

**PUBLICATIONS AND
PRODUCTS FROM**



Overall benchmarking report

Stress Indicator Tool (SIT), Home and Hybrid Tool (HHW) and Safety Climate Tool (SCT)

August 2024



Introduction

This Stress Indicator Tool (SIT) and Safety Climate Tool (SCT) benchmarking report supplements the all-industry benchmarking data available in the online system's auto-report, which compares your organisation's score with the all-industry data. Therefore, it provides you with data you need to measure your organisation's results against those in similar industries.

Why benchmarking is important

Benchmarking is a way of discovering what is the best performance being achieved. This information can then be used to identify gaps in an organisation's results to achieve a competitive advantage.

Bench-marking data can be used to identify gaps in an organisation's 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) or safety culture. 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.

The data presented is gathered from users of the tools and represents scores from various organisations. These organisations range from very large entities with substantial resources for health and safety projects to smaller ones using the tool to address existing scores with their limited resources. Therefore, you cannot assume that these scores indicate good, adequate, or poor performance. Scoring higher than a random average does not necessarily mean you are performing well, nor does a lower score mean you are performing poorly. The focus is on improving your organisation's performance over time, aiming for higher scores as issues are tackled, managed, or eliminated. The goal is to enhance how you address work-related stress and manage health and safety risks.

For further information and to get the most out of this data, contact our publications and products team.

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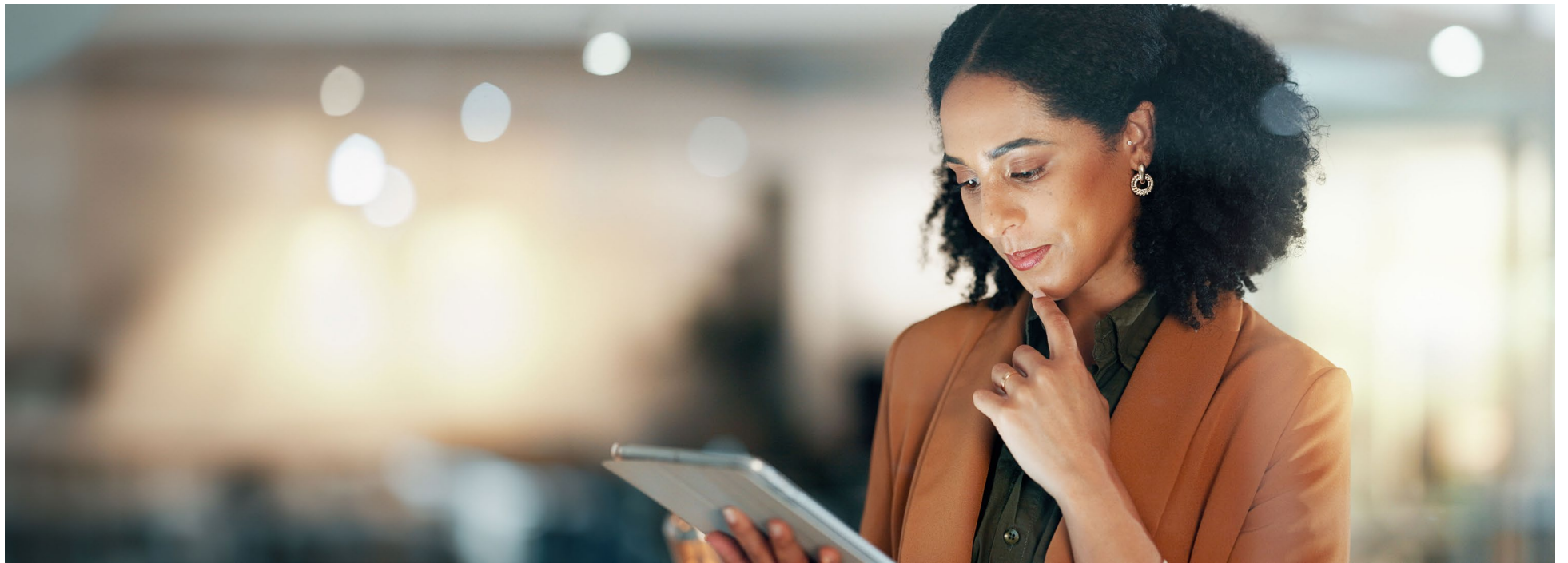
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Stress Indicator Tool (SIT)

Benchmarking report

August 2024

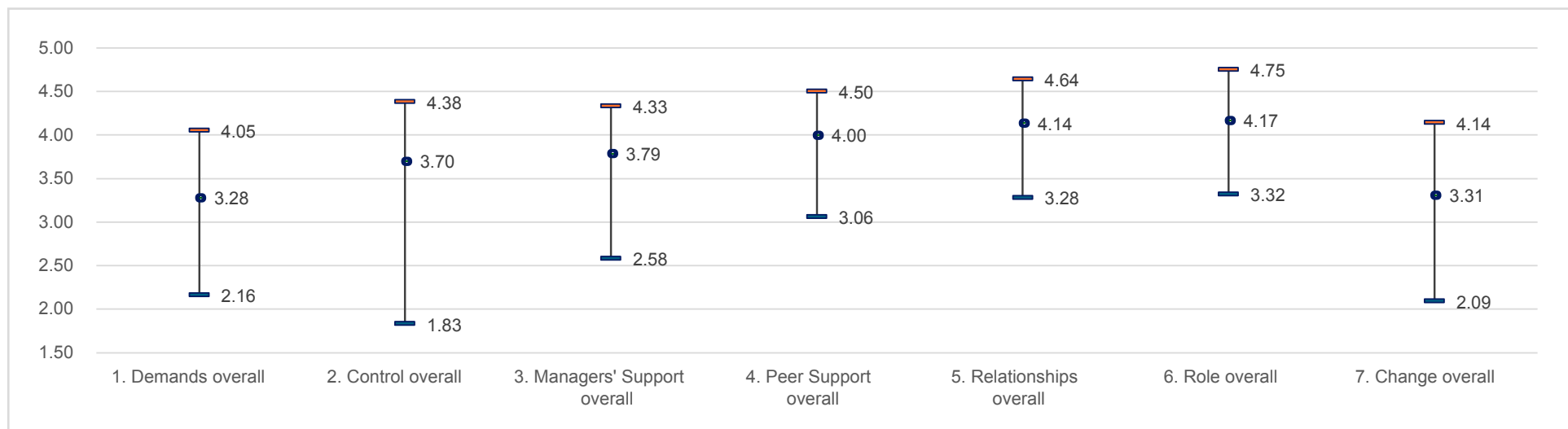


Stress Indicator Tool (SIT)

All data

The all data comparison group comprises 48,056 individual respondents across 188 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.16	1.83	2.58	3.06	3.28	3.32	2.09
Mean	3.28	3.70	3.79	4.00	4.14	4.17	3.31
Max	4.05	4.38	4.33	4.50	4.64	4.75	4.14



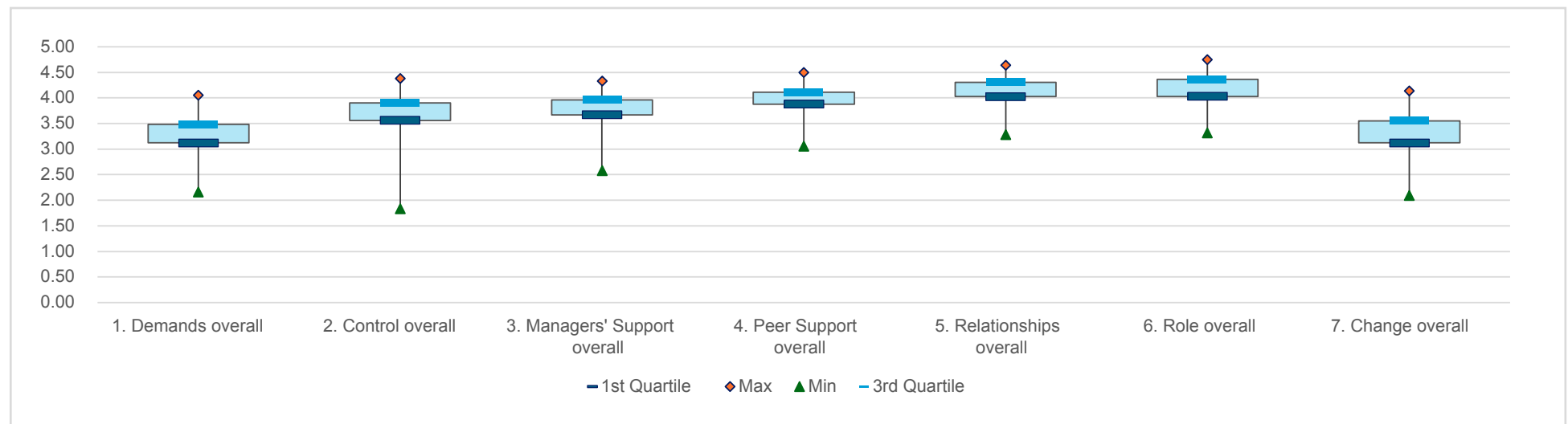
All data interquartile range (IQR) SIT

The interquartile range (IQR) is a statistical measure of how spread out the middle 50% of the benchmarking data is. The IQR is based on the middle half of a distribution, so it's less likely to be influenced by outliers (those with a very high or very low score).

In the graph below, the blue boxes represent the interquartile range (the difference between the first and third quartiles).

- if your results are above the blue boxes (IQR), your organisation is performing better than the comparison group
- if your results are within the blue boxes (IQR), your organisation is performing on average to the comparison group
- if your results are below the blue boxes (IQR), your organisation is performing below the comparison group

The data presented is gathered from users of the tools and represents scores from various organisations. These organisations range from very large entities with substantial resources for health and safety projects to smaller ones using the tool to address existing scores with their limited resources. Therefore, you cannot assume that these scores indicate good, adequate, or poor performance. Scoring higher than a random average does not necessarily mean you are performing well, nor does a lower score mean you are performing poorly.

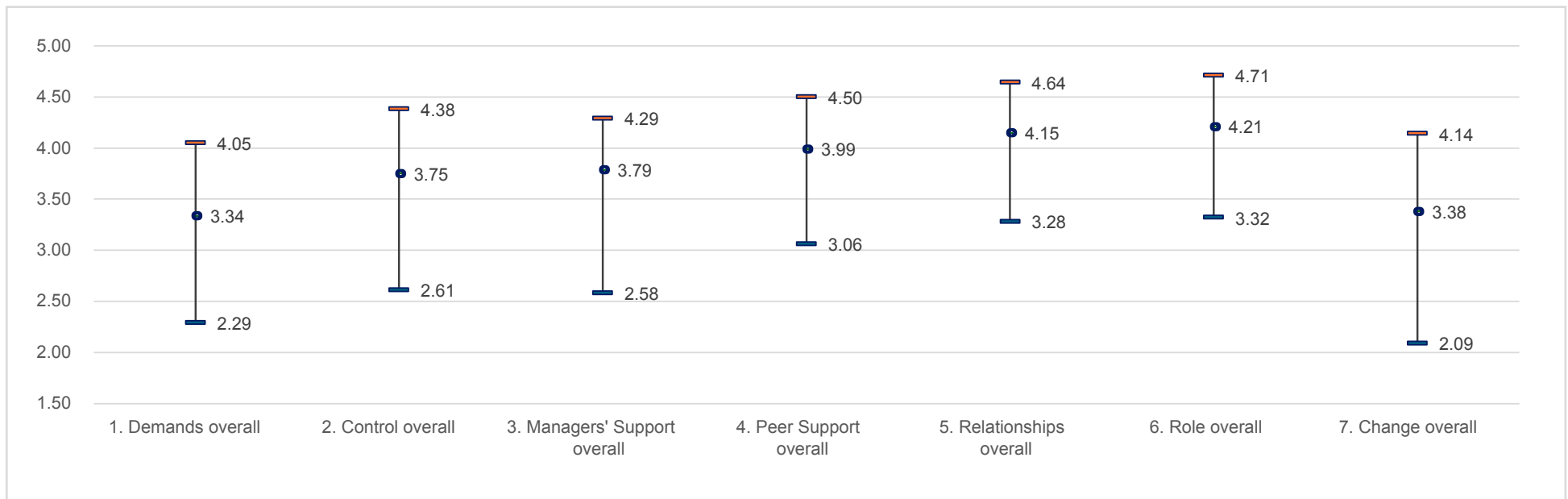




Private sector

The private sector comparison group comprises 17,286 individual respondents across 123 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.29	2.61	2.58	3.06	3.28	3.32	2.09
Mean	3.34	3.75	3.79	3.99	4.15	4.21	3.38
Max	4.05	4.38	4.29	4.50	4.64	4.71	4.14

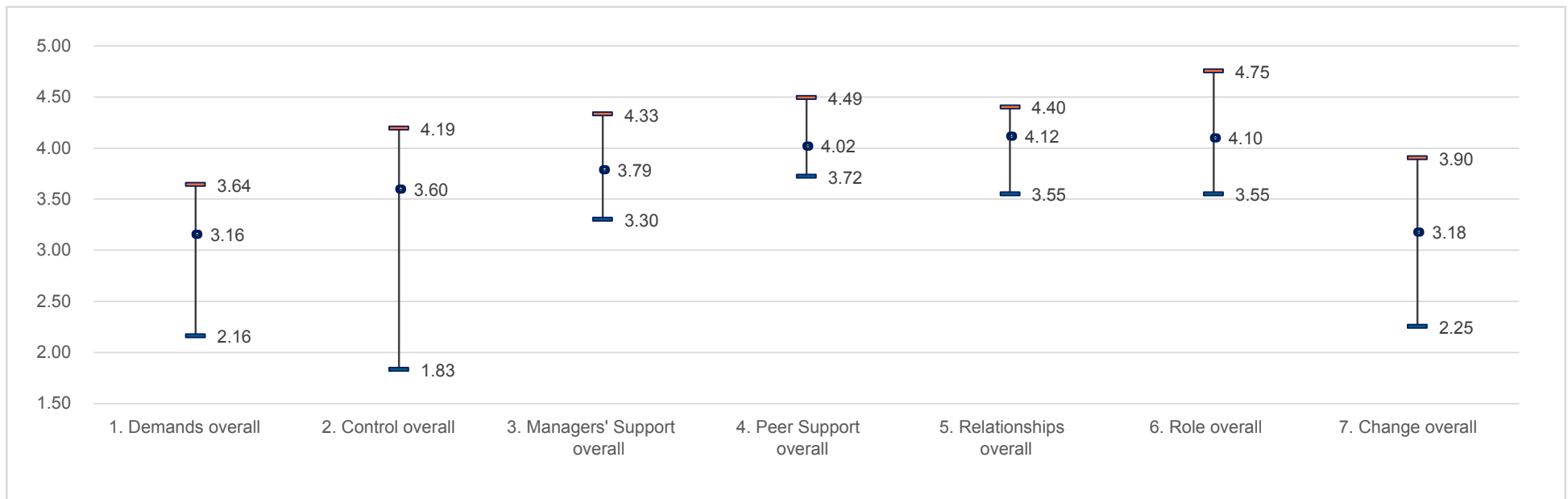




Public sector

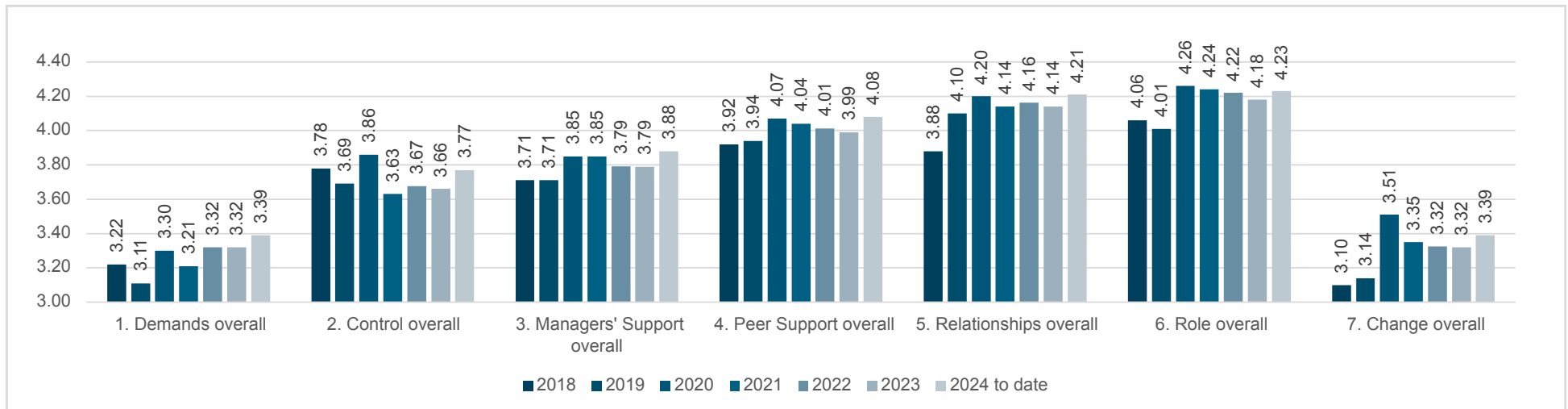
The public sector comparison group comprises 30,770 individual respondents across 65 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.16	1.83	3.30	3.72	3.55	3.55	2.25
Mean	3.16	3.60	3.79	4.02	4.12	4.10	3.18
Max	3.64	4.19	4.33	4.49	4.40	4.75	3.90



Benchmarking mean scores by year

	Assessments	Respondents	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
2018	6	1134	3.22	3.78	3.71	3.92	3.88	4.06	3.10
2019	32	4310	3.11	3.69	3.71	3.94	4.10	4.01	3.14
2020	15	4275	3.30	3.86	3.85	4.07	4.20	4.26	3.51
2021	22	5388	3.21	3.63	3.85	4.04	4.14	4.24	3.35
2022	39	6726	3.32	3.67	3.79	4.01	4.16	4.22	3.32
2023	53	22794	3.32	3.66	3.79	3.99	4.14	4.18	3.32
2024 to date	19	2952	3.39	3.77	3.88	4.08	4.21	4.23	3.39



Industry benchmarking (SIT)

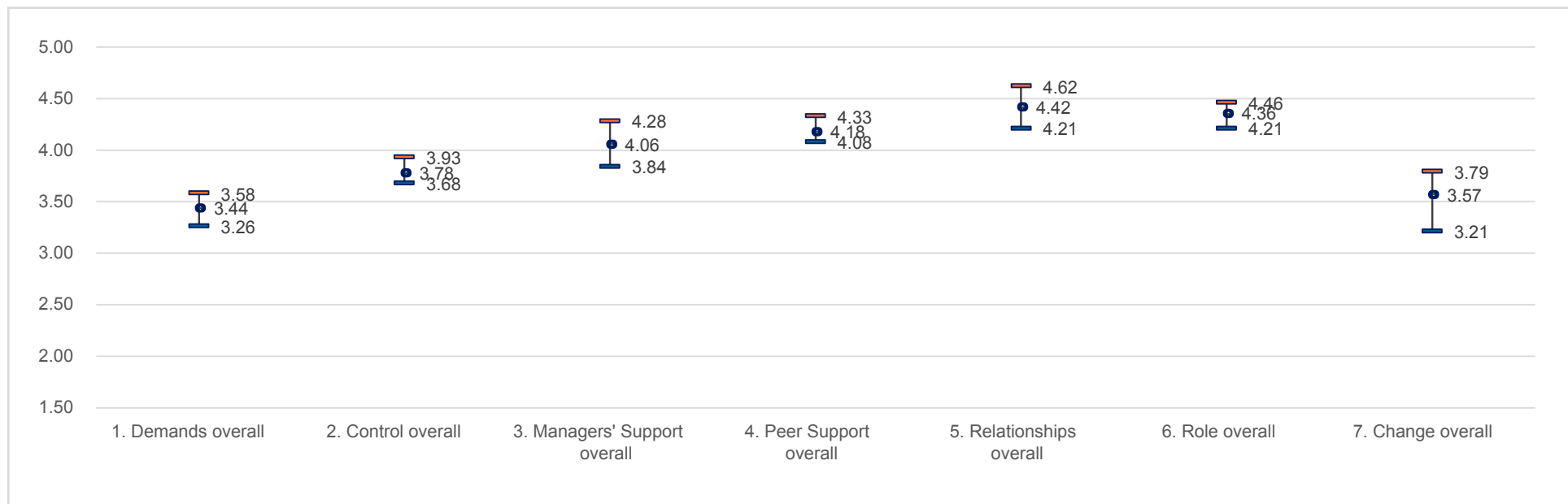
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Business process outsourcing

The business process outsourcing comparison group comprises 853 individual respondents across 6 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.26	3.68	3.84	4.08	4.21	4.21	3.21
Mean	3.44	3.78	4.06	4.18	4.42	4.36	3.57
Max	3.58	3.93	4.28	4.33	4.62	4.46	3.79

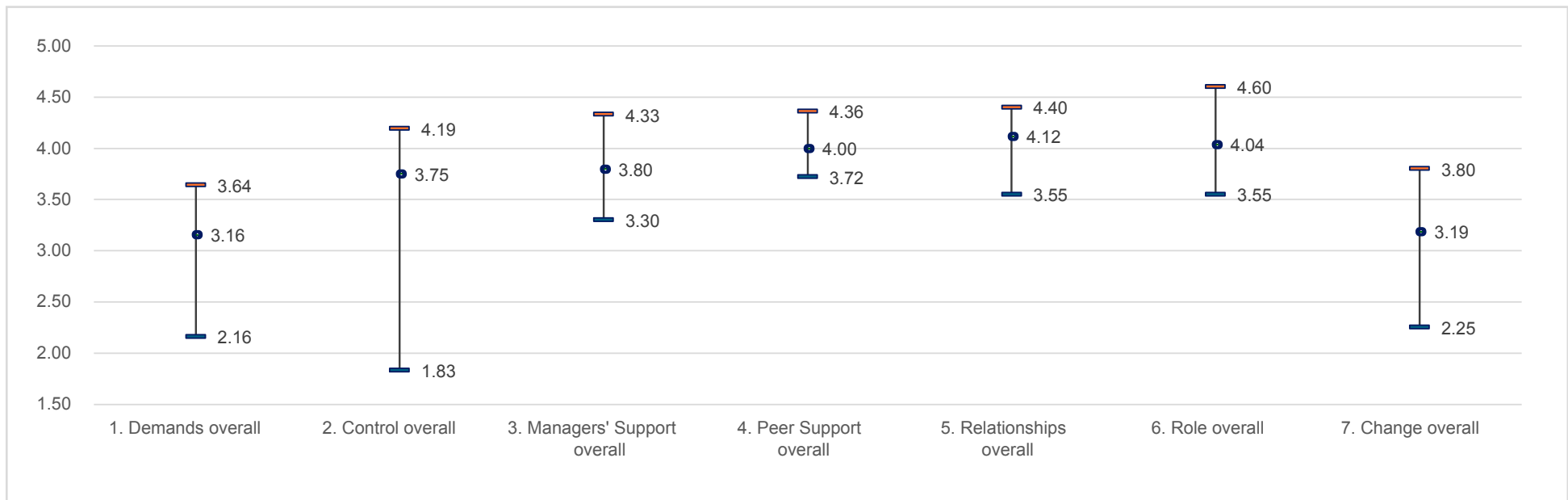




Public sector: central and local government

The central and local government comparison group comprises 25,769 individual respondents across 44 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.16	1.83	3.30	3.72	3.55	3.55	2.25
Mean	3.16	3.75	3.80	4.00	4.12	4.04	3.19
Max	3.64	4.19	4.33	4.36	4.40	4.60	3.80

