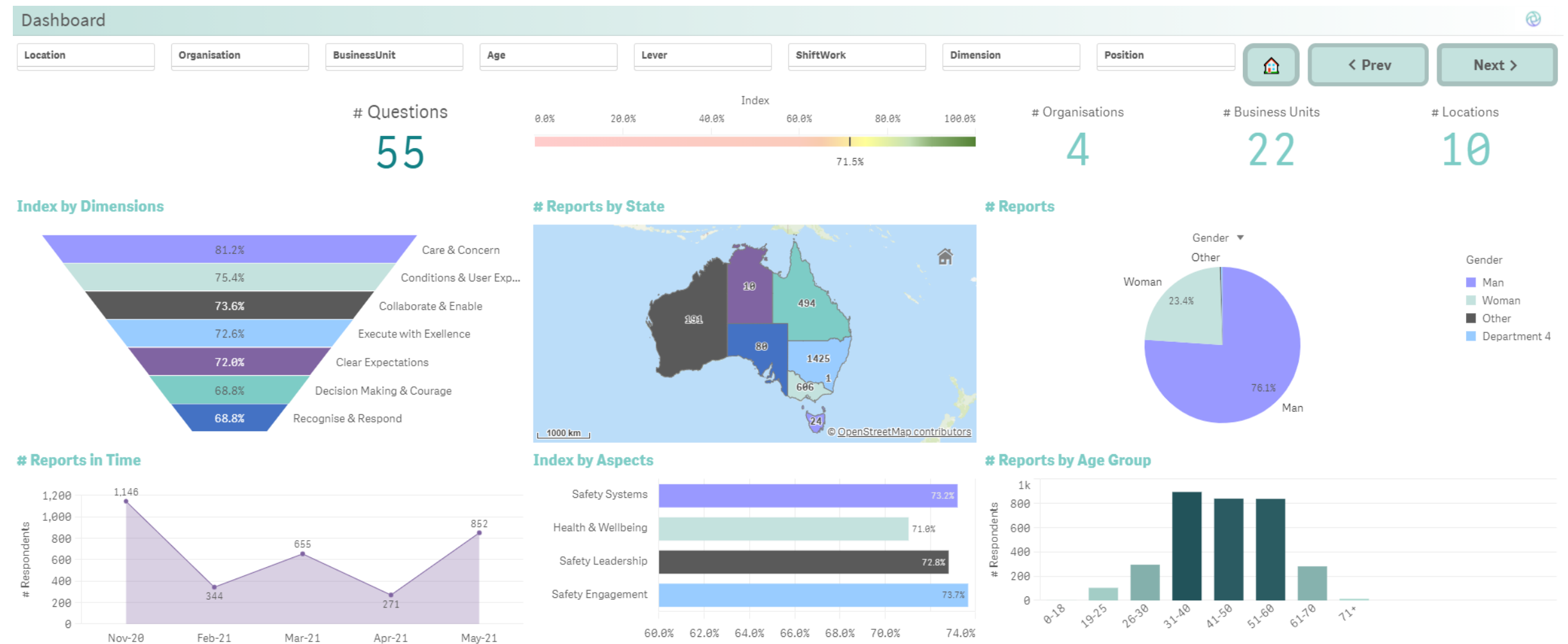


Sleep

“In the last four weeks, work has negatively impacted on my ability to sleep”



Business Intelligence Tool: Self-Directed Dashboard



Health & Wellbeing Snapshot | 73%

As outlined in the previous slide, the Health and Wellbeing result of 73% was the lowest of all four Aspects for the 2021 benchmark.

A mismatch between **Job Demands** and **Job Resources**, often leads to an impact on **Worker Outcomes**.

