

Stress Indicator Tool (SIT)

Benchmarking report

August 2022



Introduction

The Stress Indicator Tool benchmarking report supplements the public and private benchmarking data available in the online system's auto-report, which compares your organisation's score. Therefore, it provides you with the data you need to measure your organisation's results against those in similar industries. The data used to develop this report is based on all organisations results from 2018 to date.

Why benchmarking is important

Benchmarking is a way of discovering what is the best performance being achieved from this selective dataset of SIT users.

The data is gathered from the users of the automated SIT tool and represents the scores across those randomised organisations. These organisations may be very large organisations with resources to support projects to tackle work-related stress using HR, EAPs and Occupational Health Teams, or they may be smaller organisations using the tool to tackle pre-existing scores with the limited resources it can bring together. This means you cannot make assumptions about whether these scores represent good, adequate, or poor performance against the Management Standards. Scoring higher than a random average does not mean you are performing well or that you are performing poorly where you score lower. The ethos of the Management Standards is about improving your organisation's performance over time, to get higher scores as problems are tackled, managed, or removed; it's about improving the way you deal with work-related stress, reduce the risks to your teams and workers and promote good mental health across your workforce.

Benchmarking data can be used to identify gaps in an organisation's SIT results to achieve a competitive advantage. It is important to note that just focusing on your organisation's lowest scoring factor may not be the best approach to improve work related stress (WRS). The comparison of your organisation's scores against benchmarking and industry data can identify performance gaps and focus areas. This comparison can help to obtain support from the executive leadership team to drive change and deliver improvements.

Analysis of your scores should be used to inform the working groups, however, please note that the data can only highlight so much, and the engagement with the workforce will help you understand what improvements need to be made.

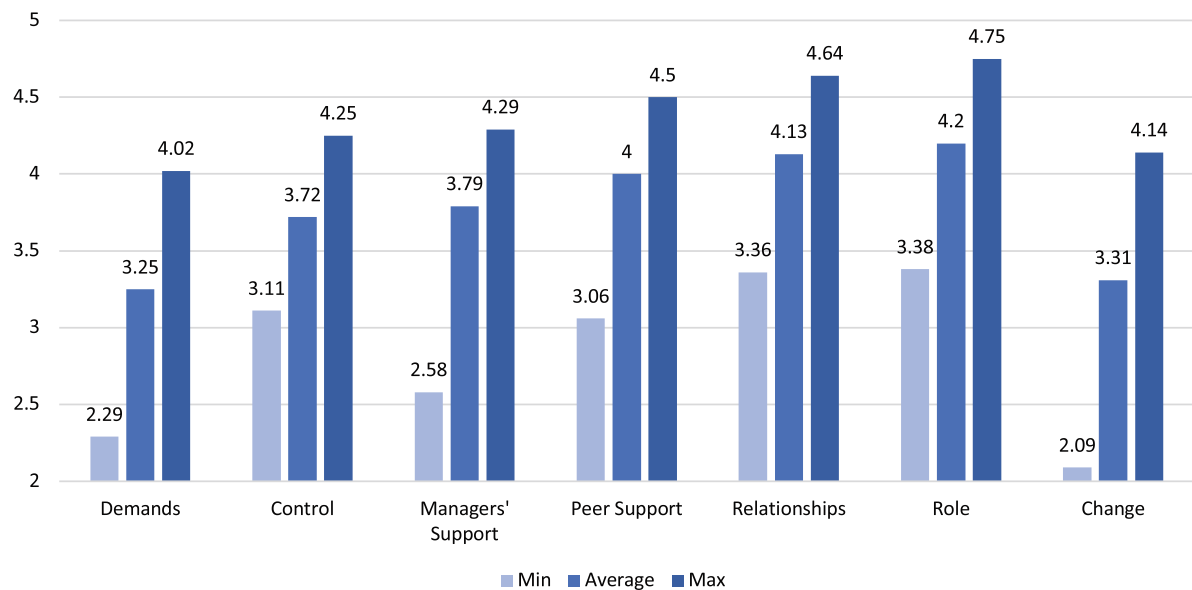
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All Industry comparison group

The all-industry comparison group comprises 16,321 individual respondents across 71 assessments, up until the end of August 2022.