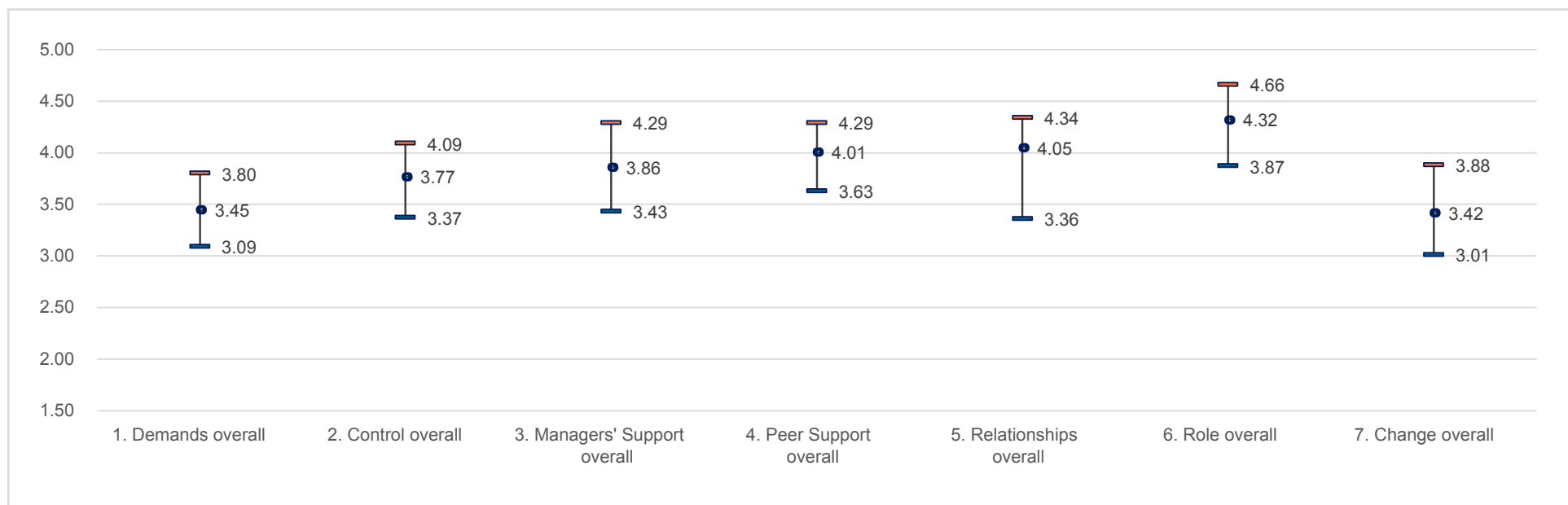




Charity/not for profit

The charity/not for profit comparison group comprises 1,251 individual respondents across 12 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.09	3.37	3.43	3.63	3.36	3.87	3.01
Mean	3.45	3.77	3.86	4.01	4.05	4.32	3.42
Max	3.80	4.09	4.29	4.29	4.34	4.66	3.88

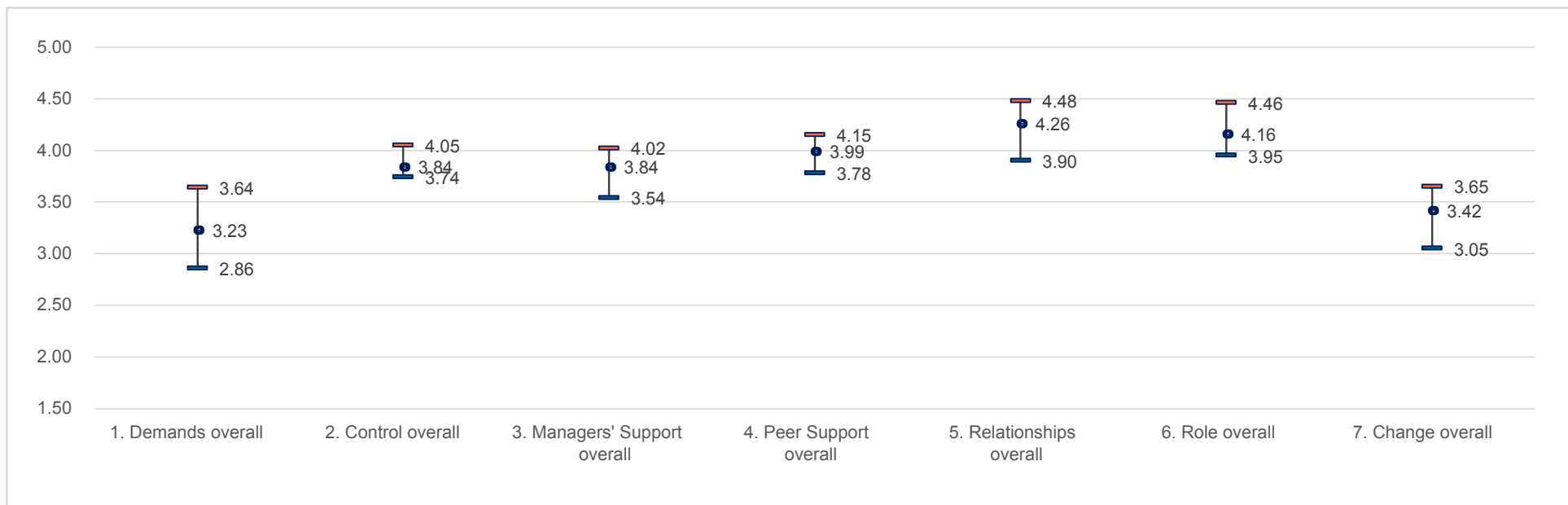




Construction

The construction comparison group comprises 1,112 individual respondents across 8 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.86	3.74	3.54	3.78	3.9	3.95	3.05
Mean	3.23	3.84	3.84	3.99	4.26	4.16	3.42
Max	3.64	4.05	4.02	4.15	4.48	4.46	3.65

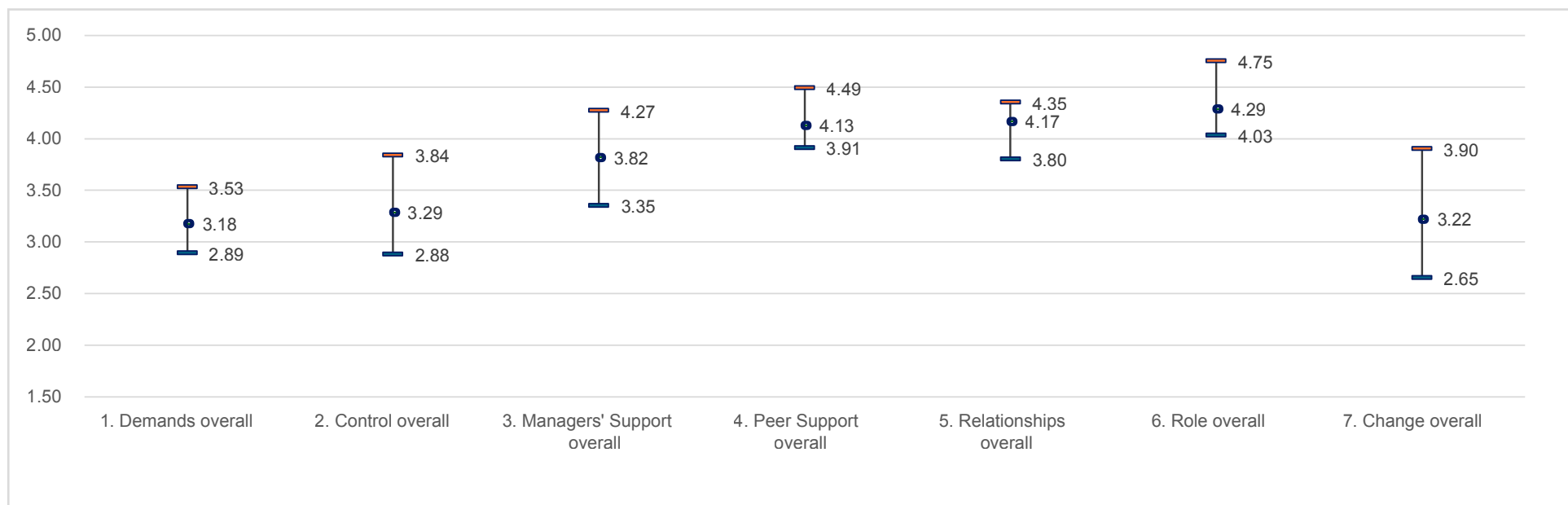




Education (schools/academy trusts)

The schools/academy trust comparison group comprises 2,957 individual respondents across 15 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.89	2.88	3.35	3.91	3.80	4.03	2.65
Mean	3.18	3.29	3.82	4.13	4.17	4.29	3.22
Max	3.53	3.84	4.27	4.49	4.35	4.75	3.90

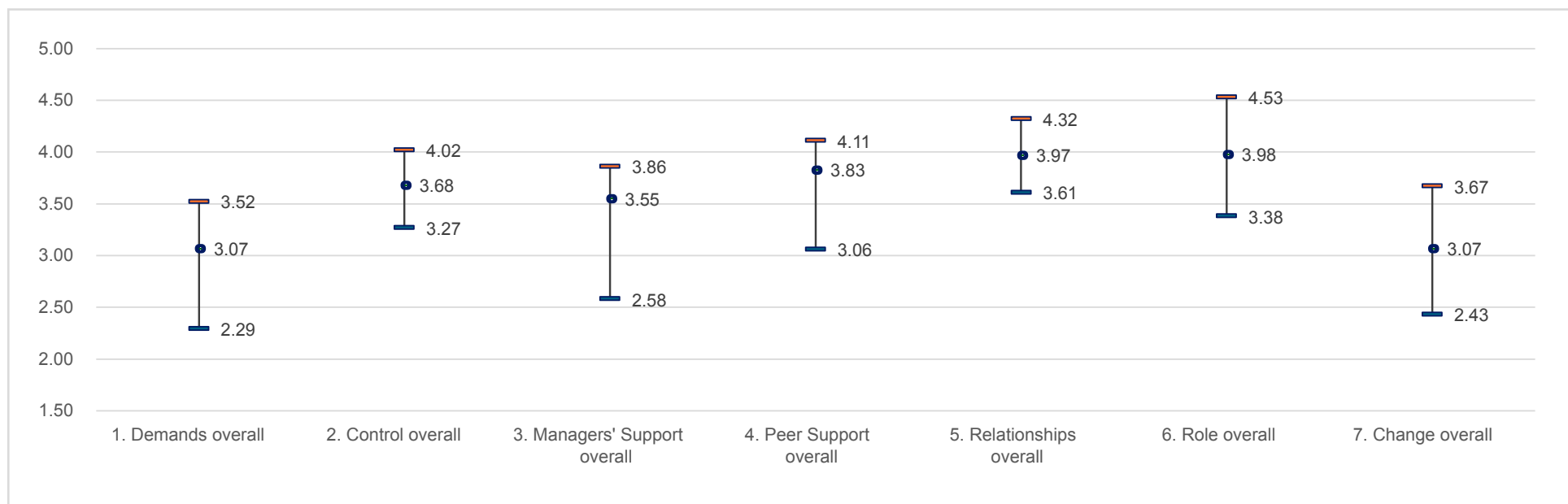




Education (university)

The university comparison group comprises 2,283 individual respondents across 14 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.29	3.27	2.58	3.06	3.61	3.38	2.43
Mean	3.07	3.68	3.55	3.83	3.97	3.98	3.07
Max	3.52	4.02	3.86	4.11	4.32	4.53	3.67

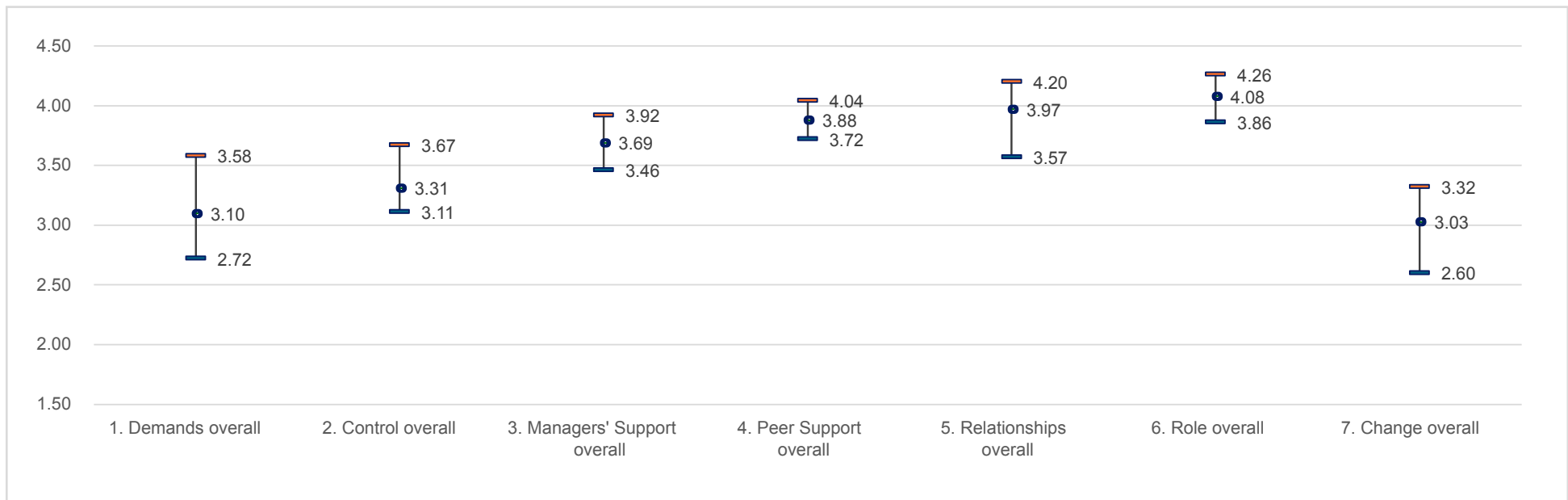




Emergency services

The emergency services comparison group comprises 2,044 individual respondents across 6 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.72	3.11	3.46	3.72	3.57	3.86	2.60
Mean	3.10	3.31	3.69	3.88	3.97	4.08	3.03
Max	3.58	3.67	3.92	4.04	4.20	4.26	3.32

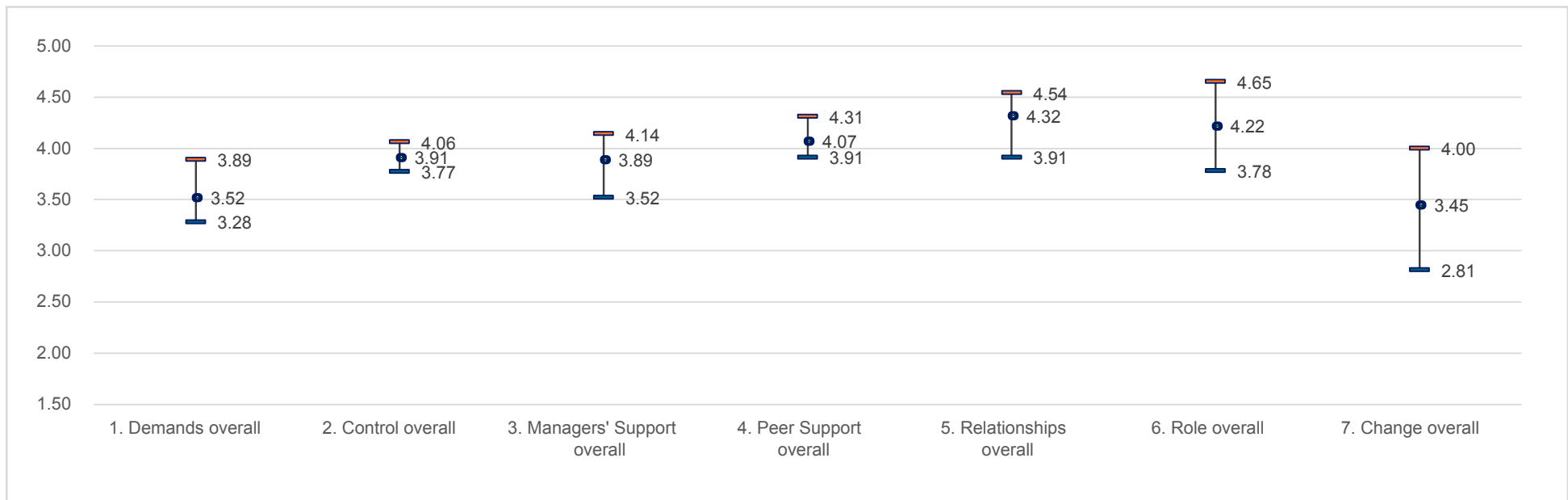




Energy

The energy comparison group comprises 768 individual respondents across 10 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.28	3.77	3.52	3.91	3.91	3.78	2.81
Mean	3.52	3.91	3.89	4.07	4.32	4.22	3.45
Max	3.89	4.06	4.14	4.31	4.54	4.65	4.00

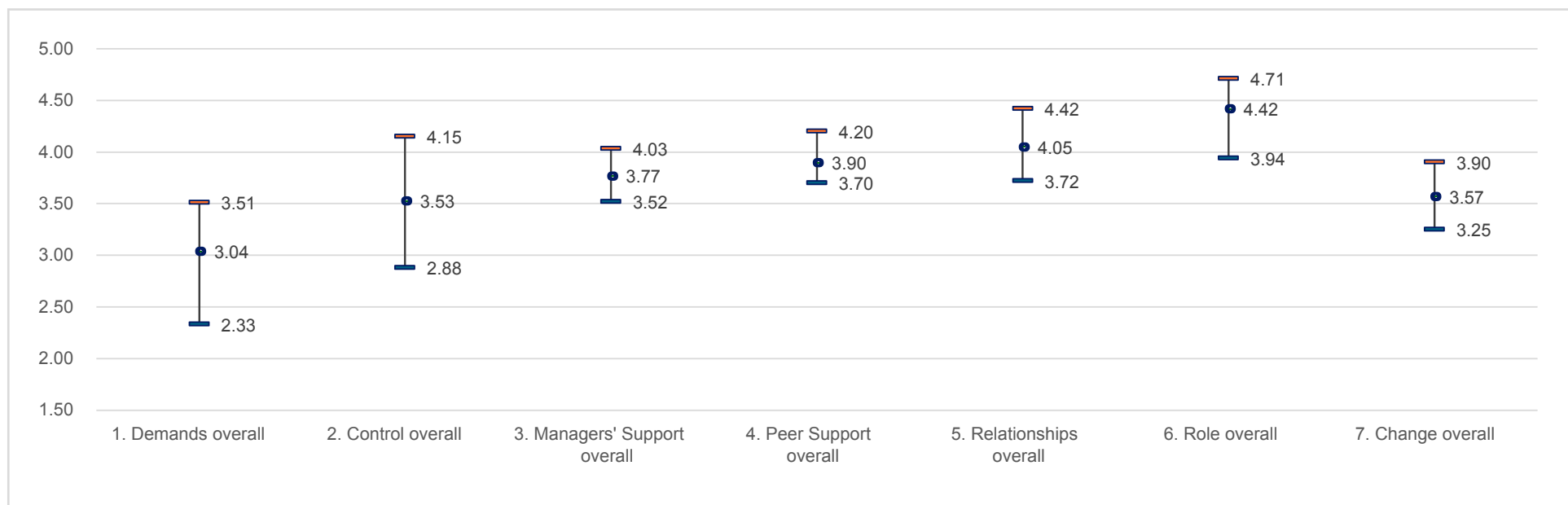




Healthcare

The healthcare comparison group comprises 639 individual respondents across 10 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.33	2.88	3.52	3.70	3.72	3.94	3.25
Mean	3.04	3.53	3.77	3.90	4.05	4.42	3.57
Max	3.51	4.15	4.03	4.20	4.42	4.71	3.90

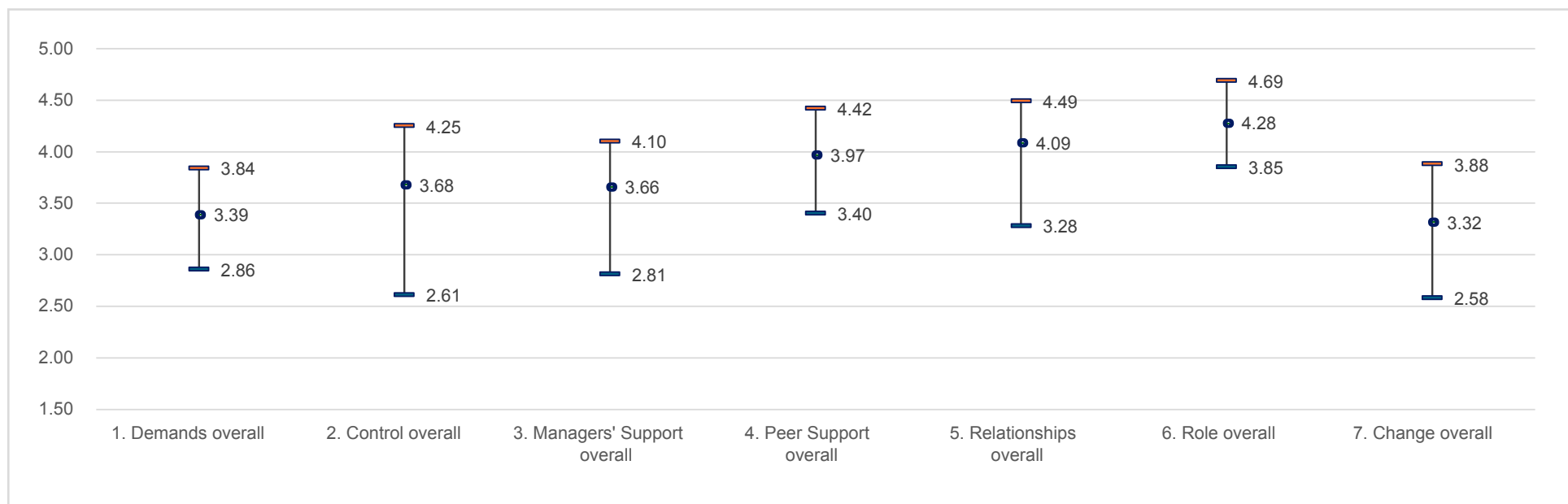




Manufacturing

The manufacturing comparison group comprises 1,868 individual respondents across 13 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.86	2.61	2.81	3.40	3.28	3.85	2.58
Mean	3.39	3.68	3.66	3.97	4.09	4.28	3.32
Max	3.84	4.25	4.10	4.42	4.49	4.69	3.88