Job demands

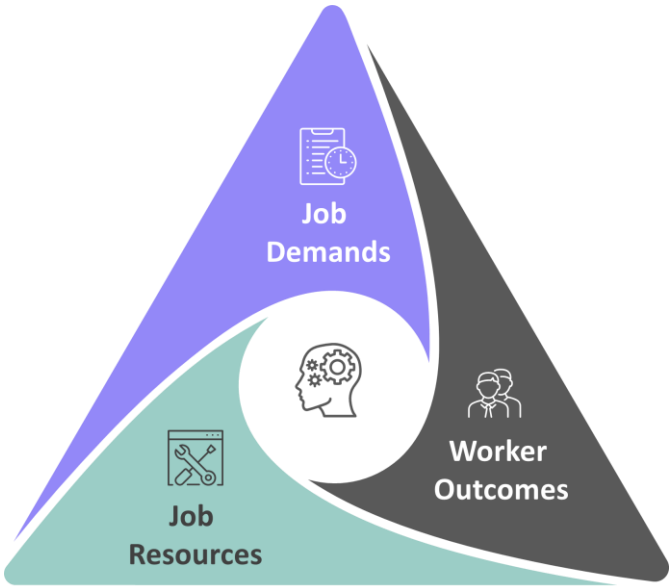
I have realistic time pressures **52%**

Subjected to or witnessing some form of workplace bullying **63%**

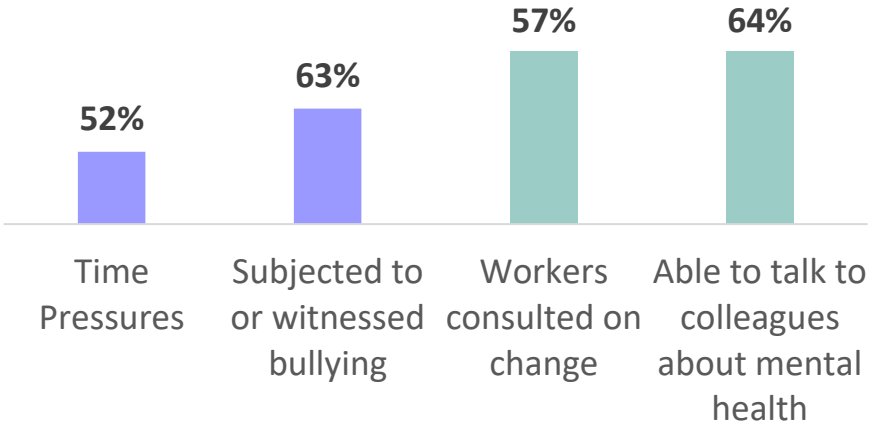
Job resources

I am consulted about planned workplace changes and how they will affect me **57%**

Able to talk to colleagues about mental health **65%**



Poorer Health & Wellbeing Job Demand/Resource Results



Worker sleep outcomes

In the last 4 weeks, work has negatively impacted on my ability to sleep **55%**

Worker outcomes

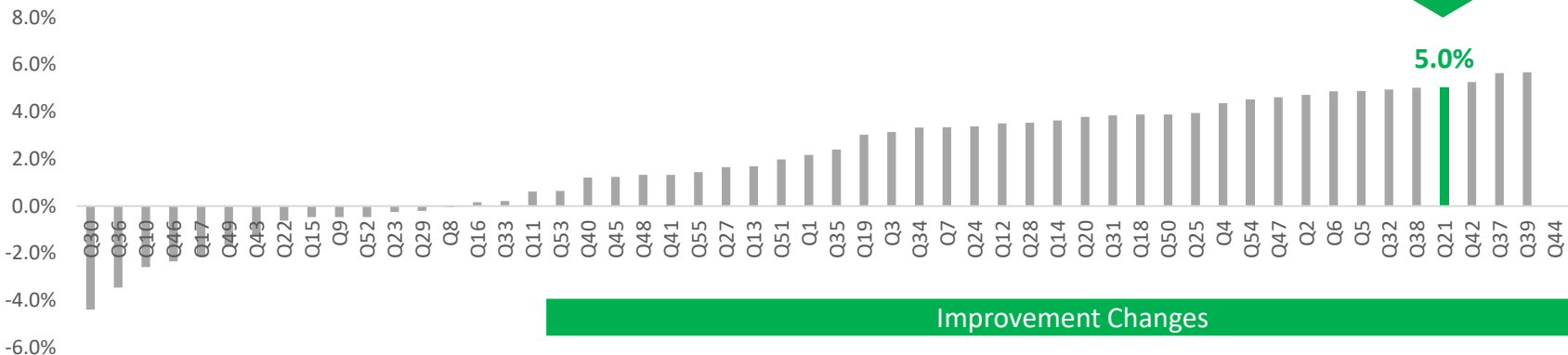
My job has an adverse effect on my health & wellbeing **48%**

Can we do more?