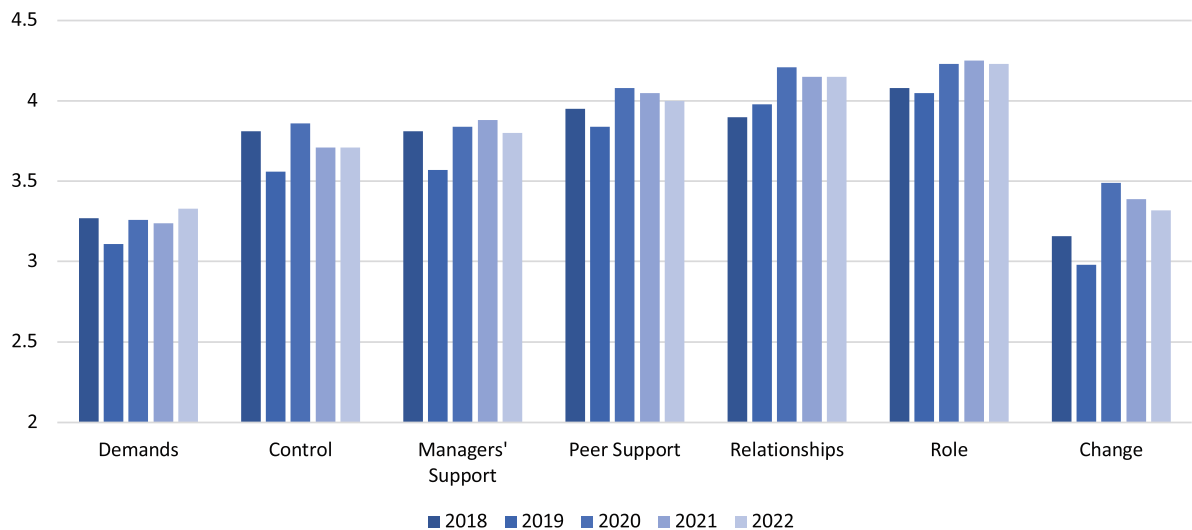
	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
Min	2.29	3.11	2.58	3.06	3.36	3.38	2.09
Average	3.25	3.72	3.79	4.00	4.13	4.20	3.31
Max	4.02	4.25	4.29	4.5	4.64	4.75	4.14



Benchmarking over time

Due to the impacts of the pandemic, customers have asked for data pre, during and post pandemic to identify if there was an impact on safety culture. The below table and graph show the data by each year.

If your organisation has delivered positive improvements since using the SIT, please contact hseorders@tso.co.uk or +44 (0)333 202 5070 as we would be interested in creating a case study about your success.



	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change	Number of Respondents	Number of Assessments
2018	3.27	3.81	3.81	3.95	3.90	4.08	3.16	1038	5
2019	3.11	3.56	3.57	3.84	3.98	4.05	2.98	2506	11
2020	3.26	3.86	3.84	4.08	4.21	4.23	3.49	3815	13
2021	3.24	3.71	3.88	4.05	4.15	4.25	3.39	4089	17
2022	3.33	3.71	3.80	4.00	4.15	4.23	3.32	4873	25