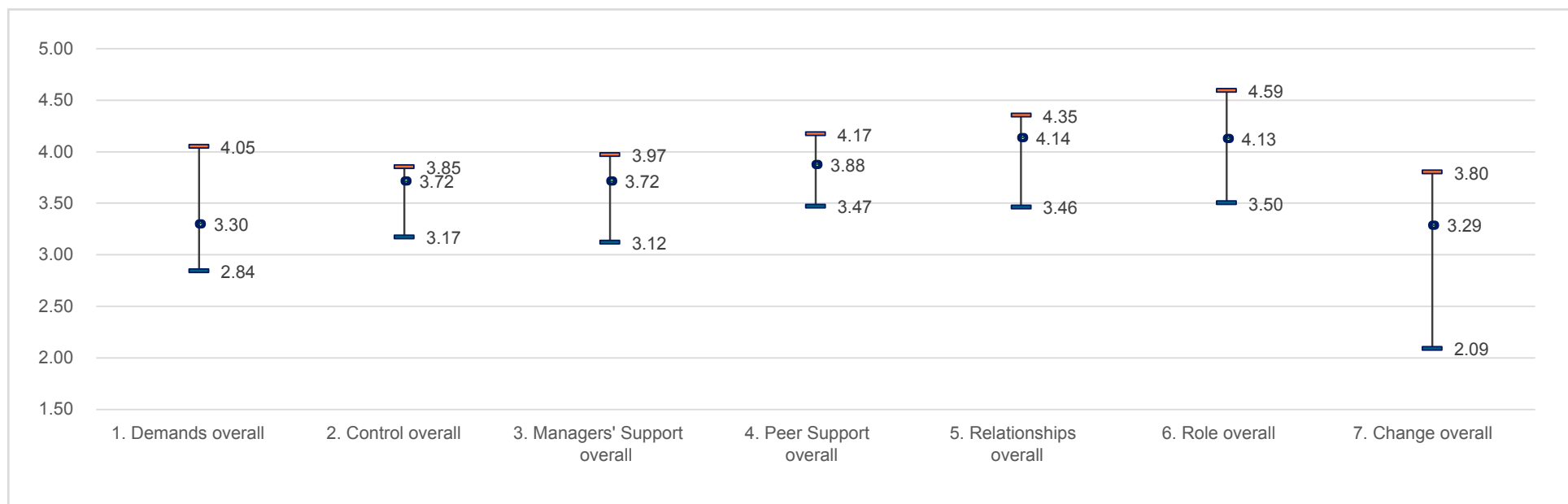




Water (utilities)

The water comparison group comprises 2,519 individual respondents across 10 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.84	3.17	3.12	3.47	3.46	3.50	2.09
Mean	3.30	3.72	3.72	3.88	4.14	4.13	3.29
Max	4.05	3.85	3.97	4.17	4.35	4.59	3.80



Examples of improvements over time

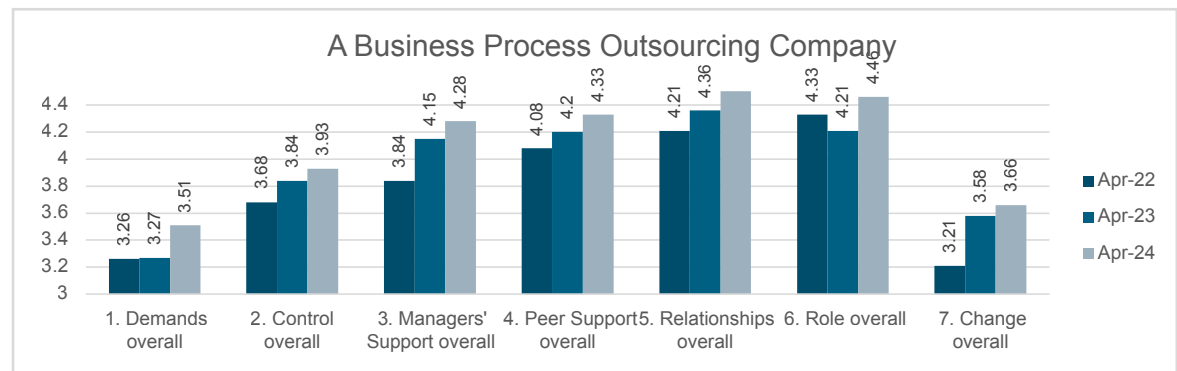
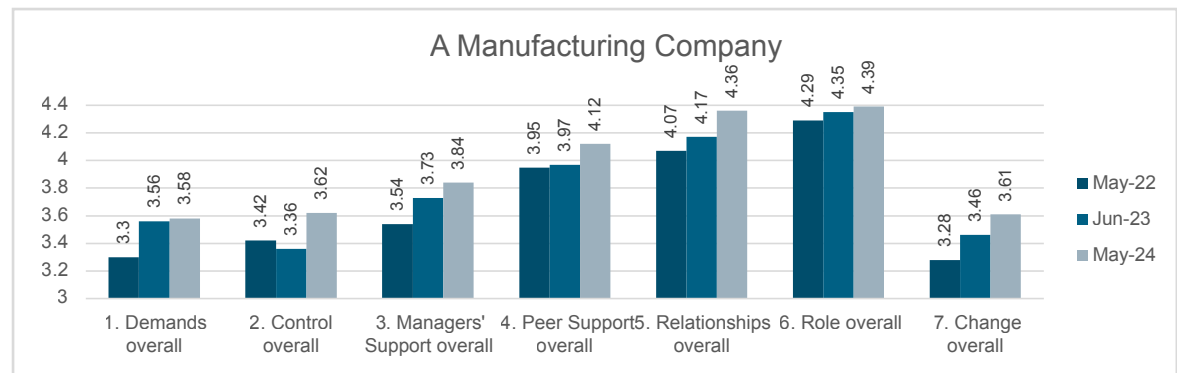
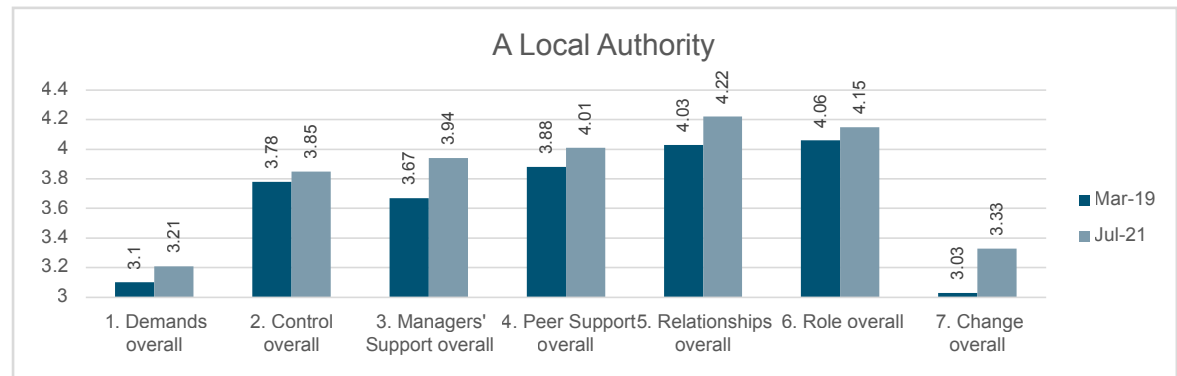
Here are three example results from organisations that have used SIT as part of the management standards approach.

From these examples you can see the improved scores over time for each of the factors.

Changing the culture of an organisation takes time

We would recommend assessing work-related stress annually to identify where improvements are being made, but also to highlight where scores may have dropped. For example, for the business process outsourcing organisation their score dropped for Role Overall in April 2023 would not have been identified and may have worsened if they had not done the survey. However, this organisation saw that change and improved their score in the following year.

For more success stories:
books.hse.gov.uk/Stress-Indicator-Tool



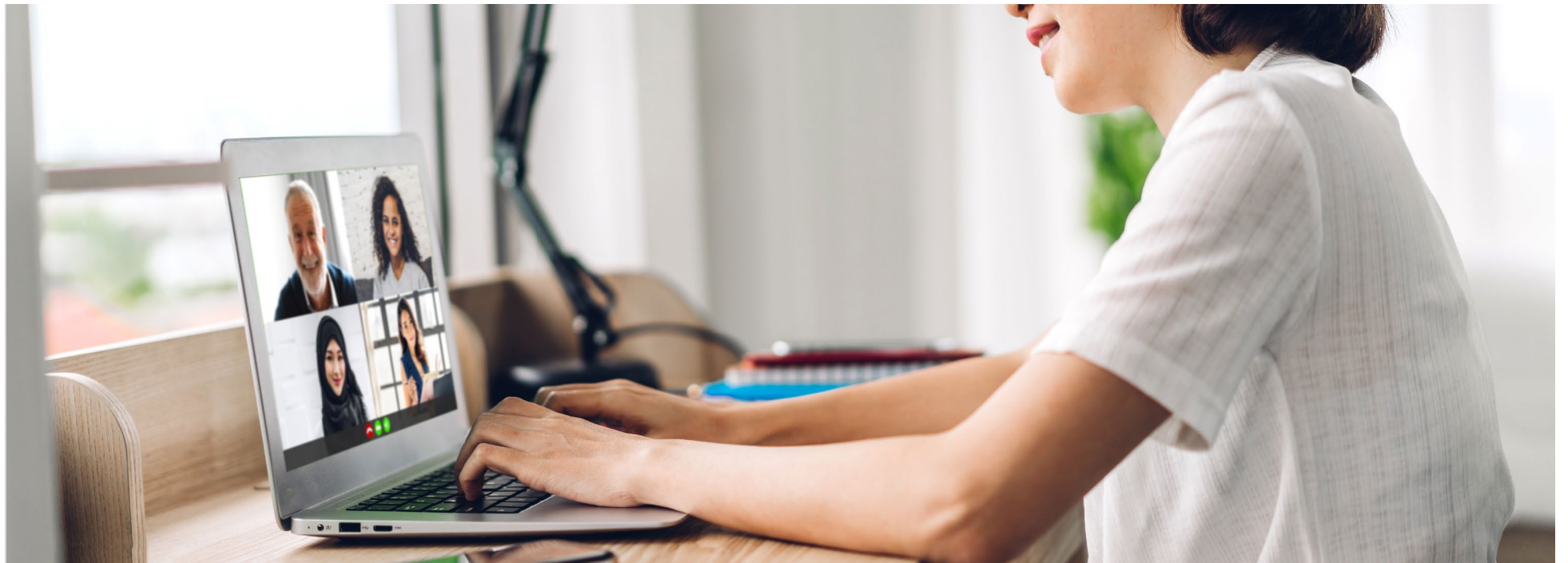
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Home and Hybrid Working (HHW)

Benchmarking report

August 2024

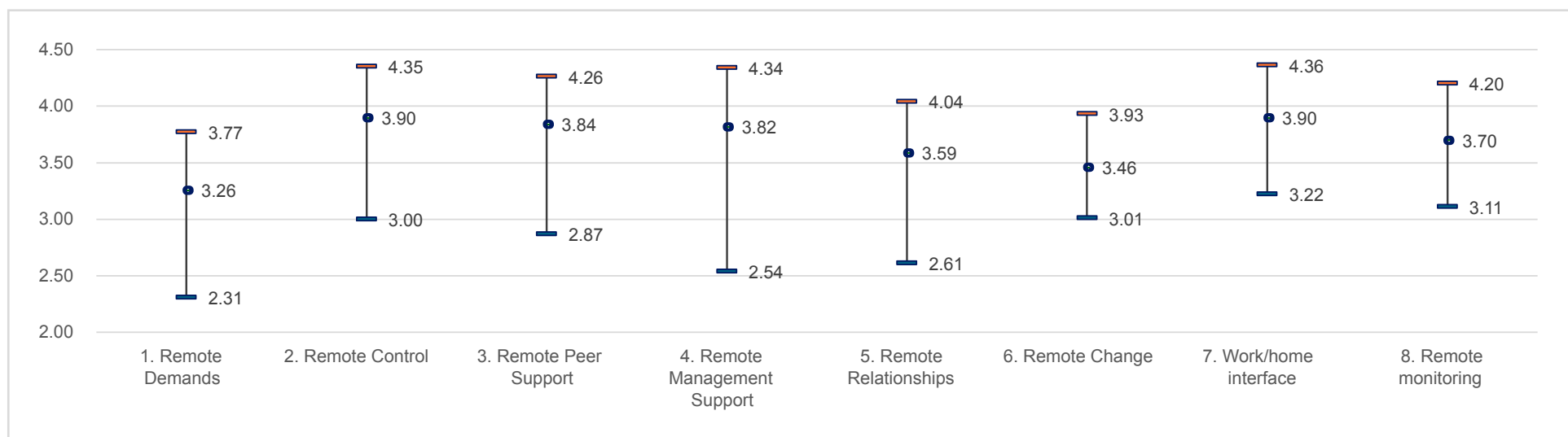


Home and Hybrid Working

All data

The all data comparison group comprises 4,471 individual respondents across 33 organisational assessments.

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Min	2.31	3.00	2.87	2.54	2.61	3.01	3.22	3.11
Mean	3.26	3.90	3.84	3.82	3.59	3.46	3.90	3.70
Max	3.77	4.35	4.26	4.34	4.04	3.93	4.36	4.20



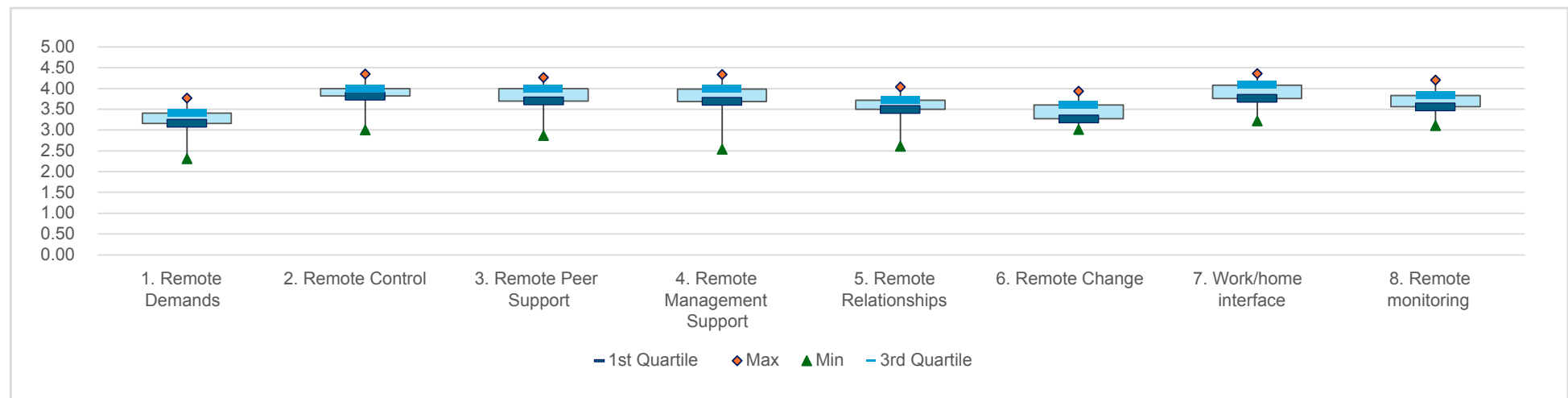
All data interquartile range (IQR) Home and Hybrid Working

The interquartile range (IQR) is a statistical measure of how spread out the middle 50% of the benchmarking data is. The IQR is based on the middle half of a distribution, so it's less likely to be influenced by outliers (those with a very high or very low score).

In the graph below, the blue boxes represent the interquartile range (the difference between the first and third quartiles).

- if your results are above the blue boxes (IQR), your organisation is performing better than the comparison group
- if your results are within the blue boxes (IQR), your organisation is performing on average to the comparison group
- if your results are below the blue boxes (IQR), your organisation is performing below the comparison group

The data presented is gathered from users of the tools and represents scores from various organisations. These organisations range from very large entities with substantial resources for health and safety projects to smaller ones using the tool to address existing scores with their limited resources. Therefore, you cannot assume that these scores indicate good, adequate, or poor performance. Scoring higher than a random average does not necessarily mean you are performing well, nor does a lower score mean you are performing poorly.

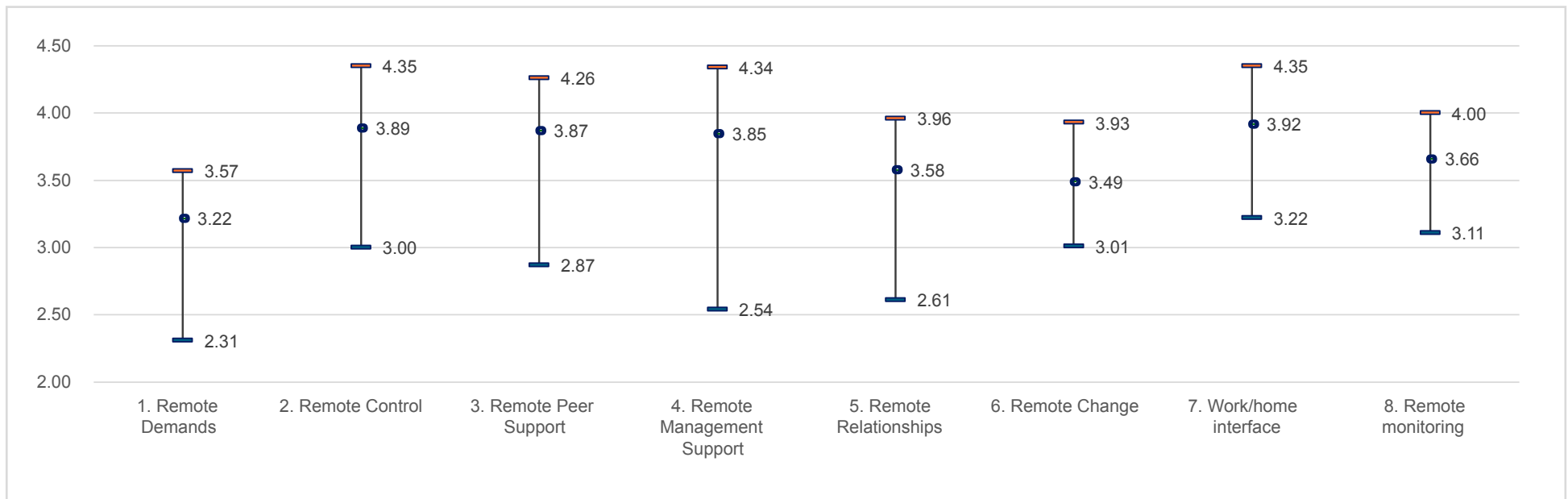




Private sector

The private sector comparison group comprises 3,461 individual respondents across 24 organisational assessments.

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Min	2.31	3.00	2.87	2.54	2.61	3.01	3.22	3.11
Mean	3.22	3.89	3.87	3.85	3.58	3.49	3.92	3.66
Max	3.57	4.35	4.26	4.34	3.96	3.93	4.35	4.00

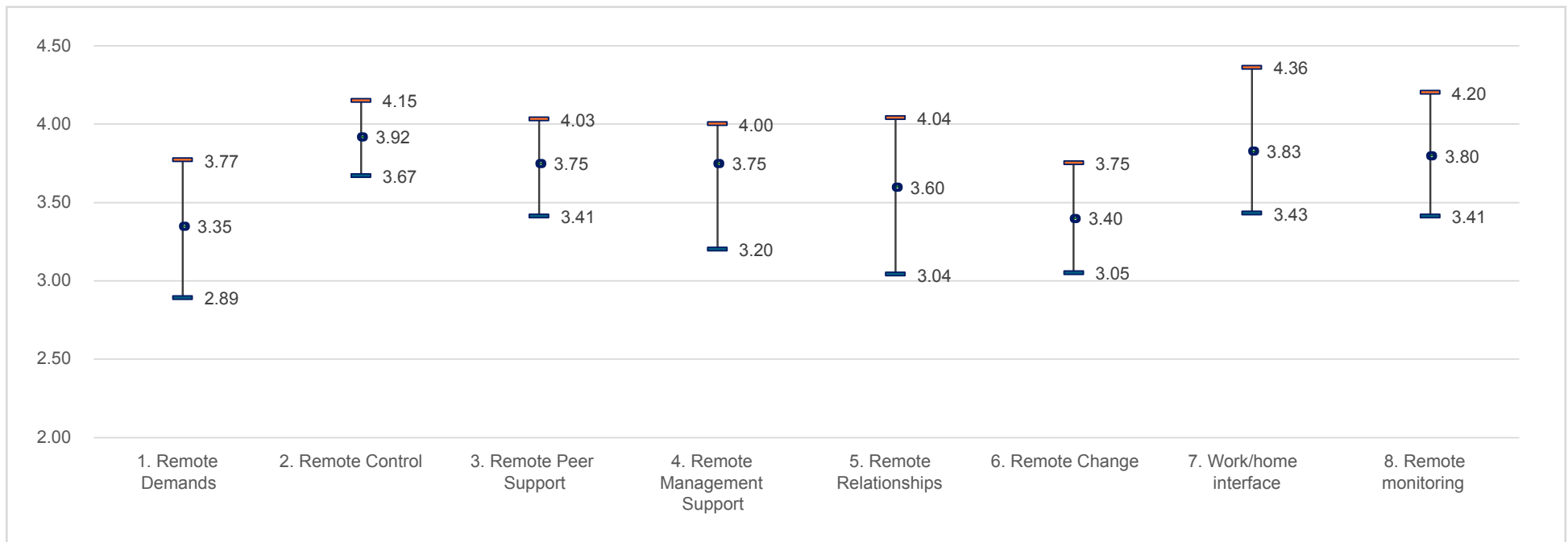




Public sector

The public sector comparison group comprises 1,010 individual respondents across 9 organisational assessments.