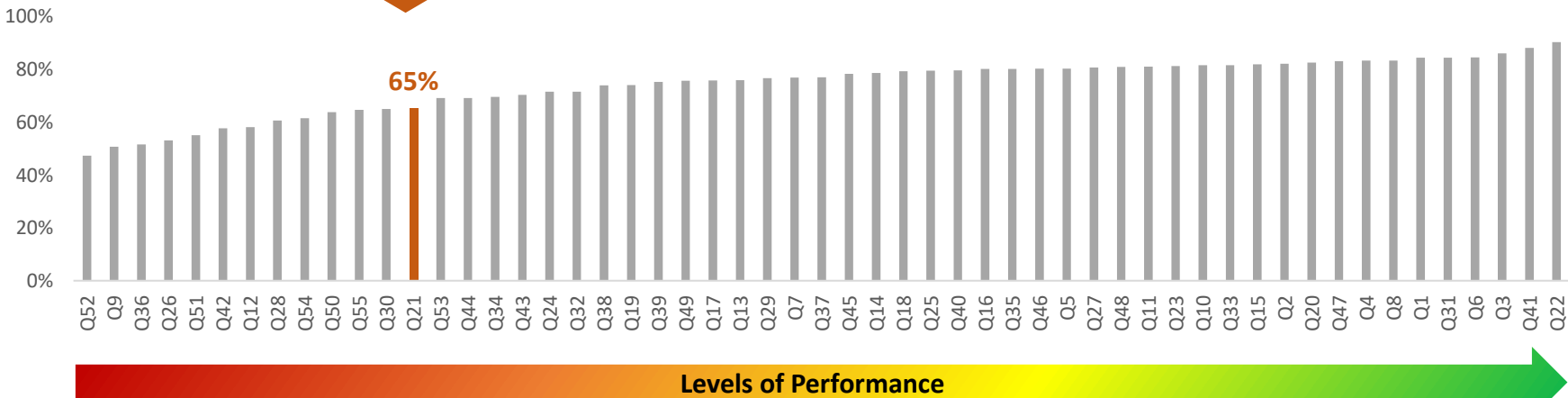
Comfort in talking to colleagues about mental health improved **↑ 5%**

Comfort talking to Colleagues about Mental Health Relative Performance
2020 vs 2021 Change



Talking about Mental Health

Comfort Talking to Colleagues about Mental Health
Performance 2021



At **65%**, comfort in talking to colleagues about mental health remains 42nd out of 55 Index benchmark questions. Still more work to do.

Contractor Results

What are the reasons for contractor results being lower?



KEEP

“Holding leadership to account...”

STOP

“Criticising or blaming the person involved taking short cuts and speak to him directly.”