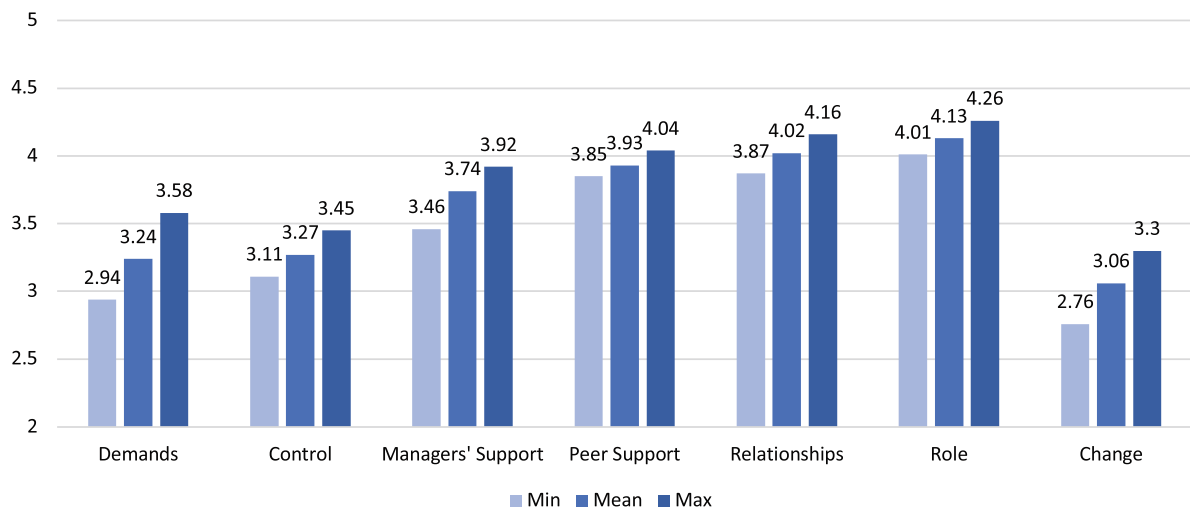
Industry benchmarking



Blue light / emergency services

The emergency services comparison group comprises 1,976 individual respondents across four organisational assessments.

	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
Min	2.94	3.11	3.46	3.85	3.87	4.01	2.76
Mean	3.24	3.27	3.74	3.93	4.02	4.13	3.06
Max	3.58	3.45	3.92	4.04	4.16	4.26	3.30

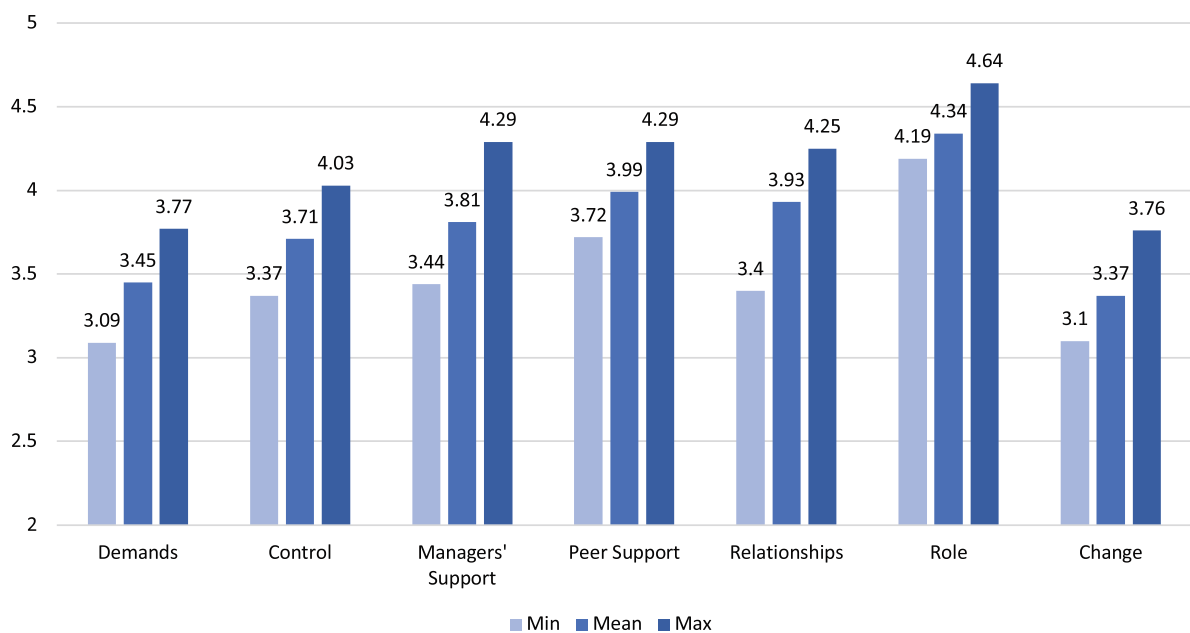




Charity / Not for Profit

The charity / not for profit comparison group comprises 421 individual respondents across five organisational assessments.