	1. Remote Demands	2. Remote Control	3. Remote Peer Support	4. Remote Management Support	5. Remote Relationships	6. Remote Change	7. Work/home interface	8. Remote monitoring
Min	2.89	3.67	3.41	3.20	3.04	3.05	3.43	3.41
Mean	3.35	3.92	3.75	3.75	3.60	3.40	3.83	3.80
Max	3.77	4.15	4.03	4.00	4.04	3.75	4.36	4.20



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Safety Climate Tool (SCT)

Benchmarking report

August 2024

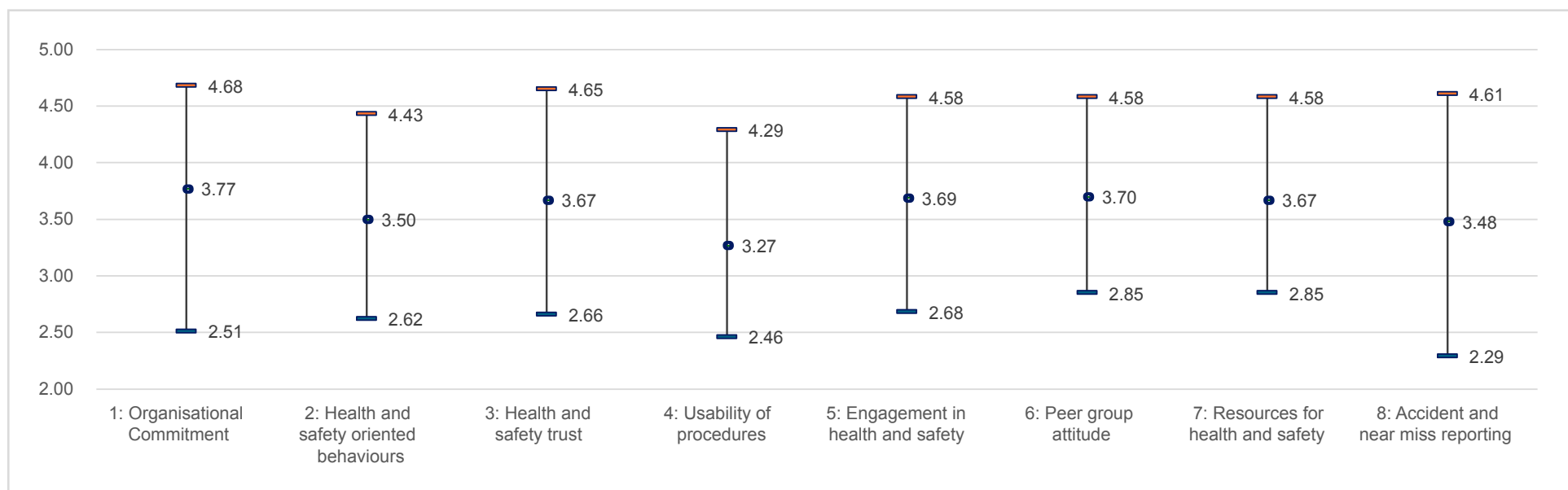


Safety Climate Tool (SCT)

All data

The all data comparison group comprises 419,957 individual respondents across 798 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.51	2.62	2.66	2.46	2.68	2.85	2.85	2.29
Mean	3.77	3.50	3.67	3.27	3.69	3.70	3.67	3.48
Max	4.68	4.43	4.65	4.29	4.58	4.58	4.58	4.61



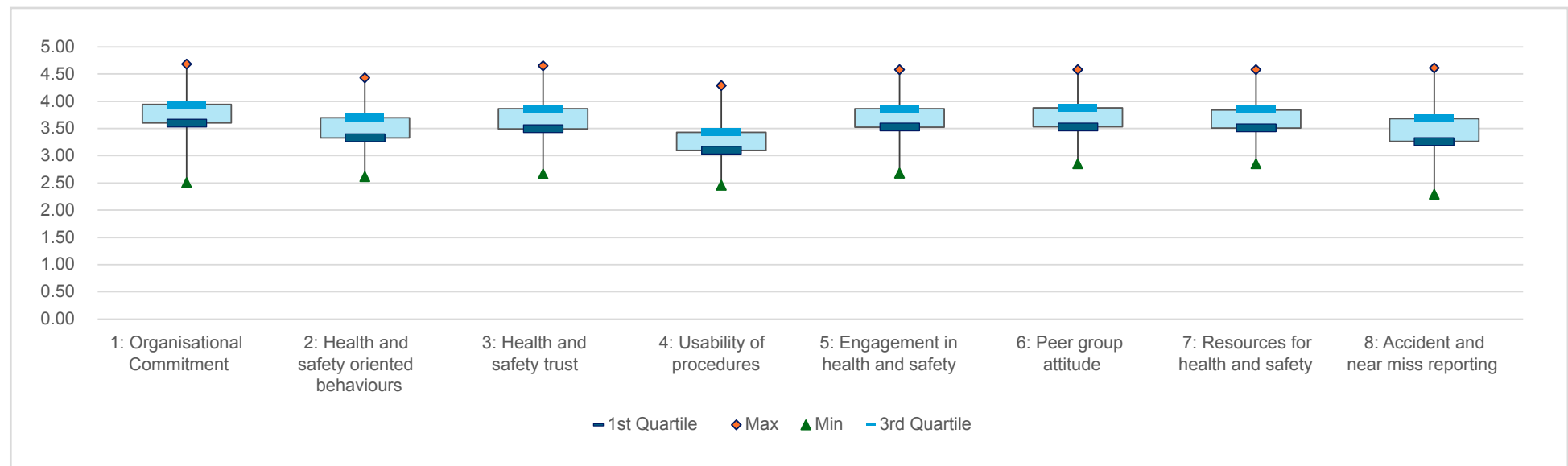
All data interquartile range (IQR) SCT

The interquartile range (IQR) is a statistical measure of how spread out the middle 50% of the benchmarking data is. The IQR is based on the middle half of a distribution, so it's less likely to be influenced by outliers (those with a very high or very low score).

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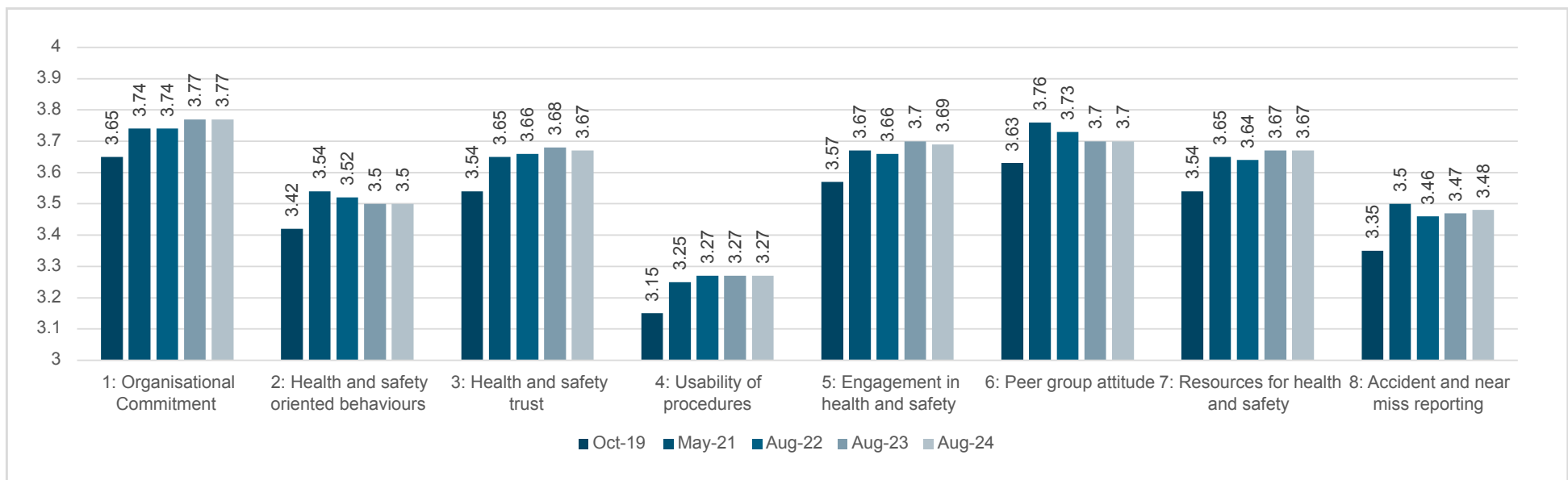
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Comparison of previous benchmarking reports

Mean Scores	Assessments	Respondents	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	6. Role overall	7. Change overall
	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
October 2019	3.65	3.42	3.54	3.15	3.57	3.63	3.54	3.35
May 2021	3.74	3.54	3.65	3.25	3.67	3.76	3.65	3.50
August 2022	3.74	3.52	3.66	3.27	3.66	3.73	3.64	3.46
August 2023	3.77	3.50	3.68	3.27	3.70	3.70	3.67	3.47
August 2024	3.77	3.50	3.67	3.27	3.69	3.70	3.67	3.48



Industry benchmarking (SCT)

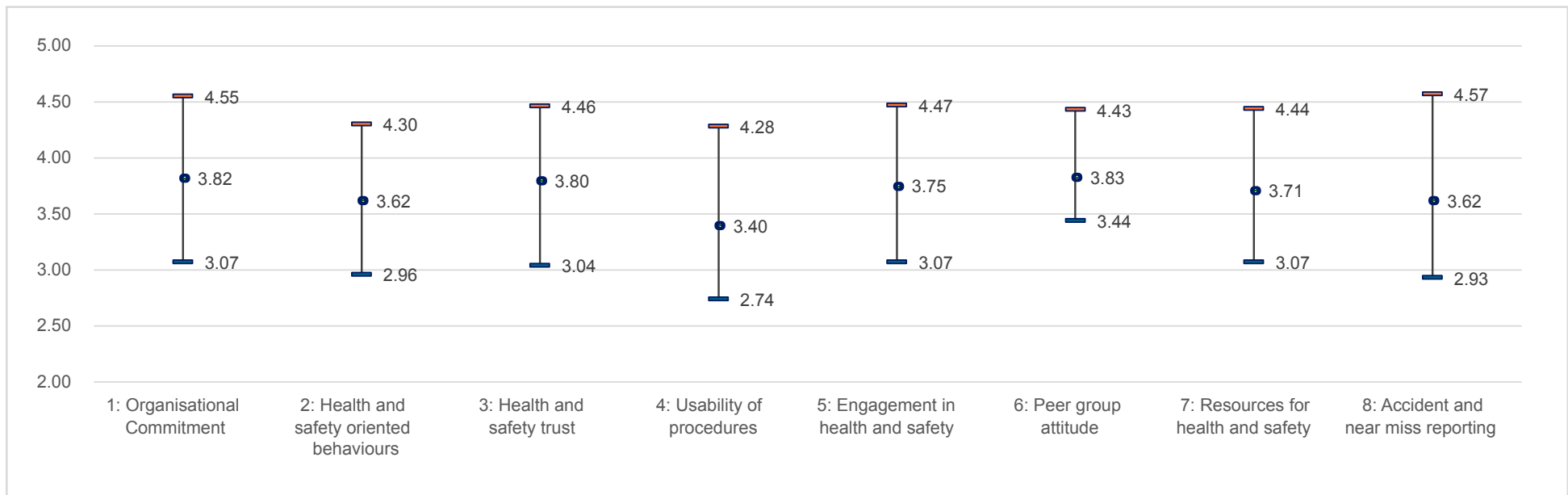
Chemicals and pharmaceuticals	33
Construction	34
Education.....	36
Emergency services	37
Energy: All.....	38
Engineering: all.....	44
Food and drink: all.....	47
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Chemicals and pharmaceuticals

The chemical and pharmaceutical comparison group comprises 38,766 individual respondents across 49 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.07	2.96	3.04	2.74	3.07	3.44	3.07	2.93
Mean	3.82	3.62	3.80	3.40	3.75	3.83	3.71	3.62
Max	4.55	4.30	4.46	4.28	4.47	4.43	4.44	4.57

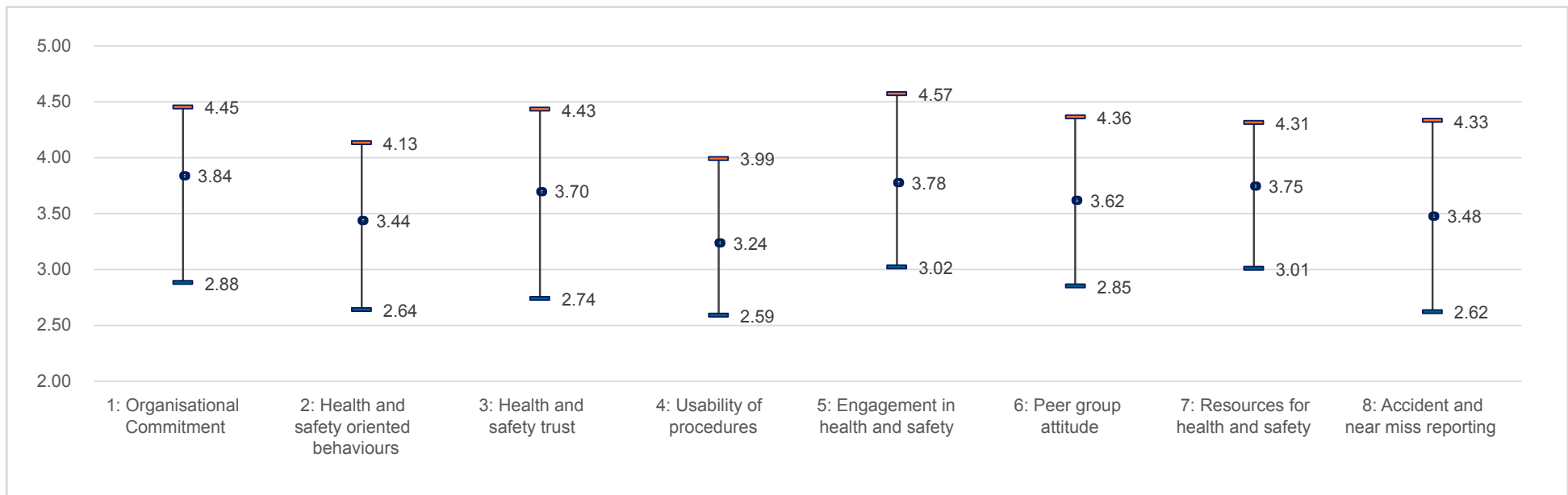




Construction

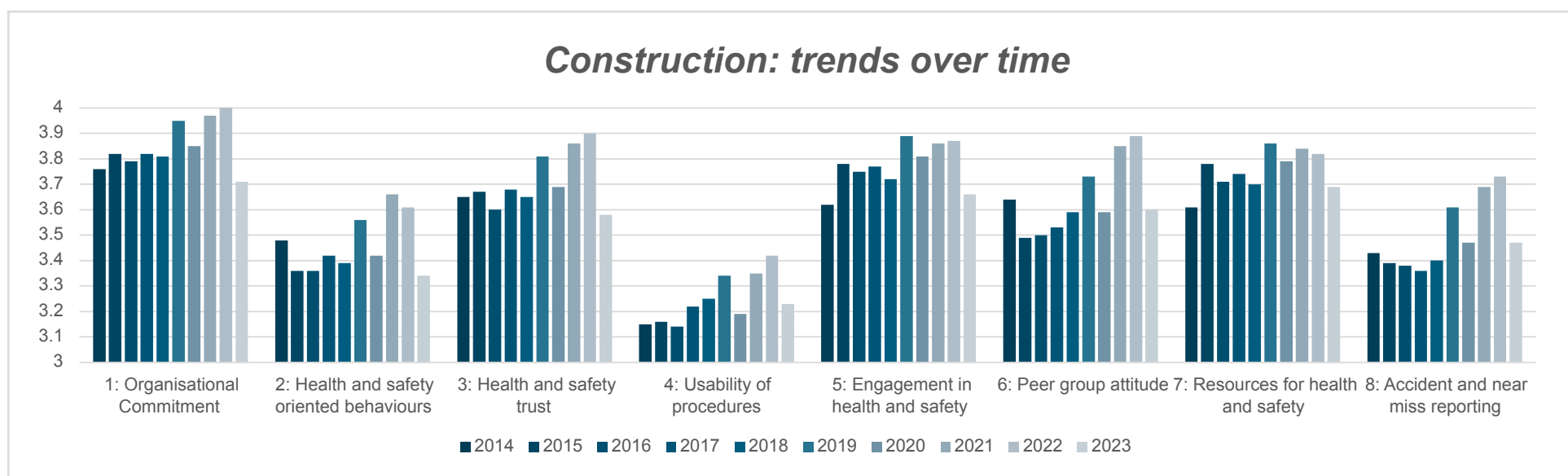
The construction comparison group comprises 50,266 individual respondents across 242 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.88	2.64	2.74	2.59	3.02	2.85	3.01	2.62
Mean	3.84	3.44	3.70	3.24	3.78	3.62	3.75	3.48
Max	4.45	4.13	4.43	3.99	4.57	4.36	4.31	4.33



Construction: trends over time

Mean Scores	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
2014	3.76	3.48	3.65	3.15	3.62	3.64	3.61	3.43
2015	3.82	3.36	3.67	3.16	3.78	3.49	3.78	3.39
2016	3.79	3.36	3.60	3.14	3.75	3.50	3.71	3.38
2017	3.82	3.42	3.68	3.22	3.77	3.53	3.74	3.36
2018	3.81	3.39	3.65	3.25	3.72	3.59	3.70	3.40
2019	3.95	3.56	3.81	3.34	3.89	3.73	3.86	3.61
2020	3.85	3.42	3.69	3.19	3.81	3.59	3.79	3.47
2021	3.97	3.66	3.86	3.35	3.86	3.85	3.84	3.69
2022	4.00	3.61	3.90	3.42	3.87	3.89	3.82	3.73
2023	3.71	3.34	3.58	3.23	3.66	3.60	3.69	3.47

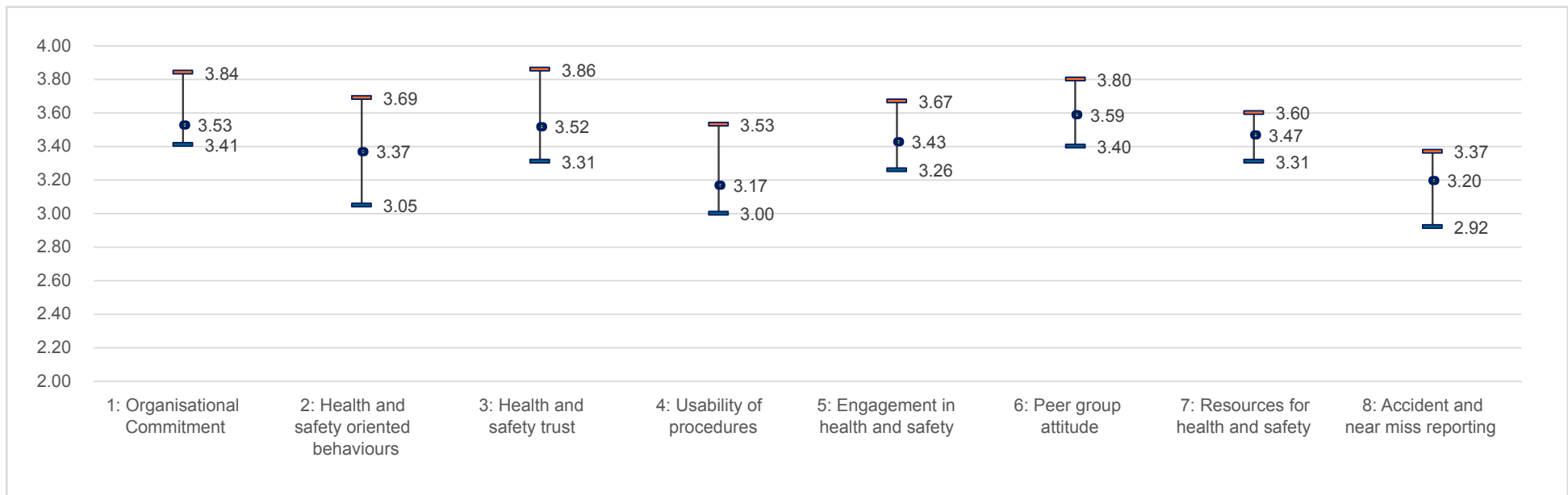




Education

The education comparison group comprises 5,400 individual respondents across 8 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.41	3.05	3.31	3.00	3.26	3.40	3.31	2.92
Mean	3.53	3.37	3.52	3.17	3.43	3.59	3.47	3.20
Max	3.84	3.69	3.86	3.53	3.67	3.80	3.60	3.37

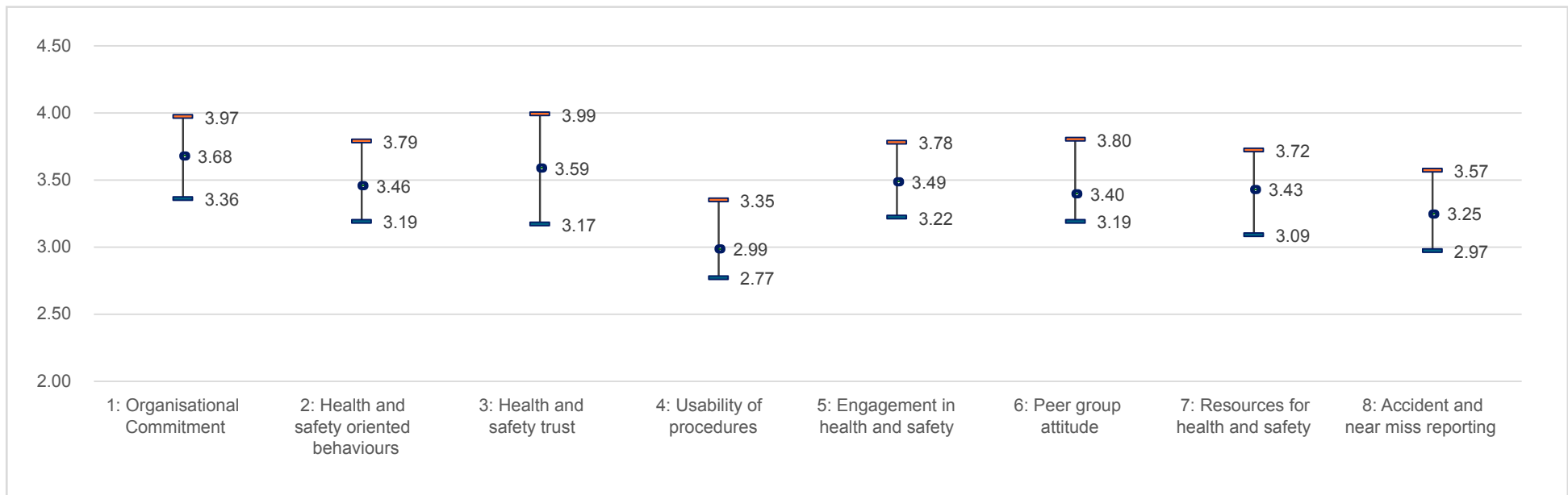




Emergency services

The emergency services comparison group comprises 3,895 individual respondents across 6 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.36	3.19	3.17	2.77	3.22	3.19	3.09	2.97
Mean	3.68	3.46	3.59	2.99	3.49	3.40	3.43	3.25
Max	3.97	3.79	3.99	3.35	3.78	3.80	3.72	3.57