START

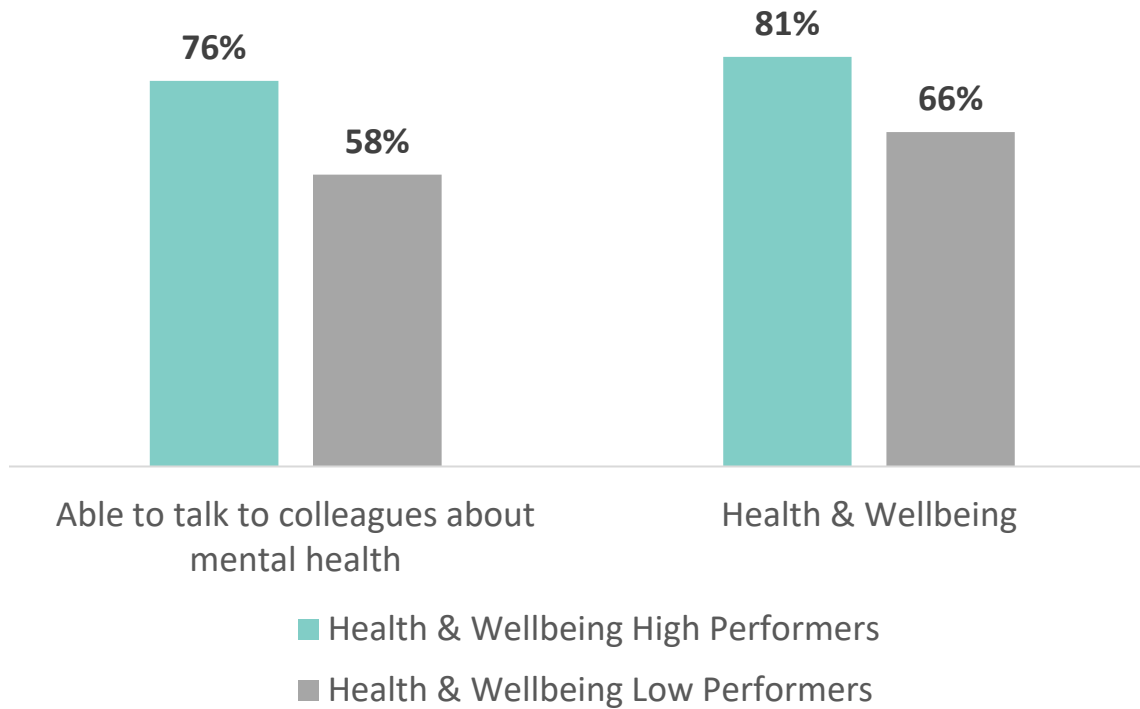
“Allocating more resources to onboarding new personnel and plant to remove pressure from site based staff “



Linking Human & Organisational Factors

- Talking about mental health
- Change impact on sleep
- Positive feedback impact on health & wellbeing

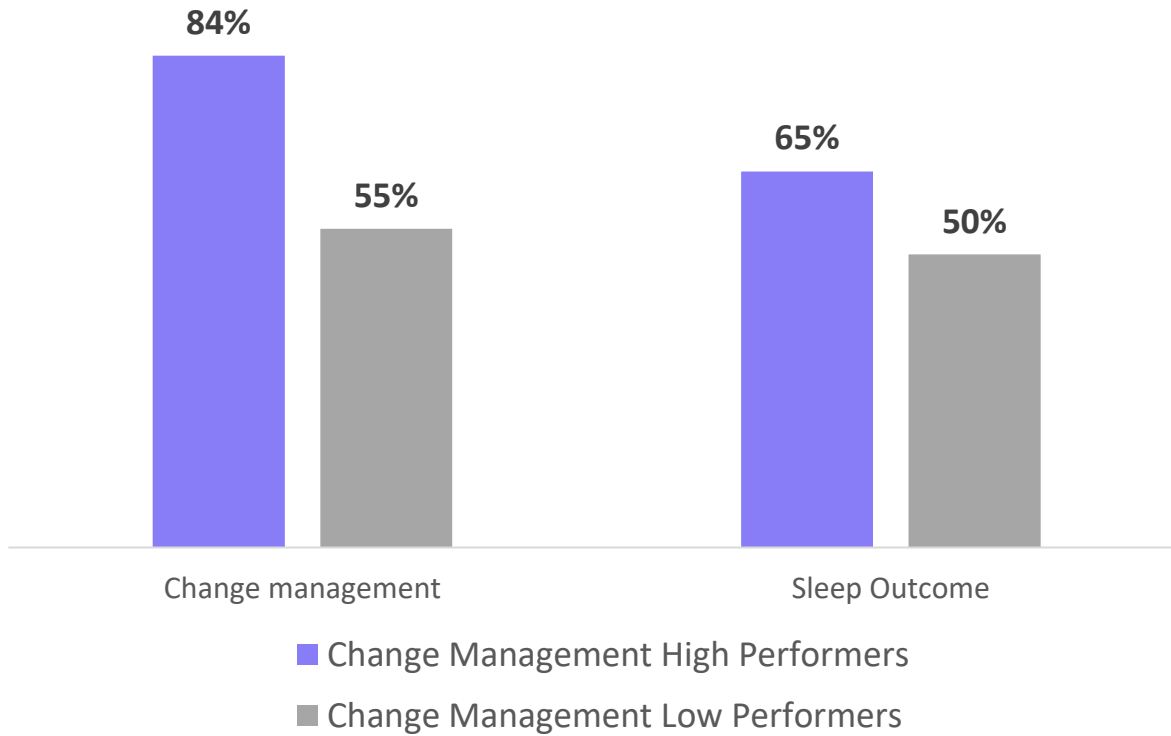
The Power of Talking about Mental Health?