	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
Min	3.09	3.37	3.44	3.72	3.40	4.19	3.10
Mean	3.45	3.71	3.81	3.99	3.93	4.34	3.37
Max	3.77	4.03	4.29	4.29	4.25	4.64	3.76

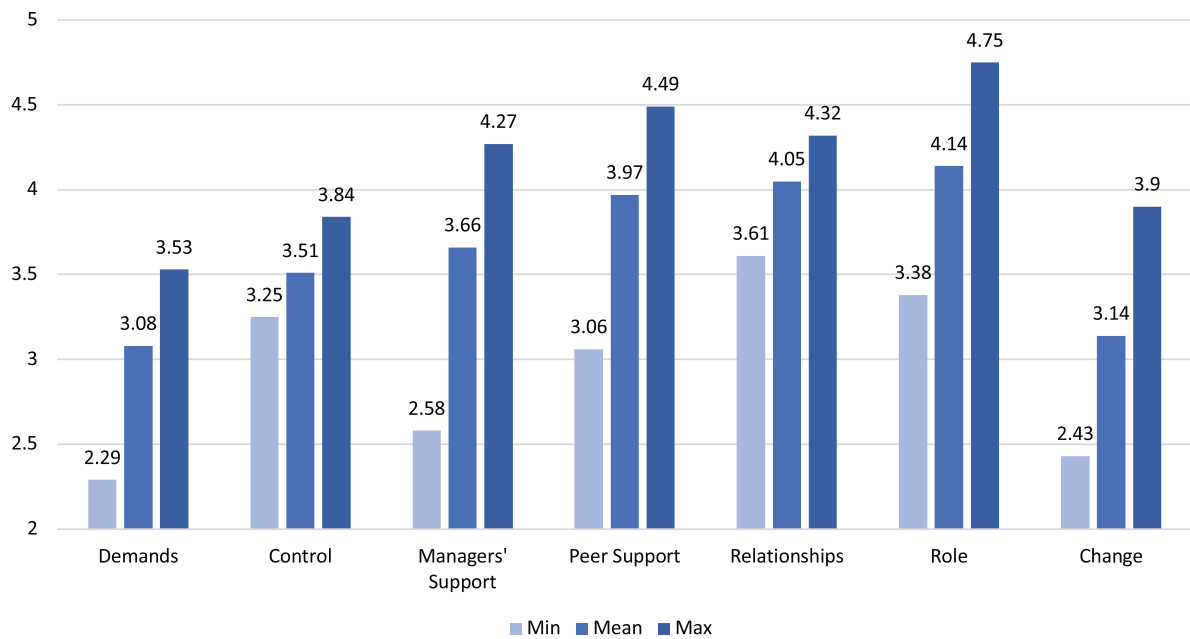




Education

The education comparison group comprises 3,324 individual respondents across eight organisational assessments.

	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
Min	2.29	3.25	2.58	3.06	3.61	3.38	2.43
Mean	3.08	3.51	3.66	3.97	4.05	4.14	3.14
Max	3.53	3.84	4.27	4.49	4.32	4.75	3.90