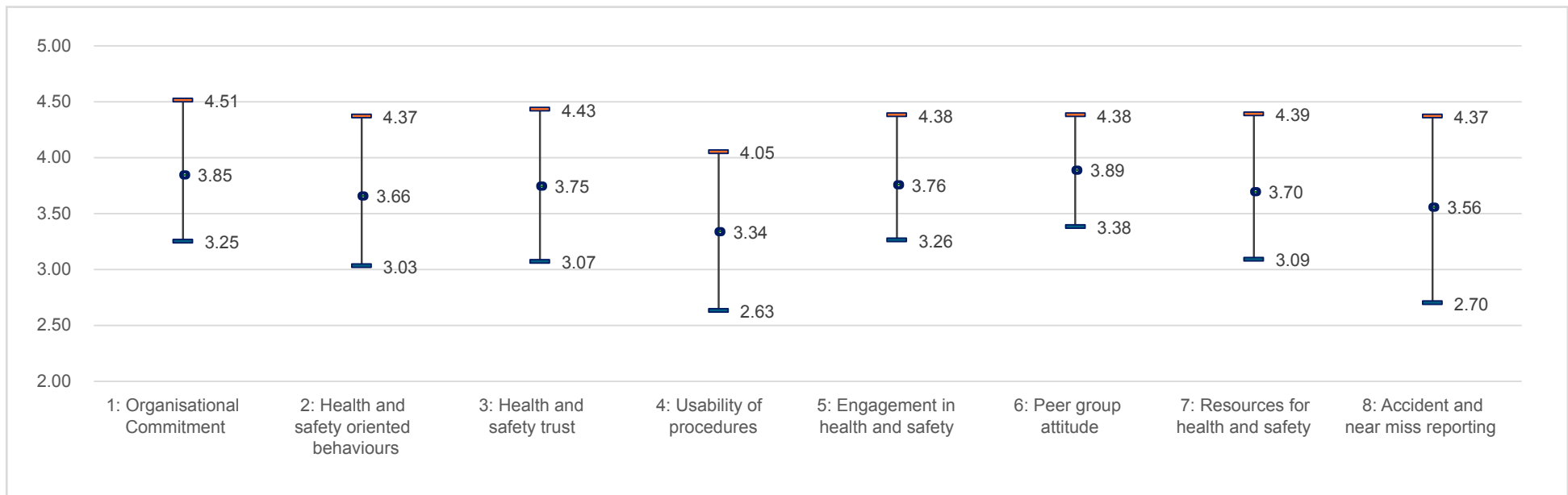




Energy: All

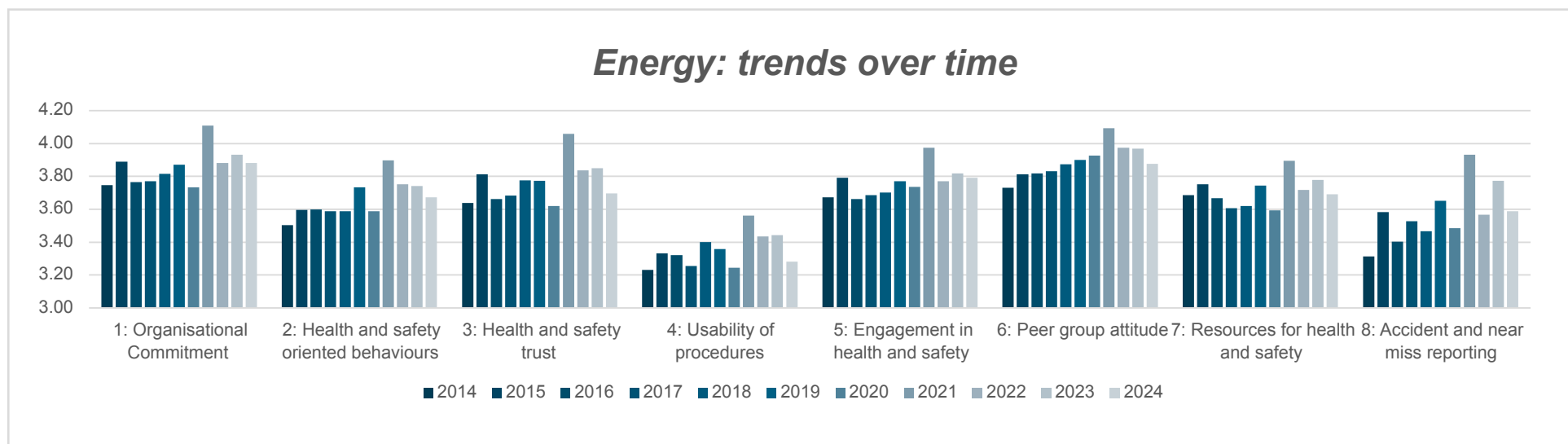
The energy (all) comparison group comprises 78,179 individual respondents across 117 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.25	3.03	3.07	2.63	3.26	3.38	3.09	2.70
Mean	3.85	3.66	3.75	3.34	3.76	3.89	3.70	3.56
Max	4.51	4.37	4.43	4.05	4.38	4.38	4.39	4.37



Energy: trends over time

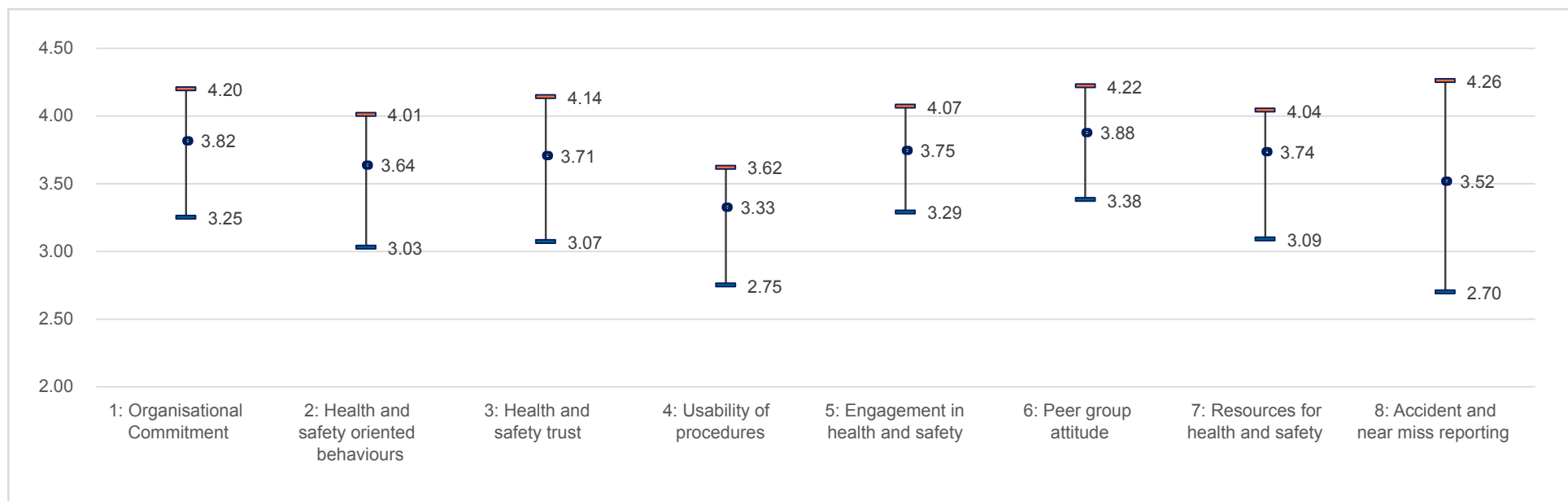
Mean Scores	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
2014	3.75	3.50	3.64	3.23	3.67	3.73	3.69	3.31
2015	3.89	3.60	3.81	3.33	3.79	3.81	3.75	3.58
2016	3.77	3.60	3.66	3.32	3.66	3.82	3.67	3.40
2017	3.77	3.59	3.68	3.26	3.69	3.83	3.61	3.53
2018	3.82	3.59	3.78	3.40	3.70	3.87	3.62	3.47
2019	3.87	3.73	3.77	3.36	3.77	3.90	3.74	3.65
2020	3.73	3.59	3.62	3.24	3.74	3.93	3.59	3.48
2021	4.11	3.90	4.06	3.56	3.97	4.09	3.90	3.93
2022	3.88	3.75	3.84	3.43	3.77	3.97	3.72	3.57
2023	3.93	3.74	3.85	3.44	3.82	3.97	3.78	3.77
2024	3.88	3.67	3.70	3.28	3.79	3.88	3.69	3.59



Energy: coal/gas/oil/petrol

The coal/gas/oil/petrol comparison group comprises 21,699 individual respondents across 38 organisational assessments.

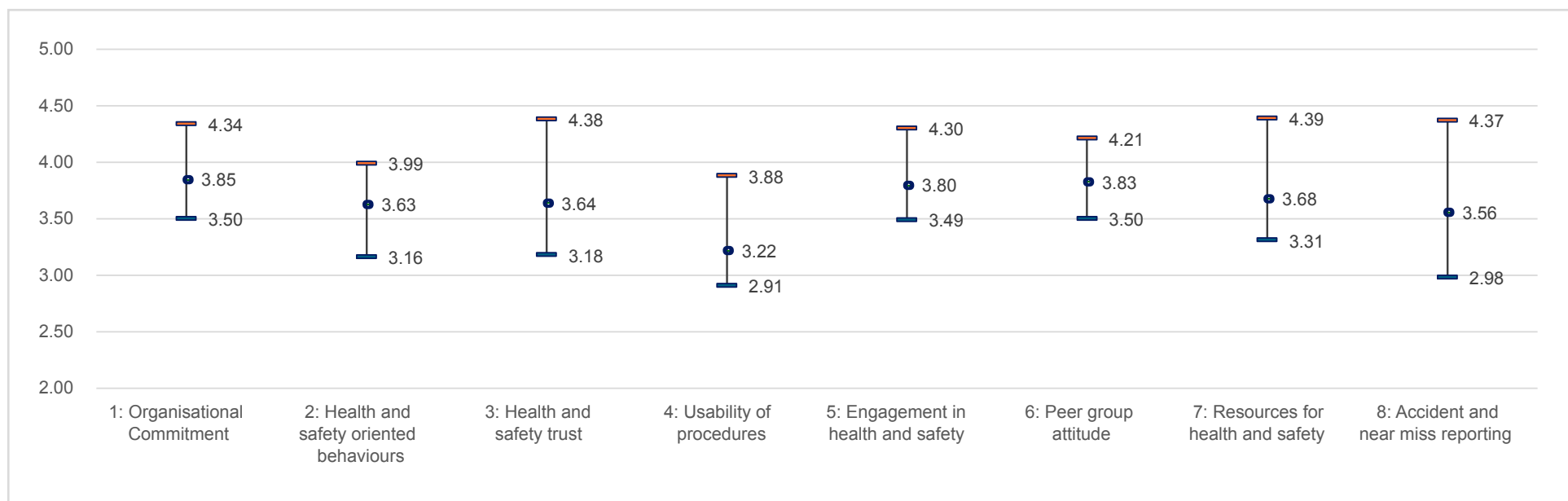
	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.25	3.03	3.07	2.75	3.29	3.38	3.09	2.70
Mean	3.82	3.64	3.71	3.33	3.75	3.88	3.74	3.52
Max	4.20	4.01	4.14	3.62	4.07	4.22	4.04	4.26



Energy: electricity

The electricity comparison group comprises 26,405 individual respondents across 23 organisational assessments.

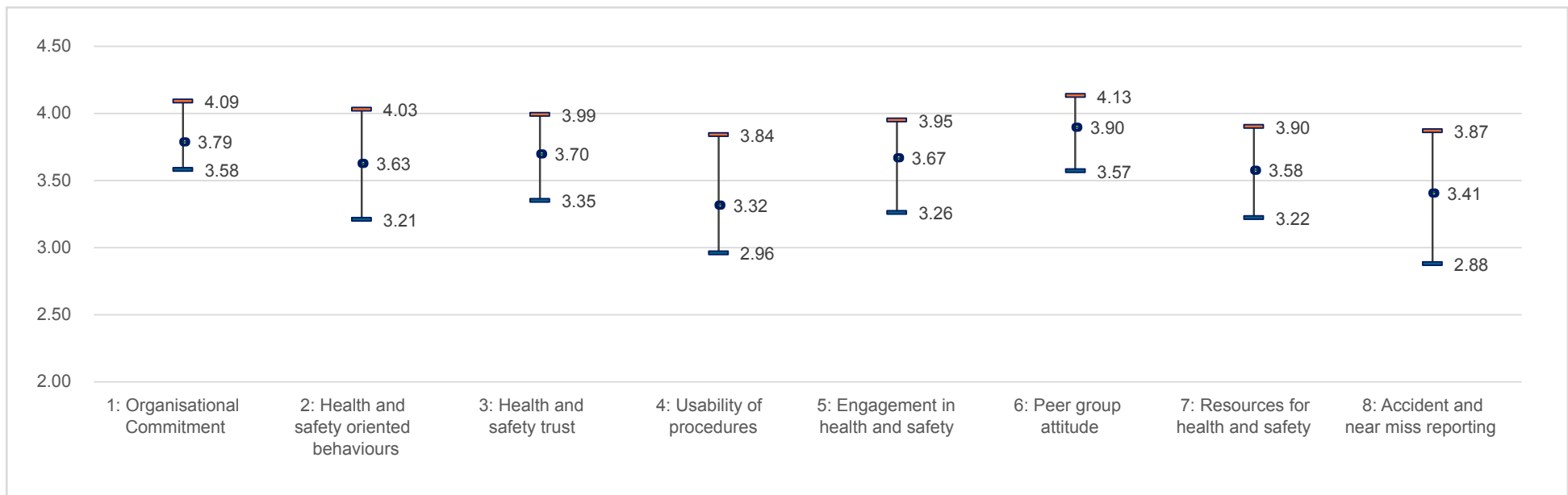
	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.50	3.16	3.18	2.91	3.49	3.50	3.31	2.98
Mean	3.85	3.63	3.64	3.22	3.80	3.83	3.68	3.56
Max	4.34	3.99	4.38	3.88	4.30	4.21	4.39	4.37



Energy: nuclear

The nuclear comparison group comprises 22,070 individual respondents across 21 organisational assessments.

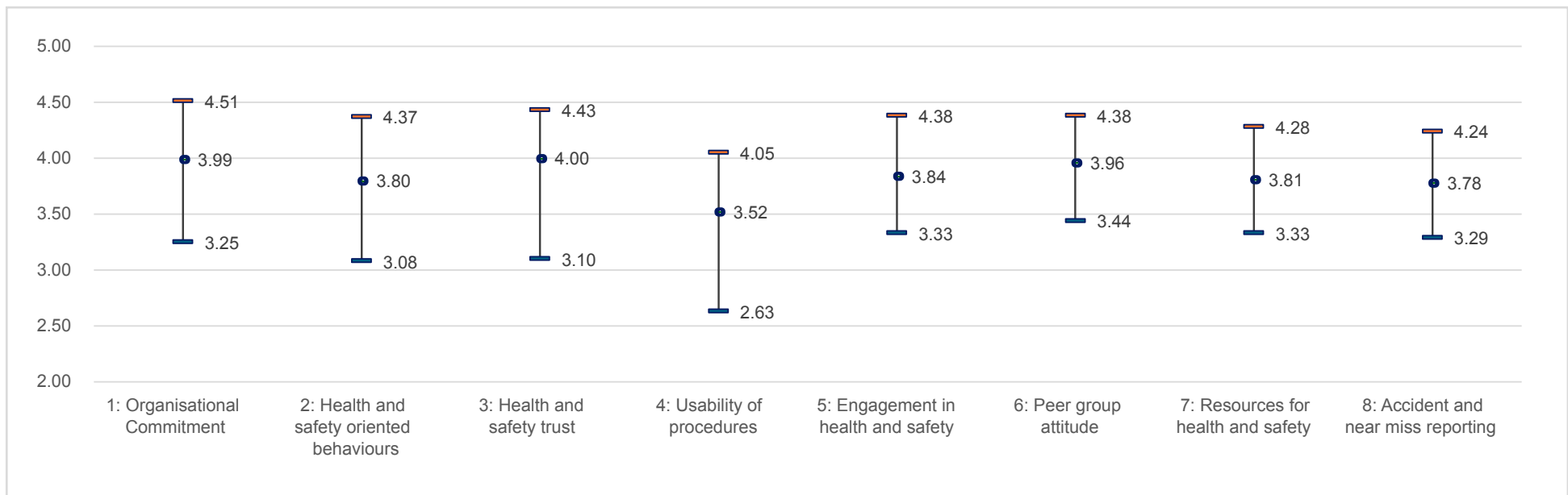
	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.58	3.21	3.35	2.96	3.26	3.57	3.22	2.88
Mean	3.79	3.63	3.70	3.32	3.67	3.90	3.58	3.41
Max	4.09	4.03	3.99	3.84	3.95	4.13	3.90	3.87



Energy: renewable

The renewable comparison group comprises 4,854 individual respondents across 20 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.25	3.08	3.10	2.63	3.33	3.44	3.33	3.29
Mean	3.99	3.80	4.00	3.52	3.84	3.96	3.81	3.78
Max	4.51	4.37	4.43	4.05	4.38	4.38	4.28	4.24

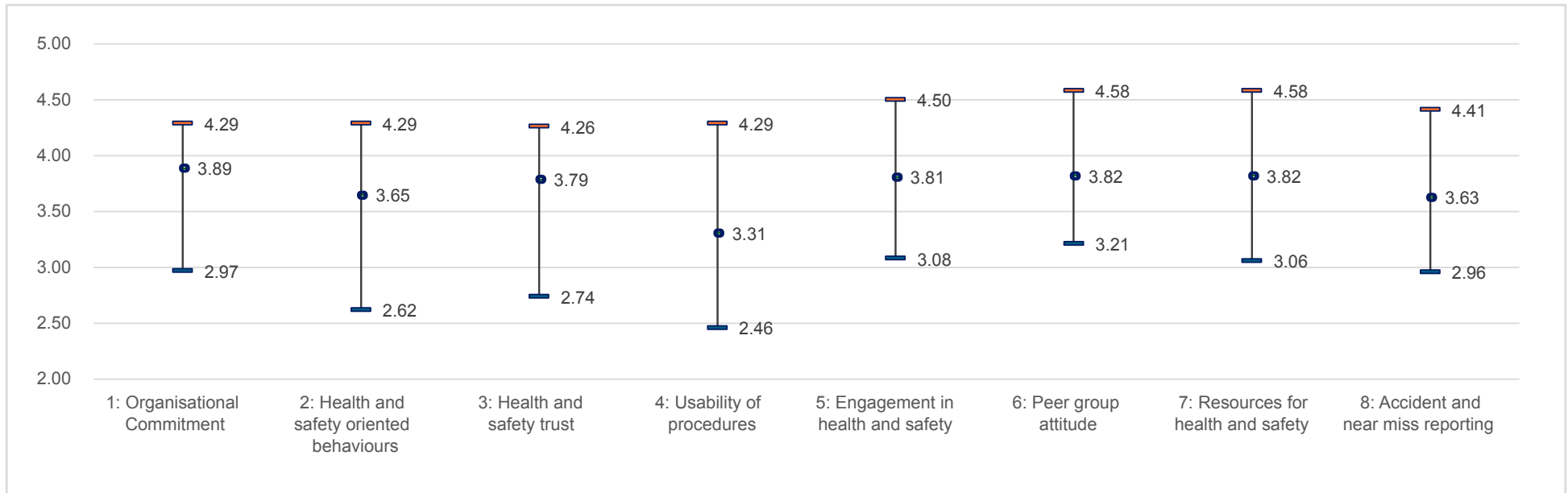




Engineering: all

The engineering (all) comparison group comprises 20,070 individual respondents across 49 organisational assessments.

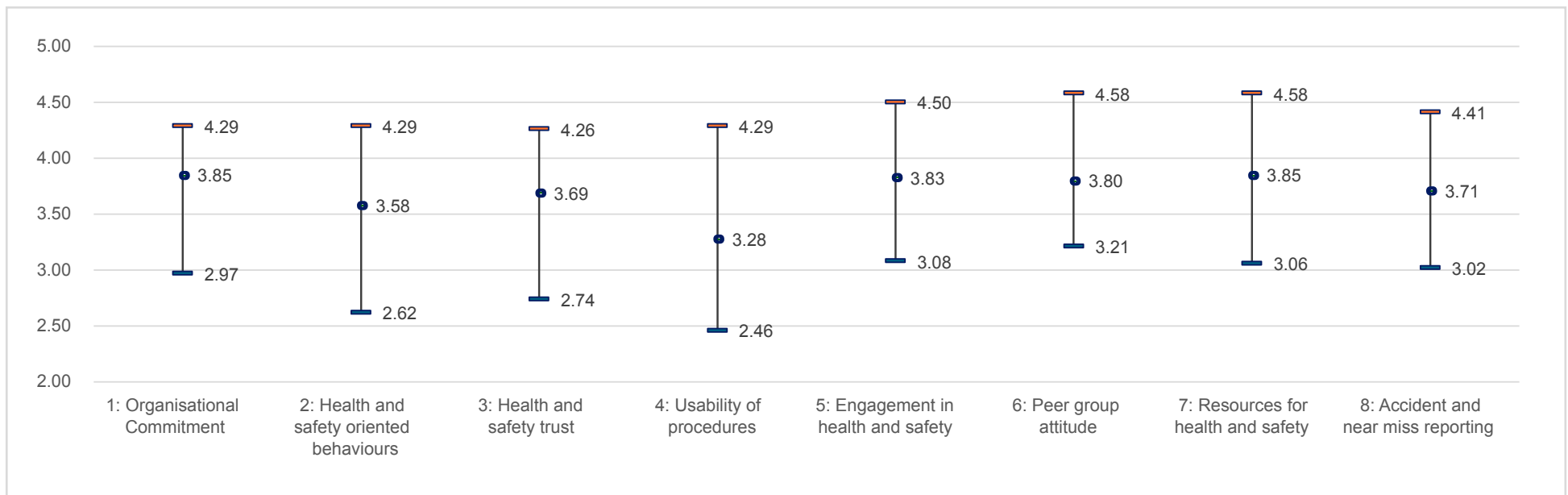
	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.97	2.62	2.74	2.46	3.08	3.21	3.06	2.96
Mean	3.89	3.65	3.79	3.31	3.81	3.82	3.82	3.63
Max	4.29	4.29	4.26	4.29	4.50	4.58	4.58	4.41



Engineering: civil

The civil engineering comparison group comprises 4,891 individual respondents across 24 organisational assessments.