“I feel comfortable talking to my colleagues about mental health”



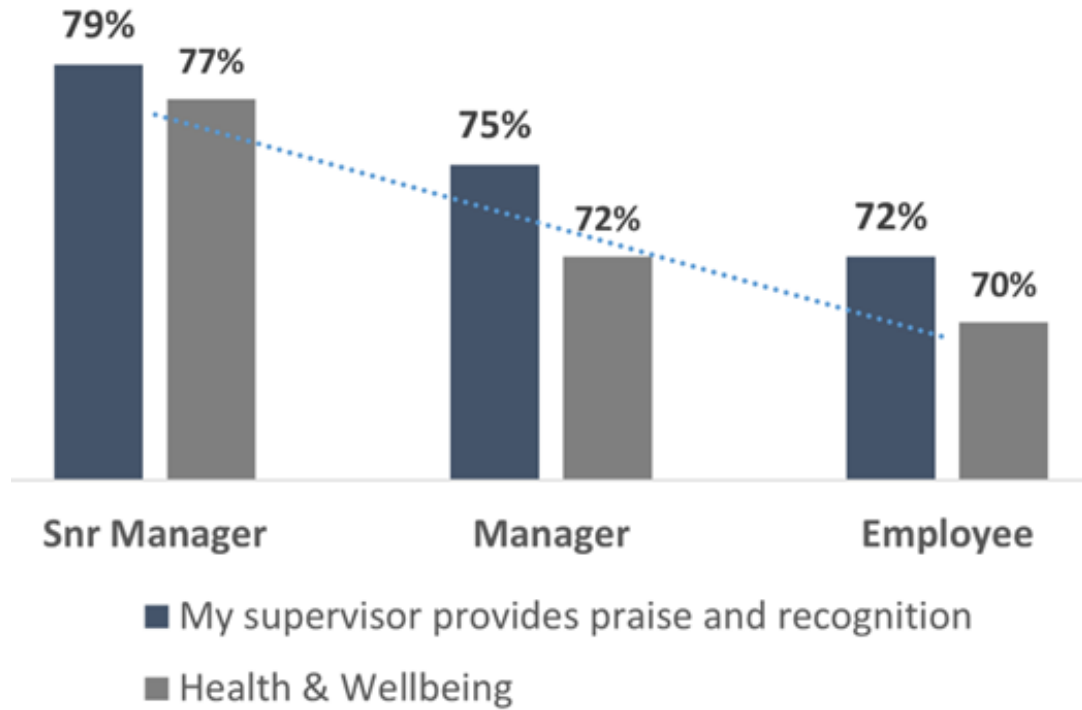
Change management impact on Sleep?



“My organisation effectively manages change impacting health and safety.”



Power of Positive Feedback on Health & Wellbeing?

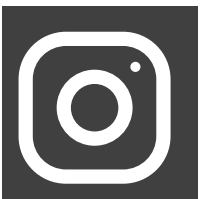


***“My supervisor gives team members
praise and recognition for
positive health and safety behaviours”***



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