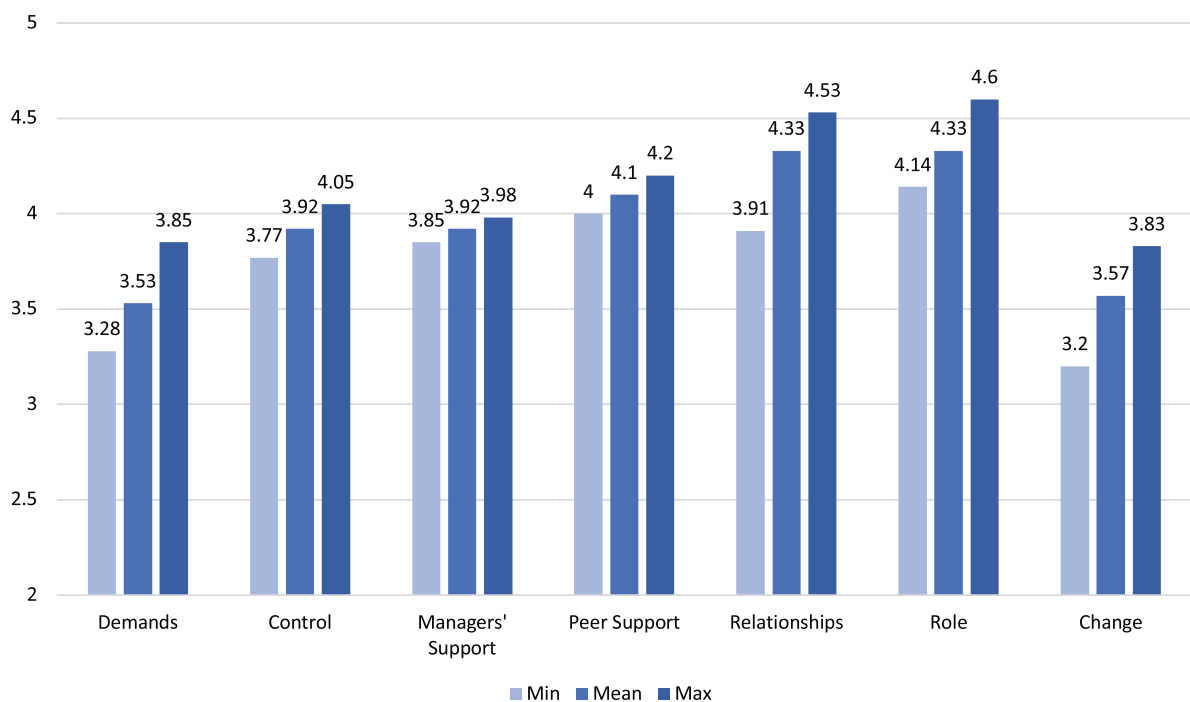




Energy

The energy comparison group comprises 352 individual respondents across four organisational assessments.

	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
Min	3.28	3.77	3.85	4.00	3.91	4.14	3.20
Mean	3.53	3.92	3.92	4.10	4.33	4.33	3.57
Max	3.85	4.05	3.98	4.20	4.53	4.60	3.83