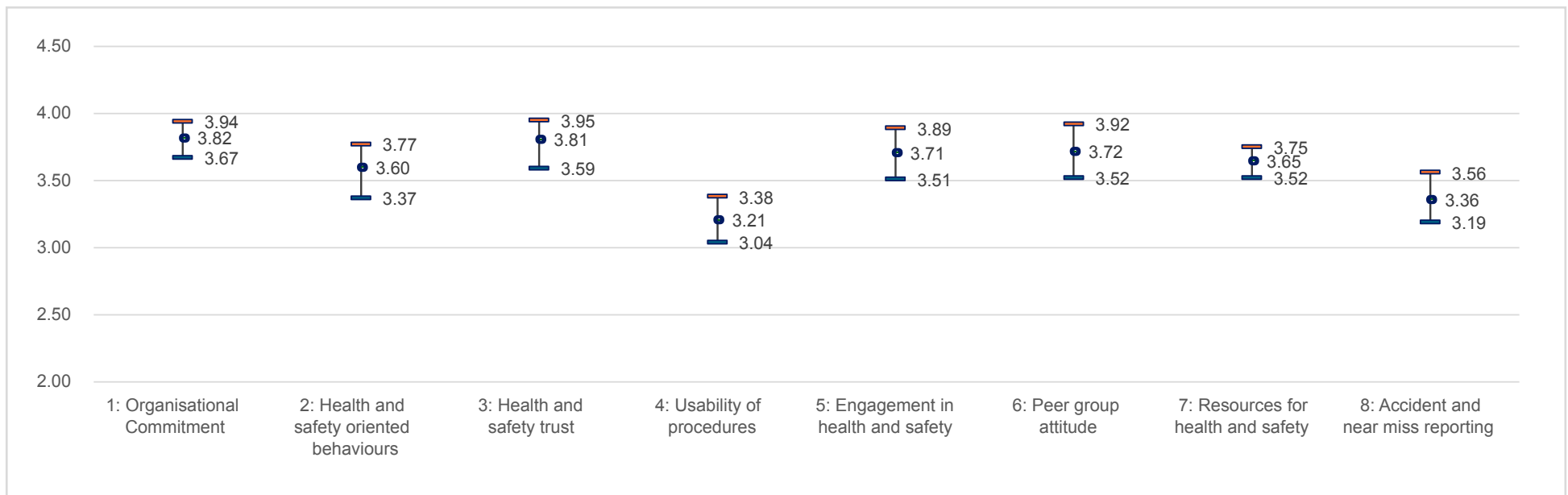
	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.97	2.62	2.74	2.46	3.08	3.21	3.06	3.02
Mean	3.85	3.58	3.69	3.28	3.83	3.80	3.85	3.71
Max	4.29	4.29	4.26	4.29	4.50	4.58	4.58	4.41



Engineering: manufacturing

The engineering manufacturing comparison group comprises 2,698 individual respondents across 8 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.67	3.37	3.59	3.04	3.51	3.52	3.52	3.19
Mean	3.82	3.60	3.81	3.21	3.71	3.72	3.65	3.36
Max	3.94	3.77	3.95	3.38	3.89	3.92	3.75	3.56





Food and drink: all

The food and drink manufacturing comparison group comprises 29,575 individual respondents across 29 organisational assessments.

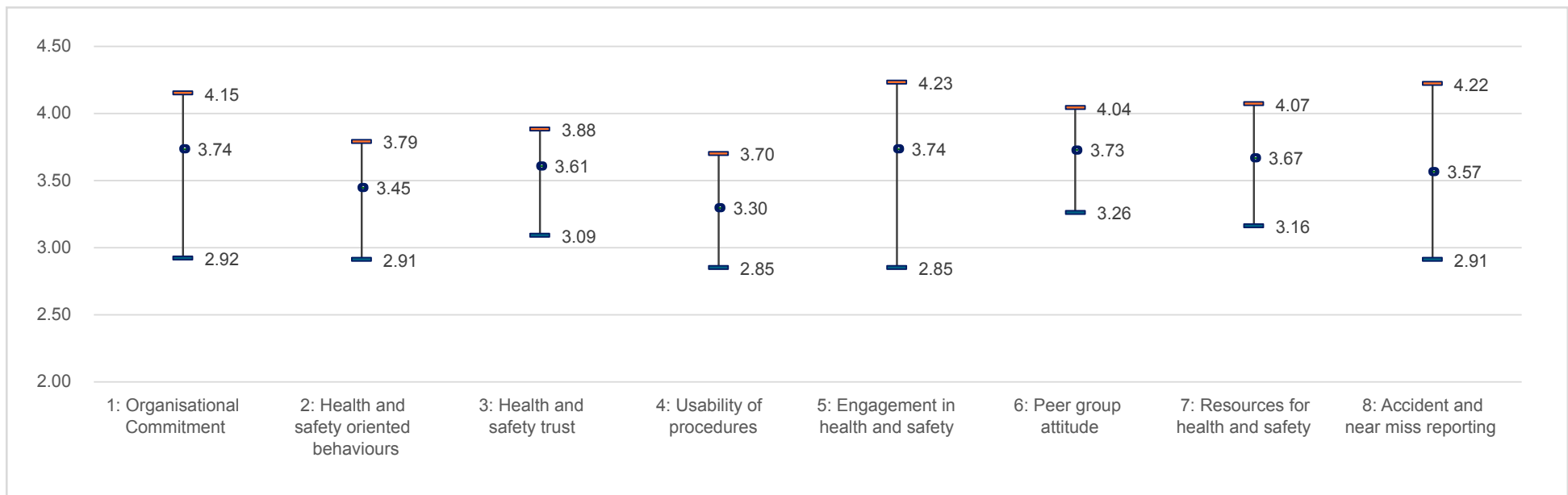
	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.92	2.88	3.08	2.85	2.85	3.26	3.16	2.91
Mean	3.60	3.33	3.50	3.20	3.57	3.63	3.54	3.42
Max	4.15	3.79	3.88	3.70	4.23	4.04	4.07	4.22



Food and drink: drink

The drink manufacturing comparison group comprises 22,304 individual respondents across 14 organisational assessments.

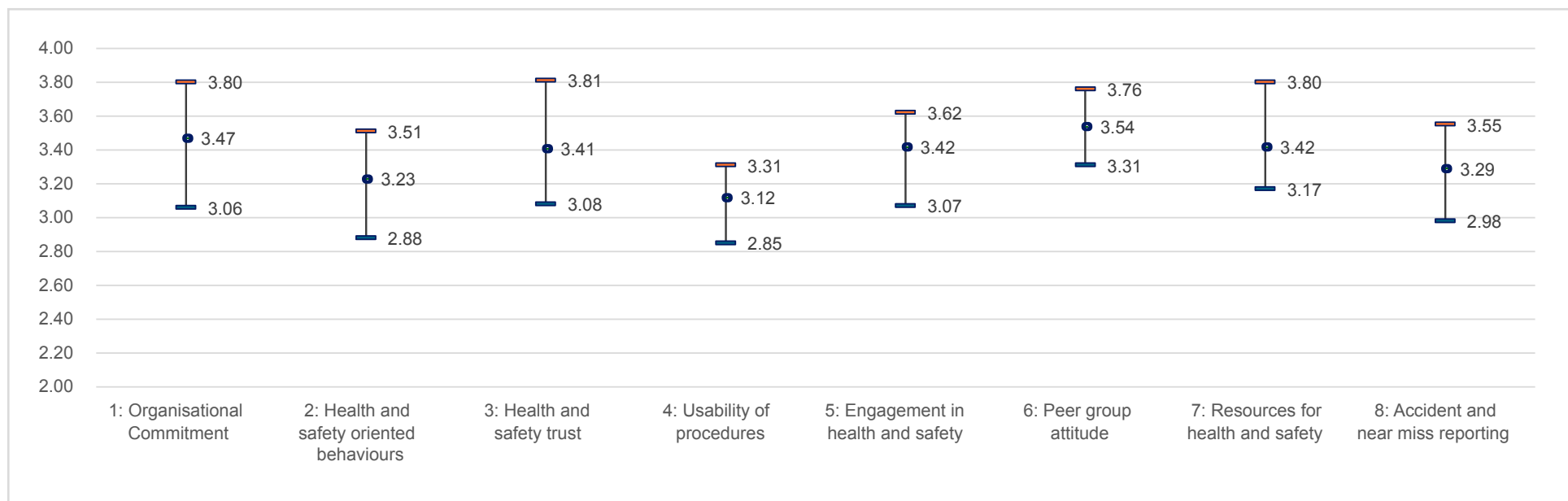
	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.92	2.91	3.09	2.85	2.85	3.26	3.16	2.91
Mean	3.74	3.45	3.61	3.30	3.74	3.73	3.67	3.57
Max	4.15	3.79	3.88	3.70	4.23	4.04	4.07	4.22



Food and drink: food

The food manufacturing comparison group comprises 7,271 individual respondents across 15 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.06	2.88	3.08	2.85	3.07	3.31	3.17	2.98
Mean	3.47	3.23	3.41	3.12	3.42	3.54	3.42	3.29
Max	3.80	3.51	3.81	3.31	3.62	3.76	3.80	3.55





Manufacturing

The manufacturing comparison group comprises 73,754 individual respondents across 78 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.51	2.70	2.68	2.71	2.95	3.06	3.00	2.29
Mean	3.63	3.38	3.53	3.19	3.57	3.59	3.60	3.34
Max	4.12	3.92	4.09	3.72	4.00	3.91	4.03	3.80

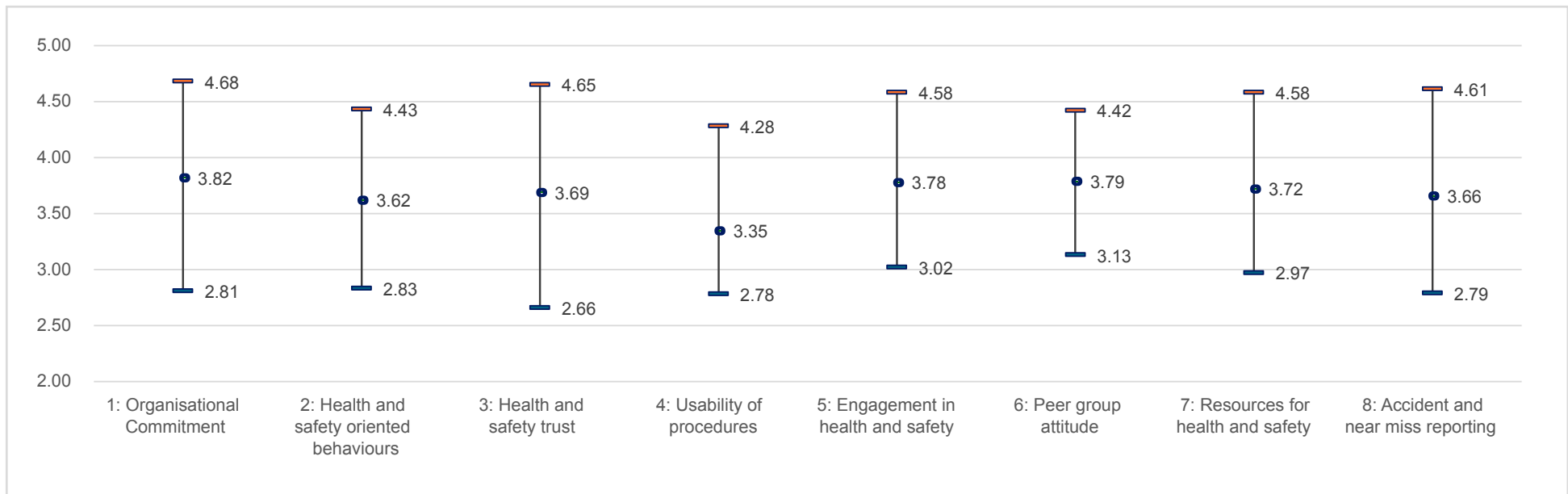




Maritime

The maritime comparison group comprises 7,862 individual respondents across 31 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.81	2.83	2.66	2.78	3.02	3.13	2.97	2.79
Mean	3.82	3.62	3.69	3.35	3.78	3.79	3.72	3.66
Max	4.68	4.43	4.65	4.28	4.58	4.42	4.58	4.61

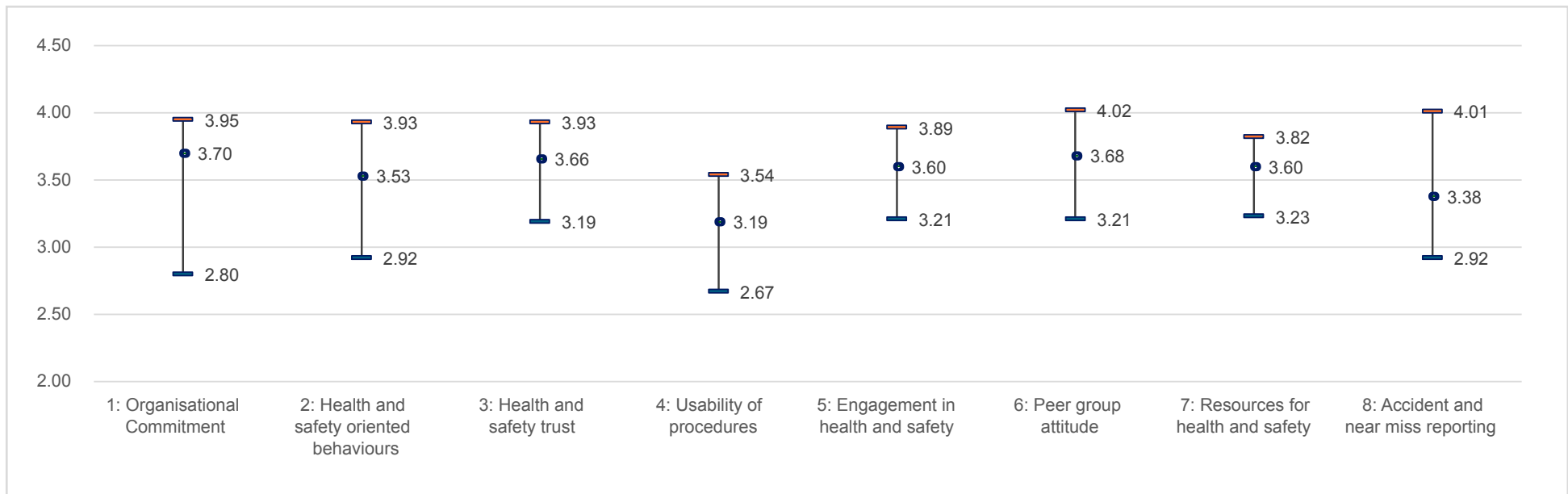




Professional, scientific, and technical services

The professional, scientific, and technical services comparison group comprises 16,357 individual respondents across 32 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.80	2.92	3.19	2.67	3.21	3.21	3.23	2.92
Mean	3.70	3.53	3.66	3.19	3.60	3.68	3.60	3.38
Max	3.95	3.93	3.93	3.54	3.89	4.02	3.82	4.01

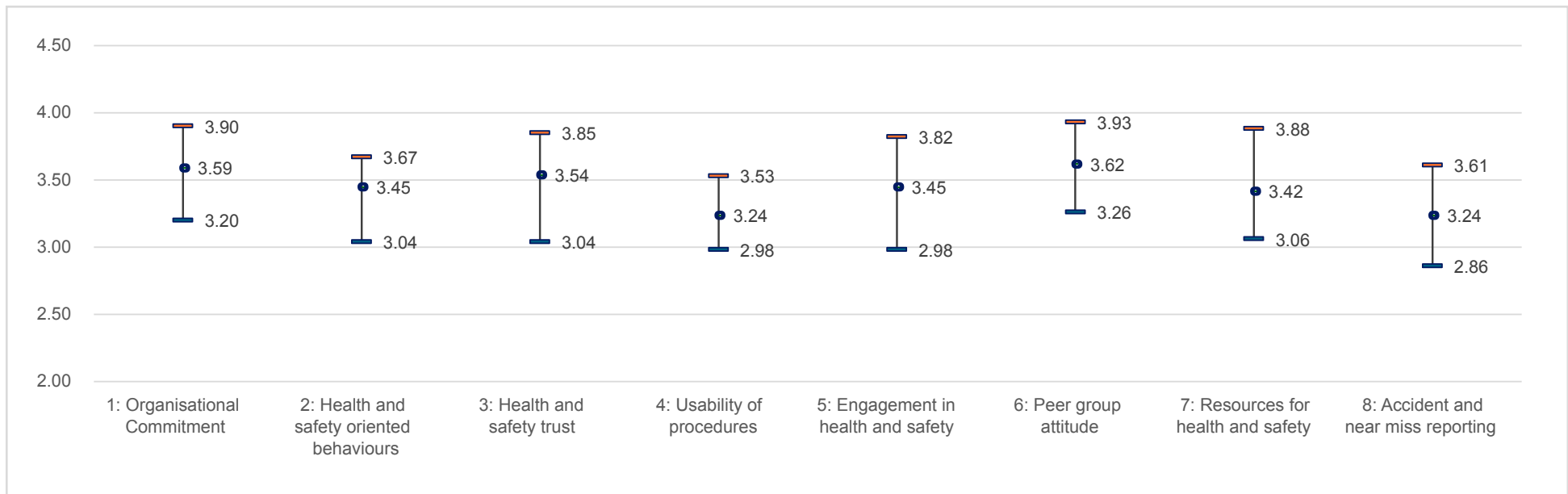




Public sector

The public sector comparison group comprises 14,916 individual respondents across 29 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.20	3.04	3.04	2.98	2.98	3.26	3.06	2.86
Mean	3.59	3.45	3.54	3.24	3.45	3.62	3.42	3.24
Max	3.90	3.67	3.85	3.53	3.82	3.93	3.88	3.61

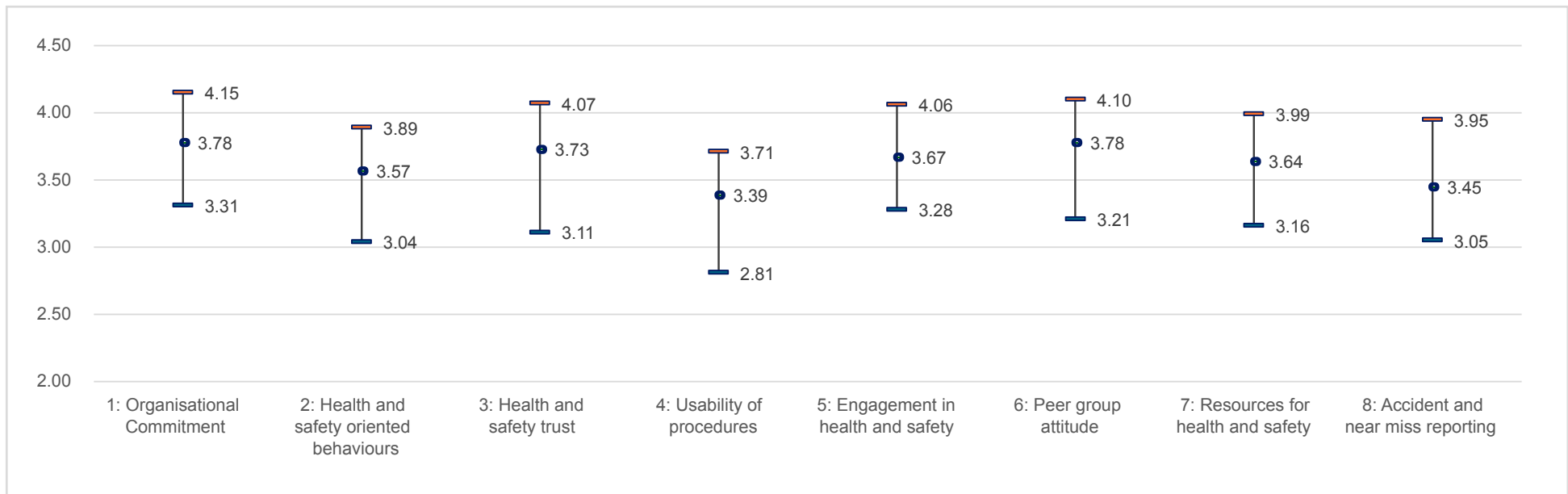




Real estate and facilities management

The real estate and facilities management comparison group comprises 42,205 individual respondents across 53 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.31	3.04	3.11	2.81	3.28	3.21	3.16	3.05
Mean	3.78	3.57	3.73	3.39	3.67	3.78	3.64	3.45
Max	4.15	3.89	4.07	3.71	4.06	4.10	3.99	3.95





Transportation

The transportation comparison group comprises 11,436 individual respondents across 20 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	2.82	2.72	2.83	2.80	2.68	3.27	2.85	3.04
Mean	3.49	3.37	3.38	3.14	3.43	3.67	3.40	3.42
Max	3.88	3.85	3.85	3.56	3.89	4.03	3.73	3.92

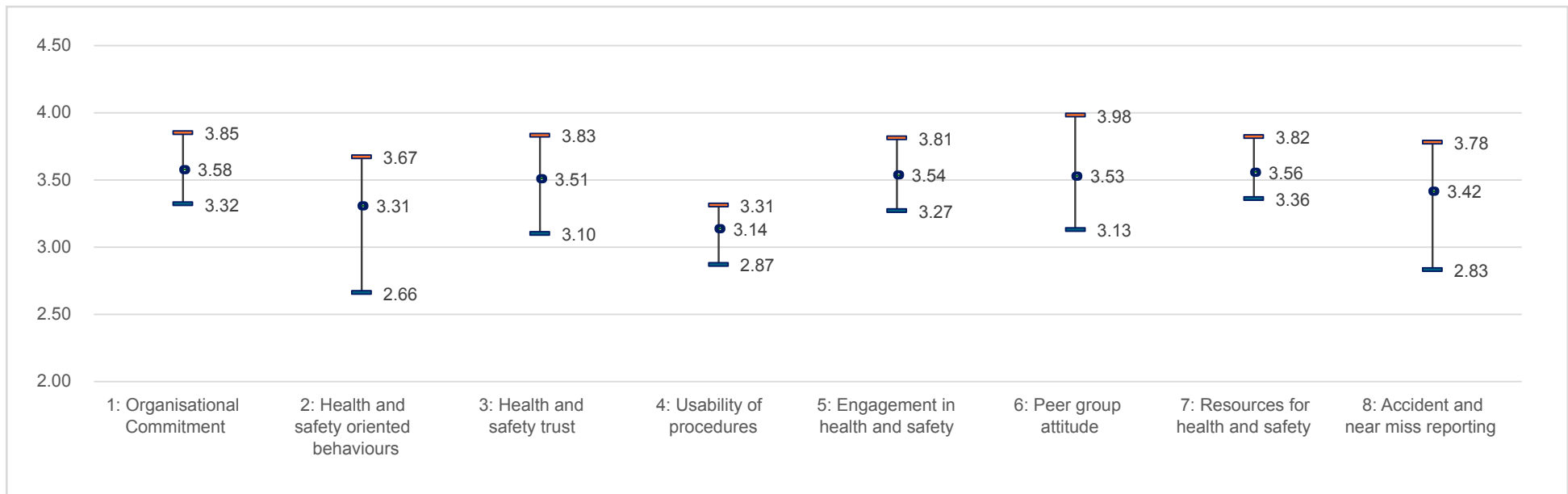




Warehousing and distribution

The warehousing and distribution comparison group comprises 4,399 individual respondents across 10 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.32	2.66	3.10	2.87	3.27	3.13	3.36	2.83
Mean	3.58	3.31	3.51	3.14	3.54	3.53	3.56	3.42
Max	3.85	3.67	3.83	3.31	3.81	3.98	3.82	3.78

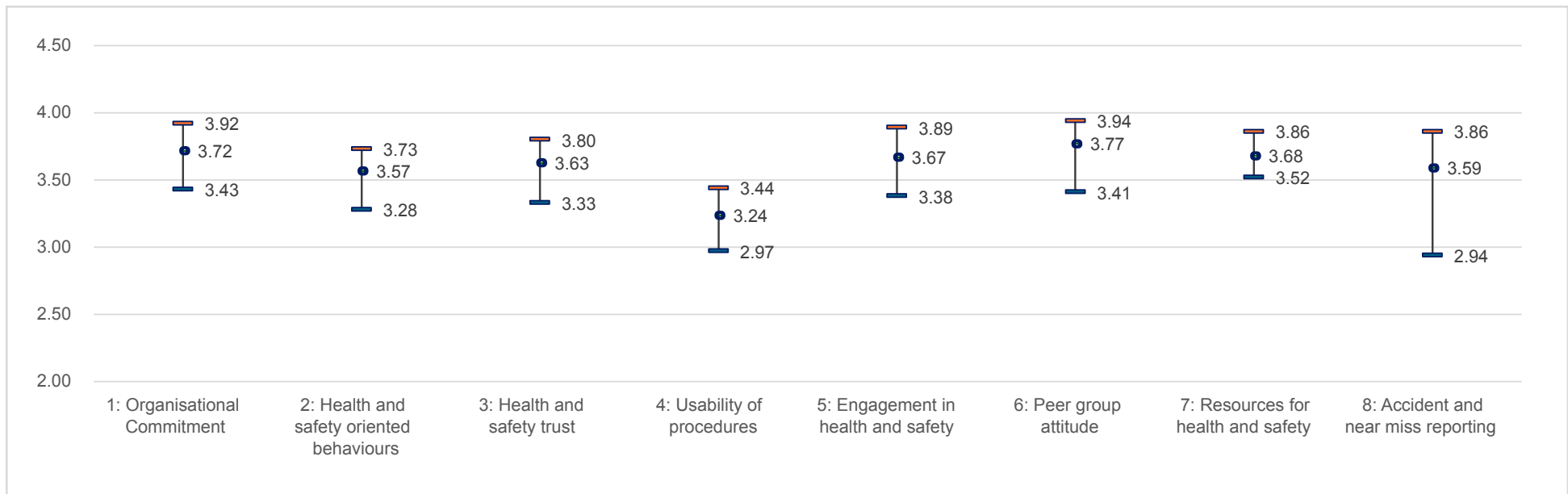




Waste management

The waste management comparison group comprises 4,265 individual respondents across 11 organisational assessments.

	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.43	3.28	3.33	2.97	3.38	3.41	3.52	2.94
Mean	3.72	3.57	3.63	3.24	3.67	3.77	3.68	3.59
Max	3.92	3.73	3.80	3.44	3.89	3.94	3.86	3.86

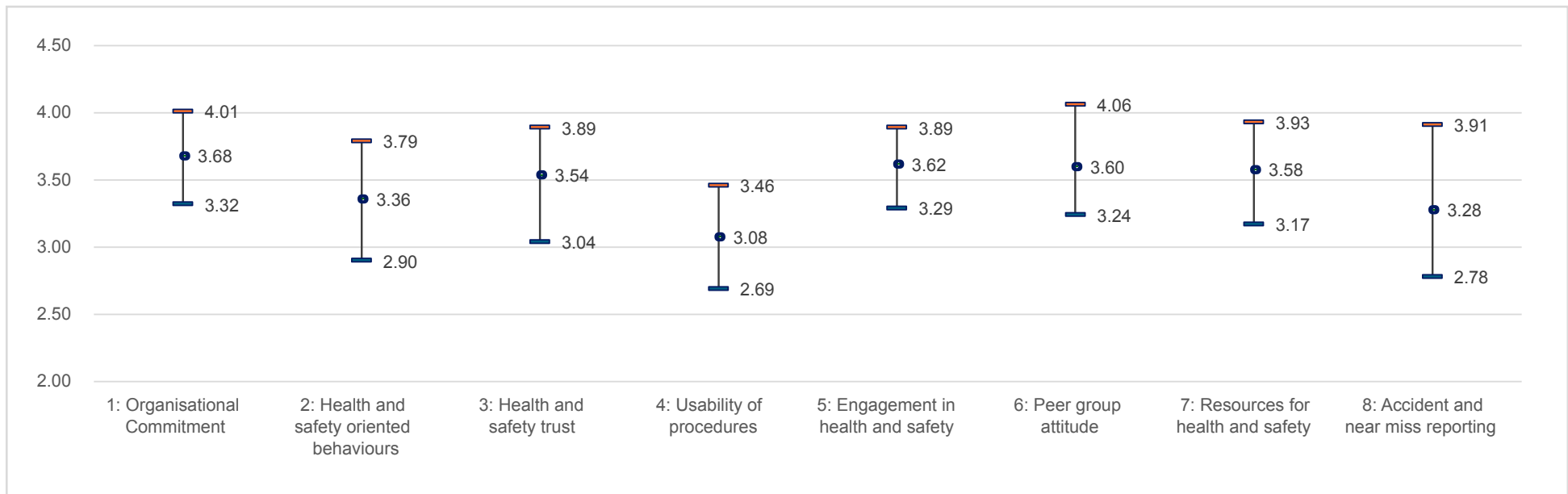




Water (utilities)

The water comparison group comprises 13,137 individual respondents across 18 organisational assessments.

Assessments 18 / Respondents 13,137	1: Organisational Commitment	2: Health and safety oriented behaviours	3: Health and safety trust	4: Usability of procedures	5: Engagement in health and safety	6: Peer group attitude	7: Resources for health and safety	8: Accident and near miss reporting
Min	3.32	2.90	3.04	2.69	3.29	3.24	3.17	2.78
Mean	3.68	3.36	3.54	3.08	3.62	3.60	3.58	3.28
Max	4.01	3.79	3.89	3.46	3.89	4.06	3.93	3.91



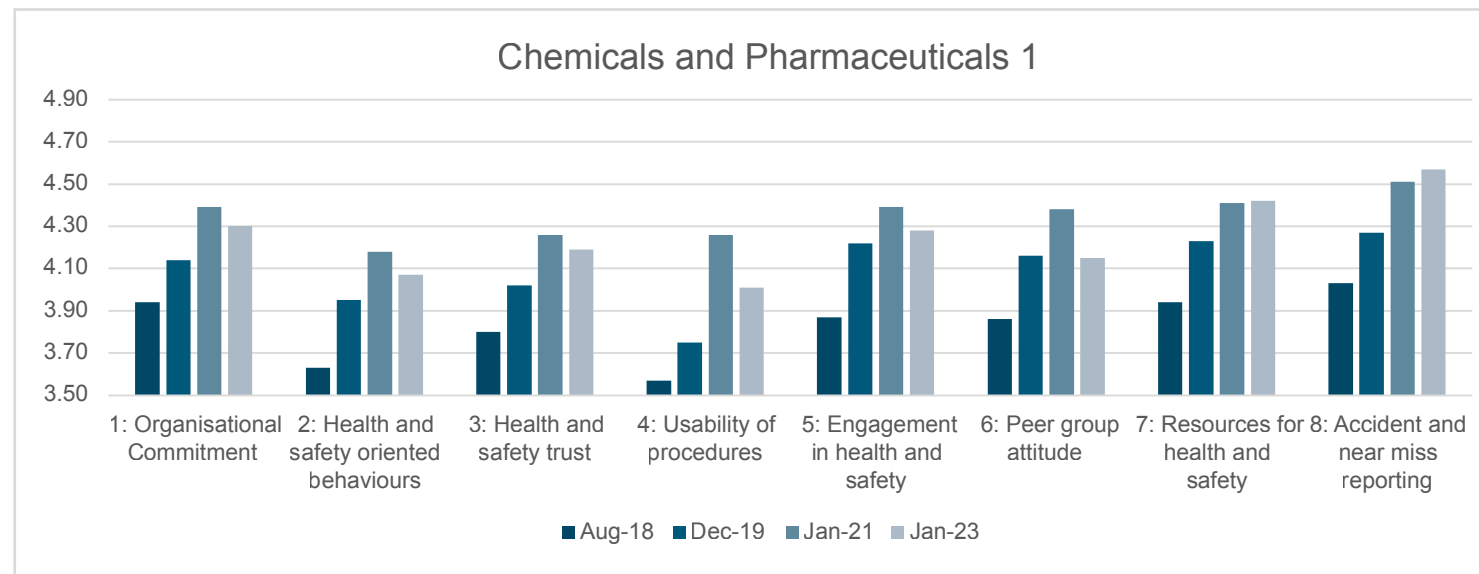
Examples of improvements over time

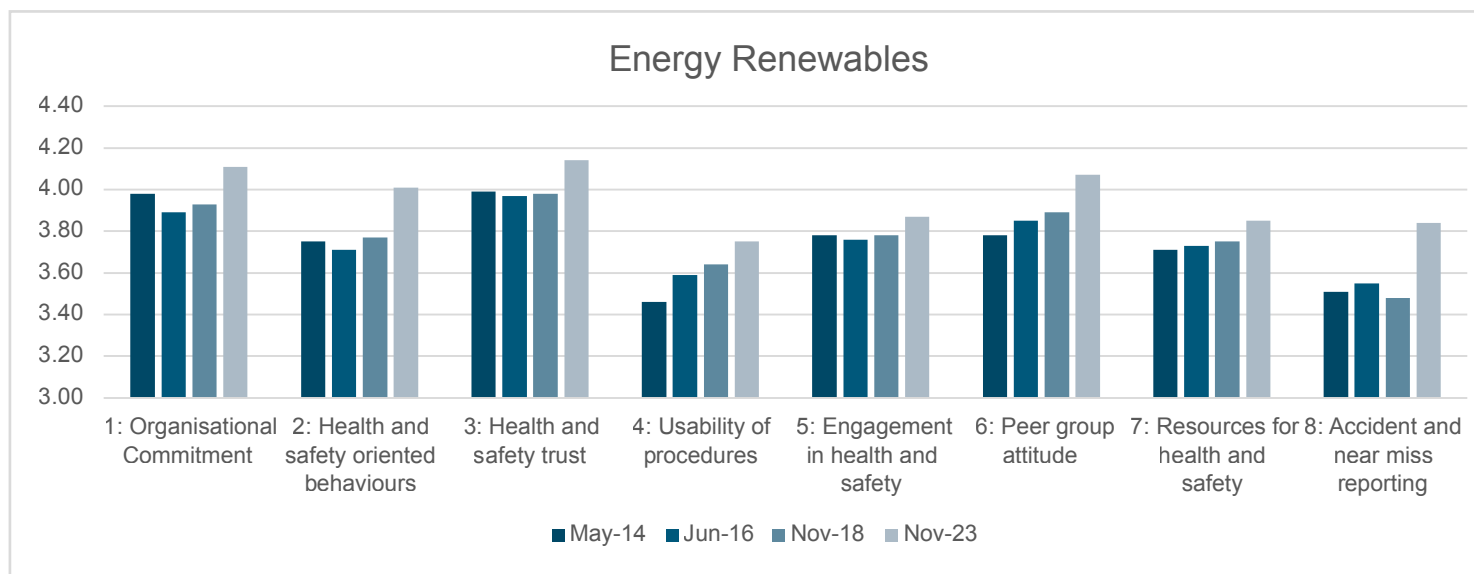
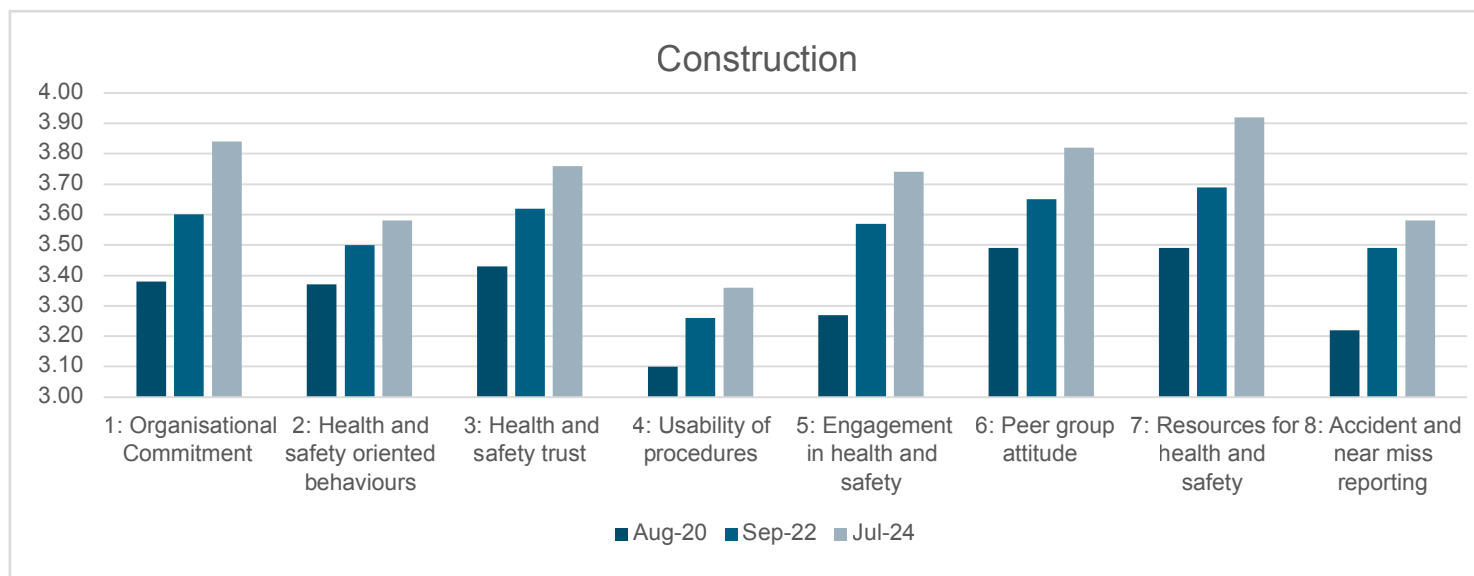
Here are some examples from organisations that have used SCT as part of their safety culture improvement programme. From these examples you can see the improved scores over time for each of the factors.

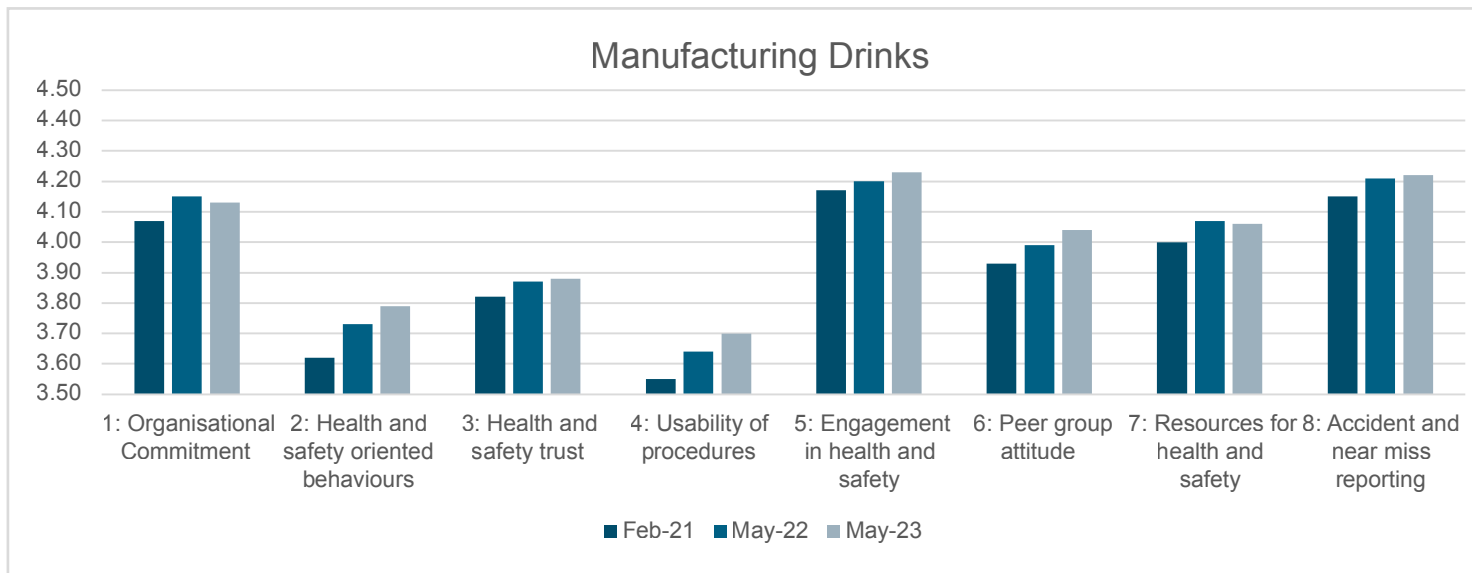
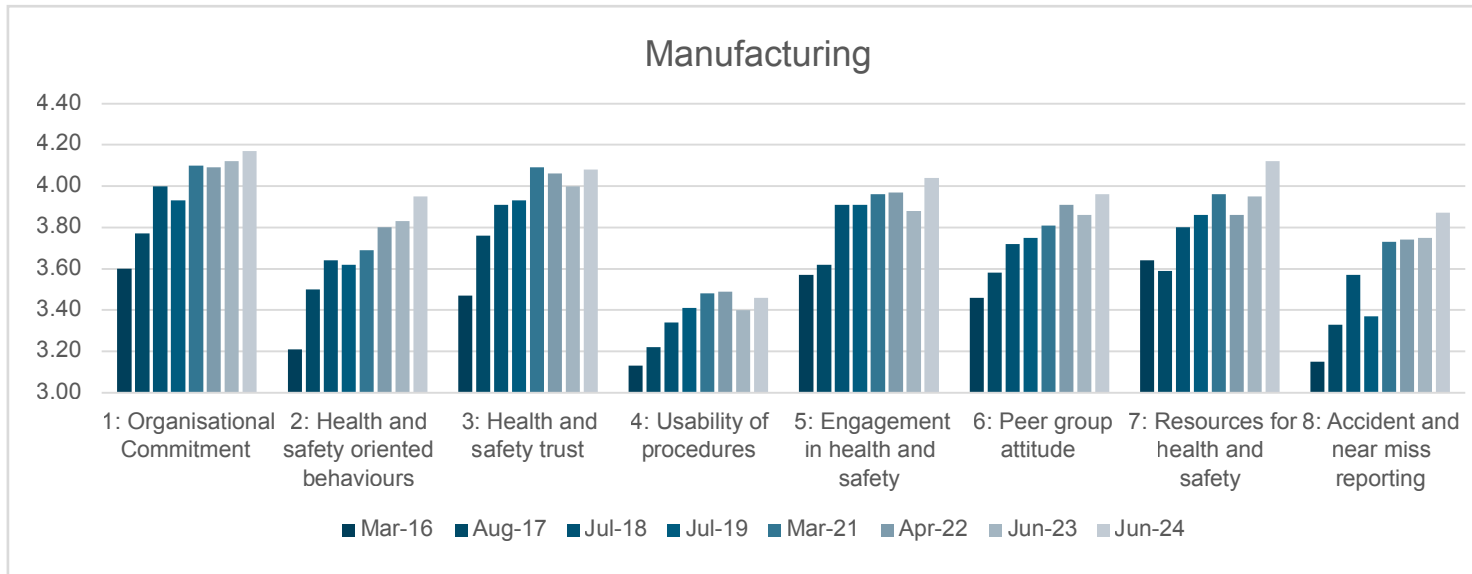
Changing the culture of an organisation takes time