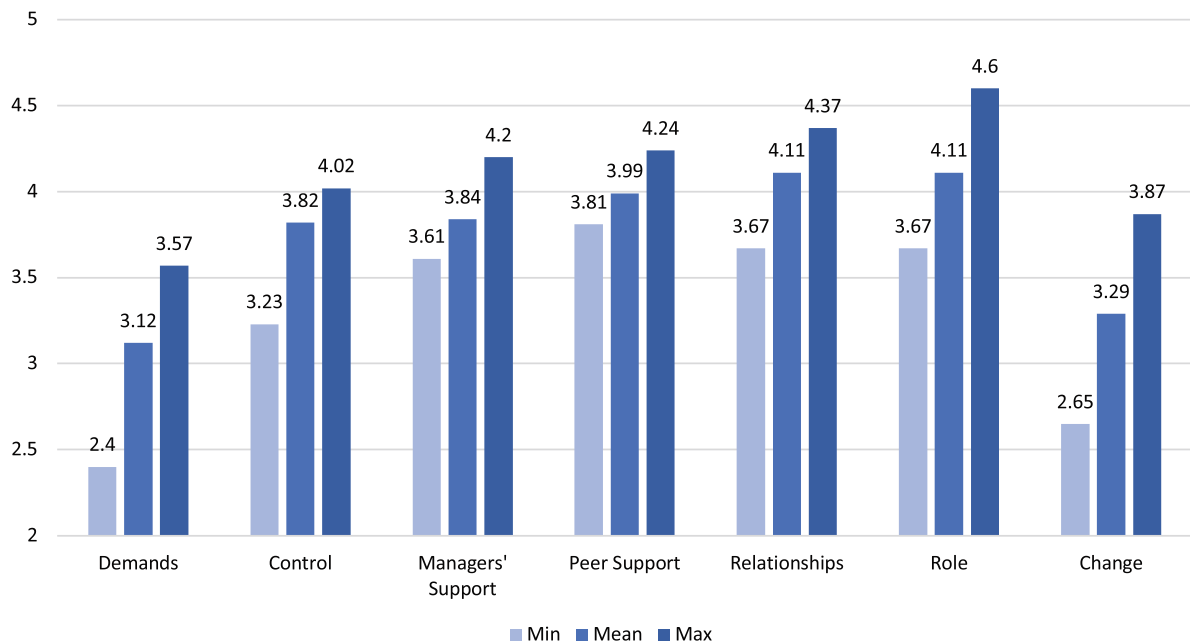




Public Sector (Local Authority and Central Government)

The public sector comparison group comprises 7,397 individual respondents across ten organisational assessments.

	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
Min	2.40	3.23	3.61	3.81	3.67	3.67	2.65
Mean	3.12	3.82	3.84	3.99	4.11	4.11	3.29
Max	3.57	4.02	4.20	4.24	4.37	4.60	3.87

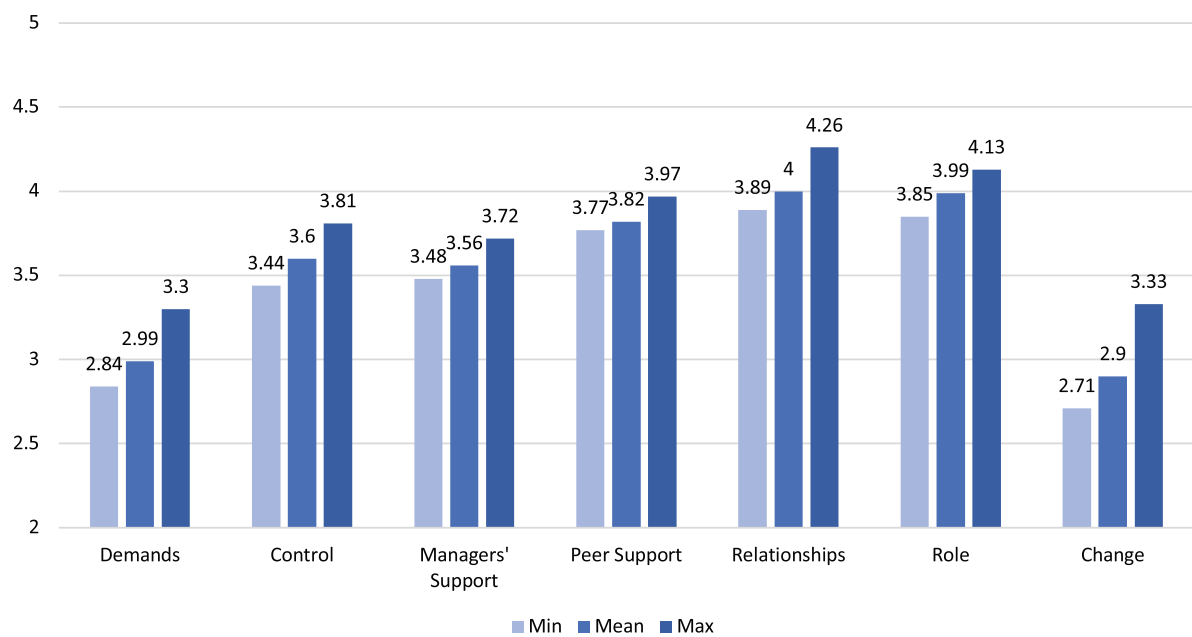




Water (Utilities)

The water utilities comparison group comprises 274 individual respondents across three organisational assessments.

	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
Min	2.84	3.44	3.48	3.77	3.89	3.85	2.71
Mean	2.99	3.60	3.56	3.82	4.00	3.99	2.90
Max	3.30	3.81	3.72	3.97	4.26	4.13	3.33



What next?

To purchase a license to use the Tool or for further support on how to use the benchmarking data email: [**hseorders@tso.co.uk**](mailto:hseorders@tso.co.uk)