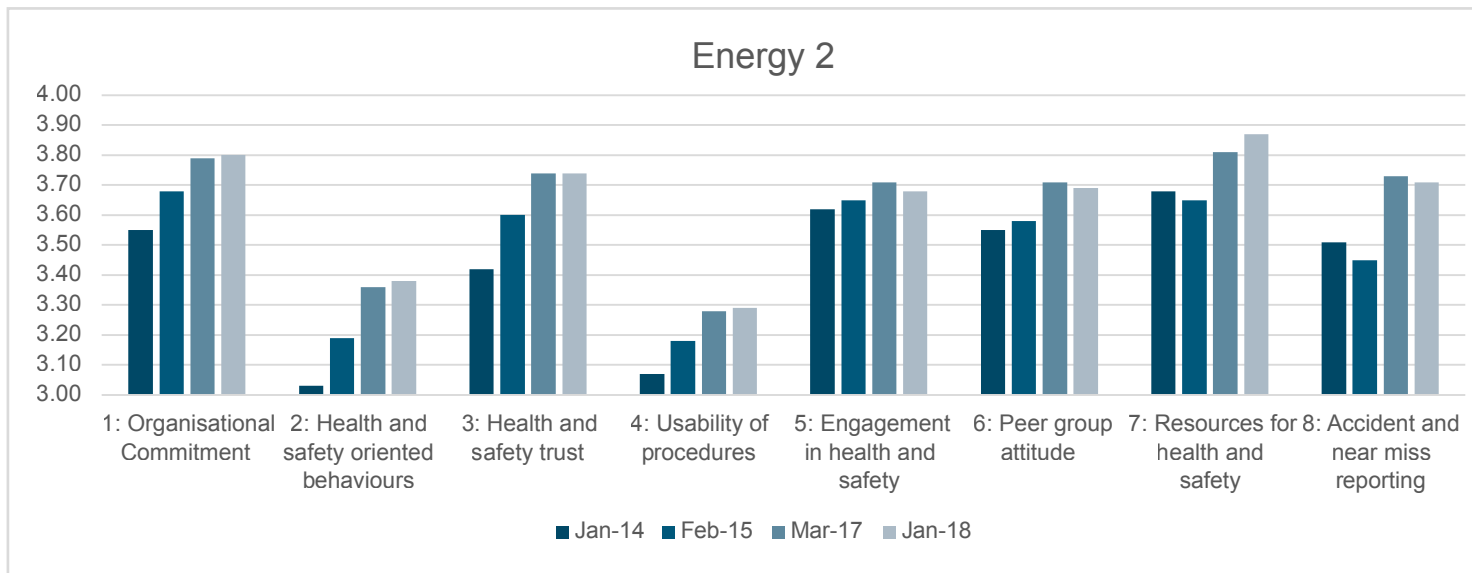
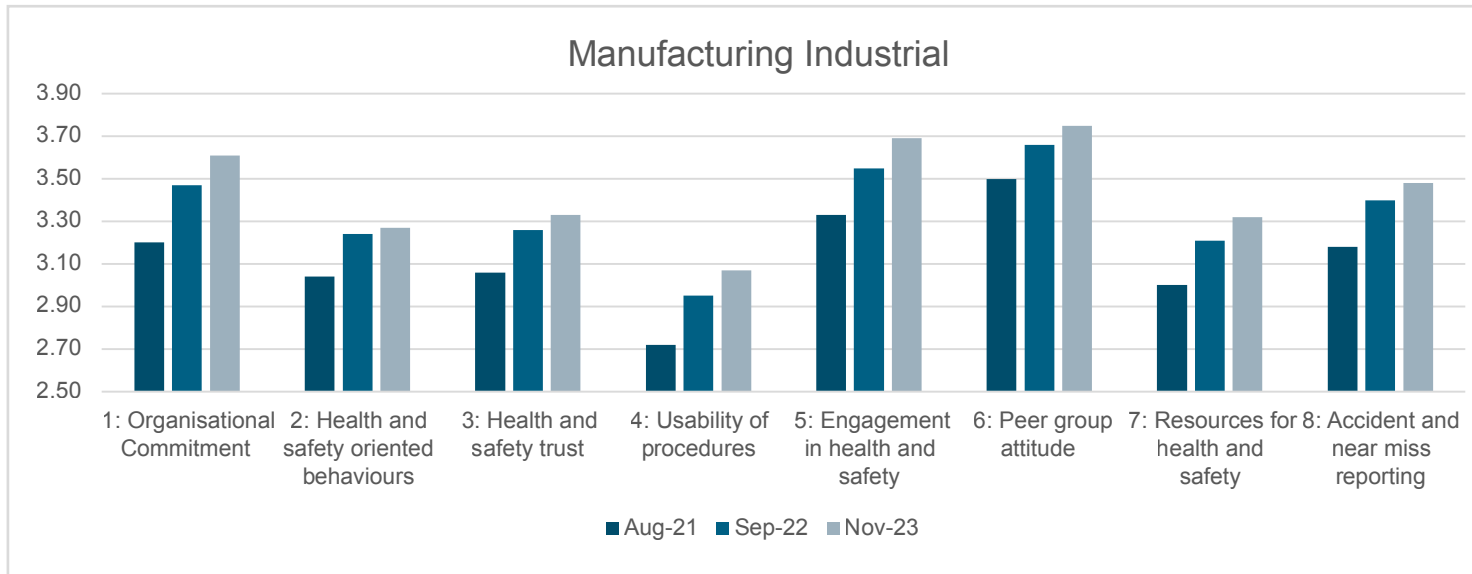
We would recommend assessing your safety climate annually to identify where improvements are being made, but also to highlight where scores may have dropped.

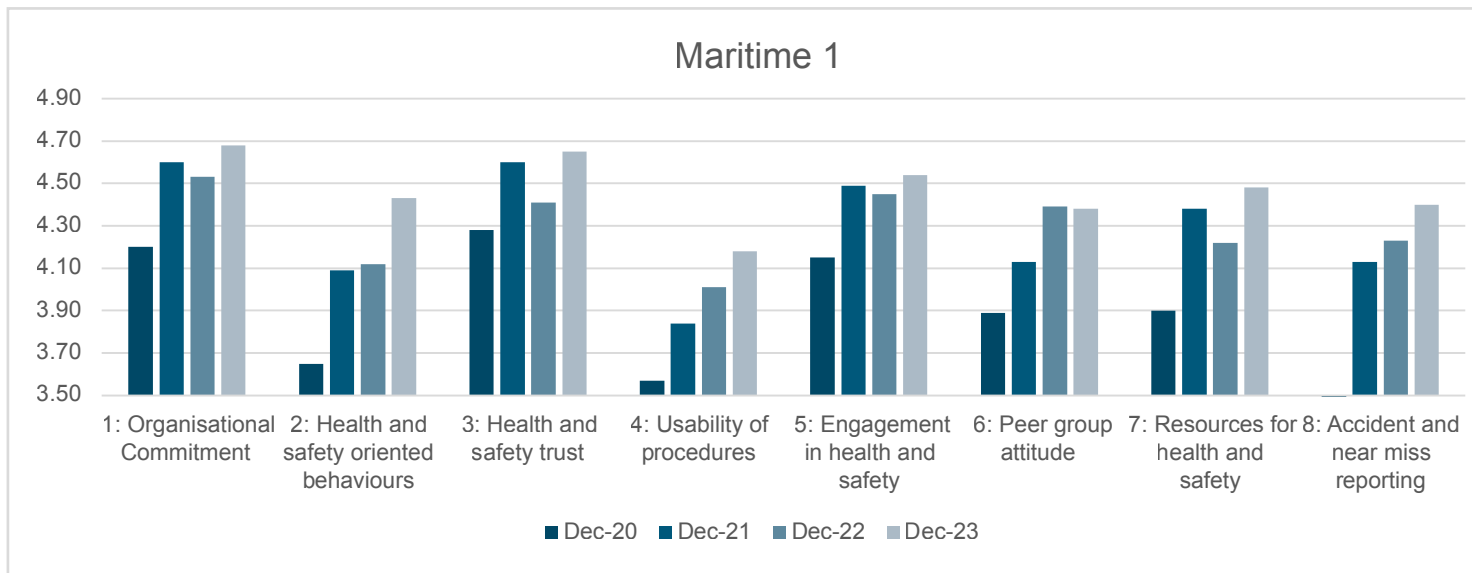
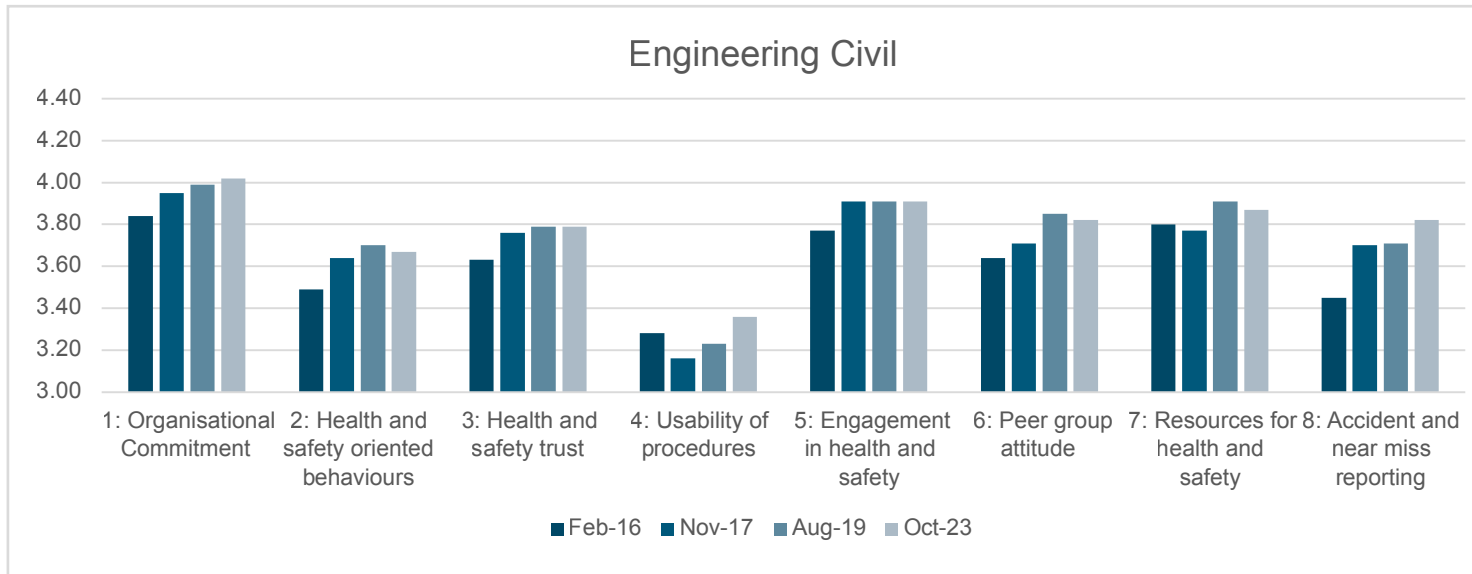
For more success stories: <https://books.hse.gov.uk/Safety-Climate-Tool>

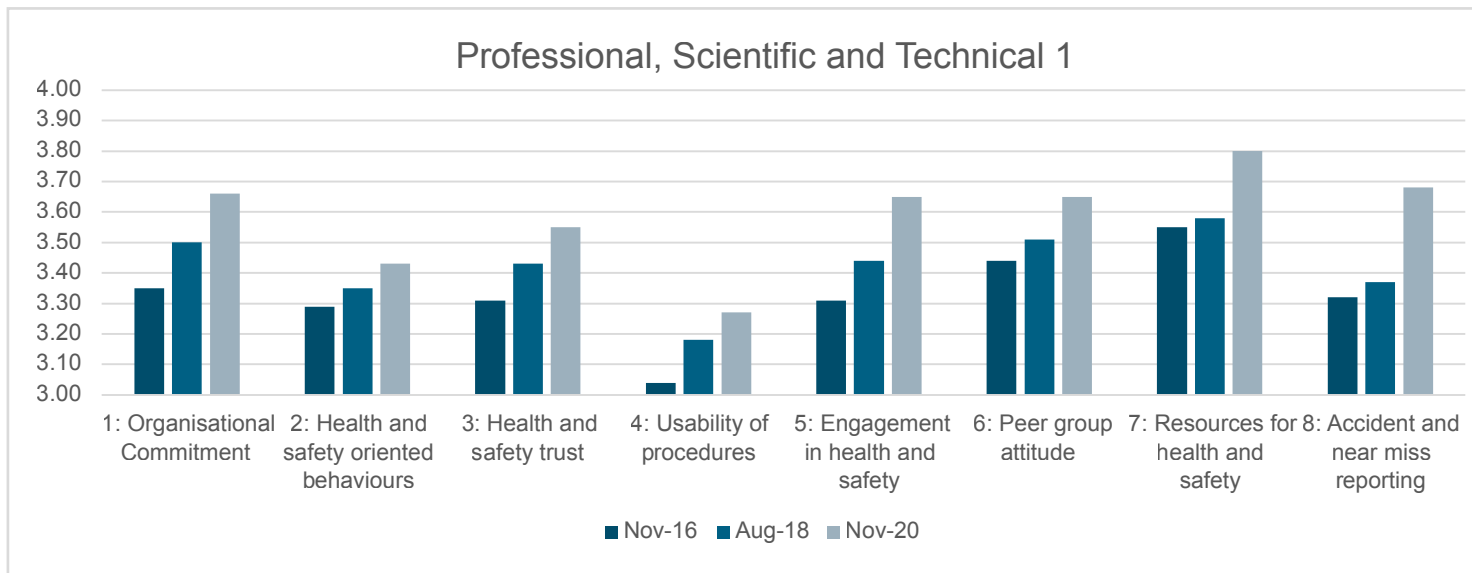
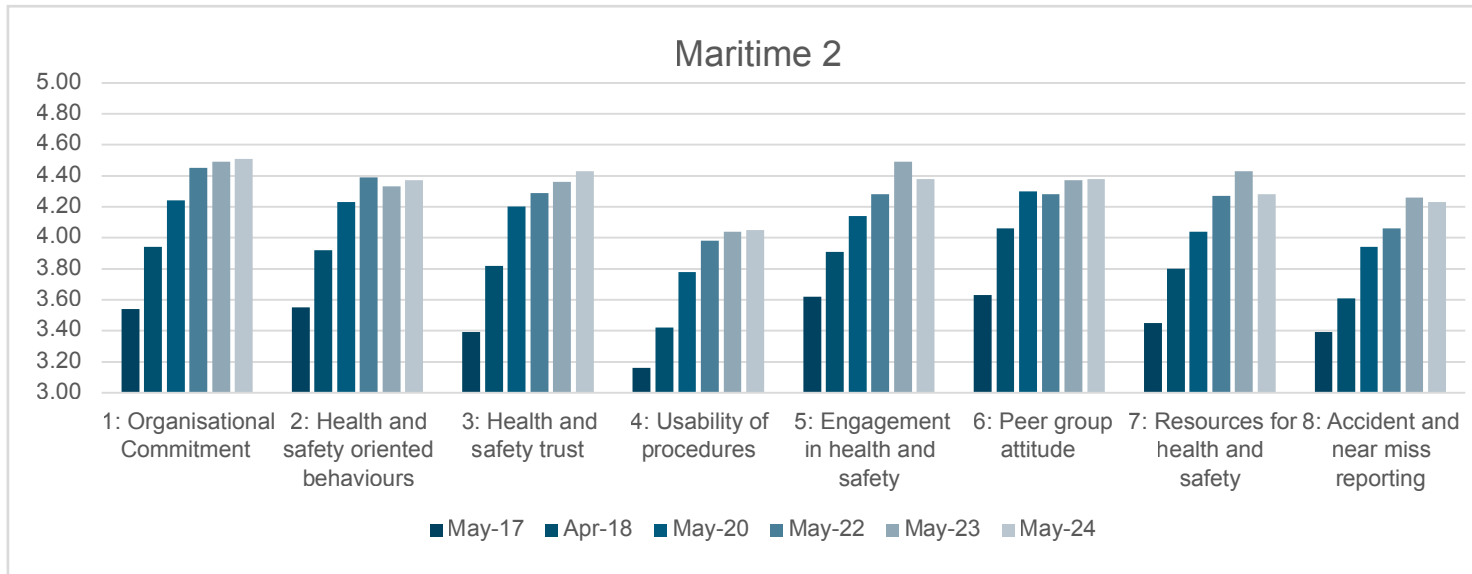


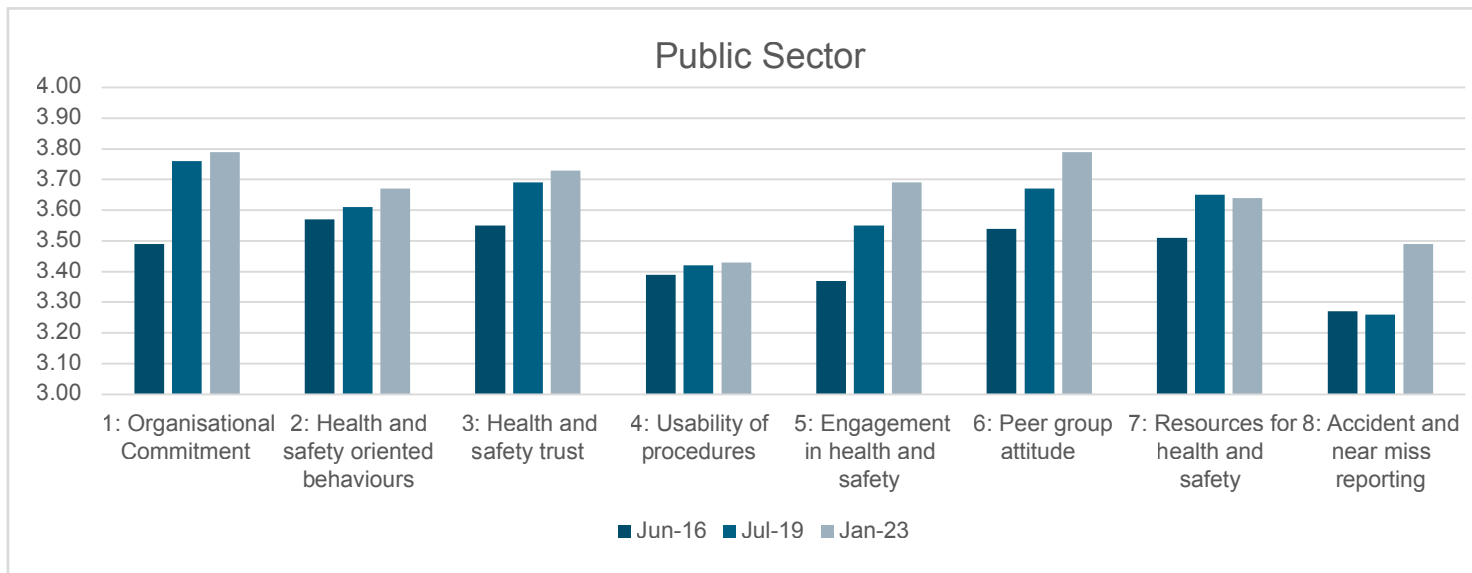
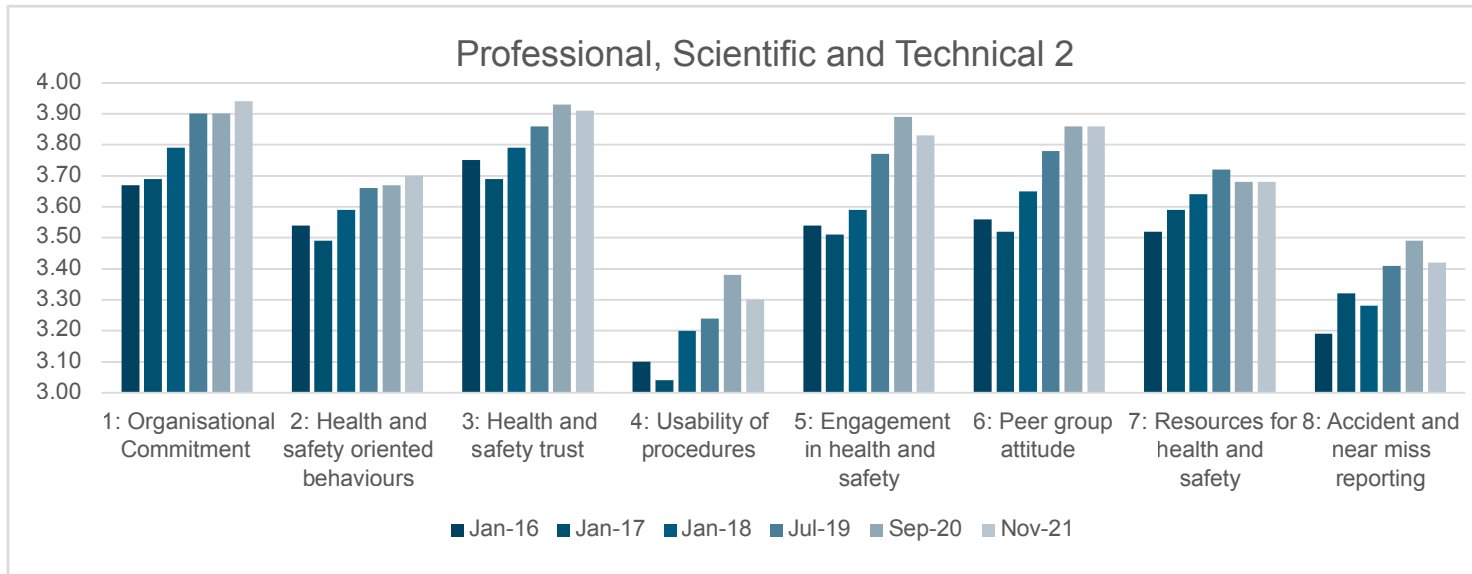


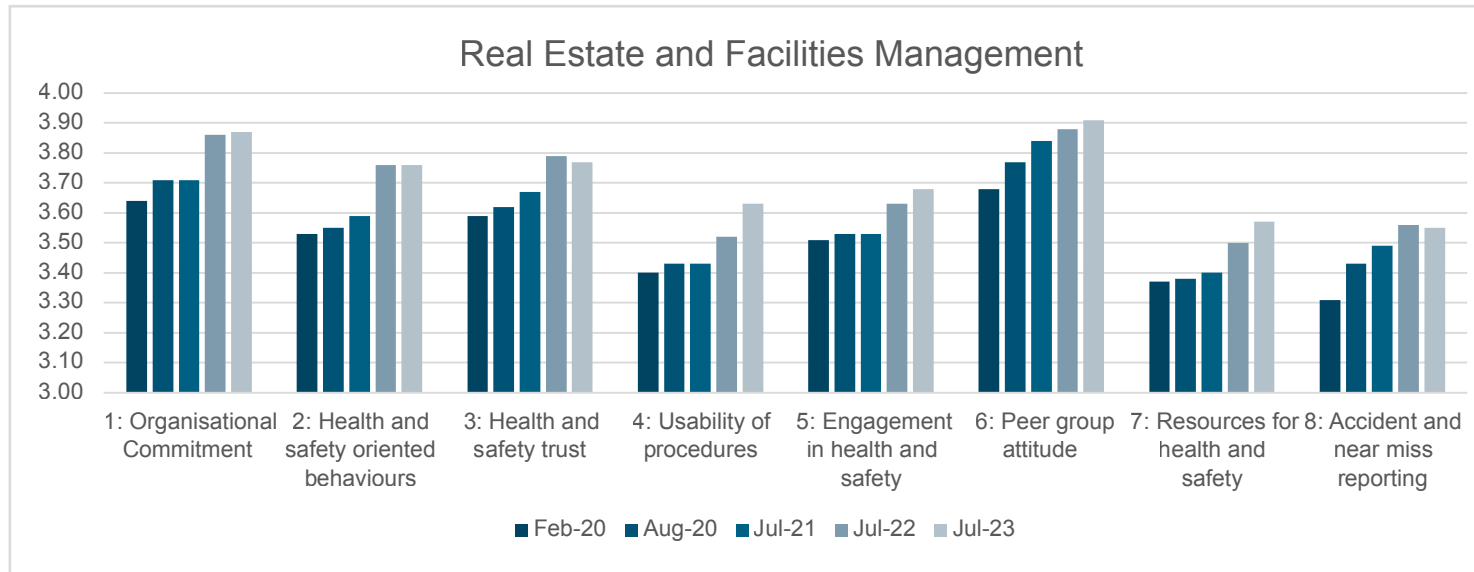














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