

**PUBLICATIONS AND
PRODUCTS FROM**



Safety Climate Tool (SCT)

Benchmarking report

August 2022



Introduction

The Safety Climate Tool 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. The data used to develop this report is based on all organisations results from 2014 to August 2022.

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 SCT 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 safety culture. The comparison of your organisation's scores against 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.

With the issues many industries are experiencing with retaining and attracting workers, improve the health and safety for workers can only help an organisation succeed.

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The SCT measures the attitudes and perceptions of the workforce about health and safety against eight safety climate factors. The report includes

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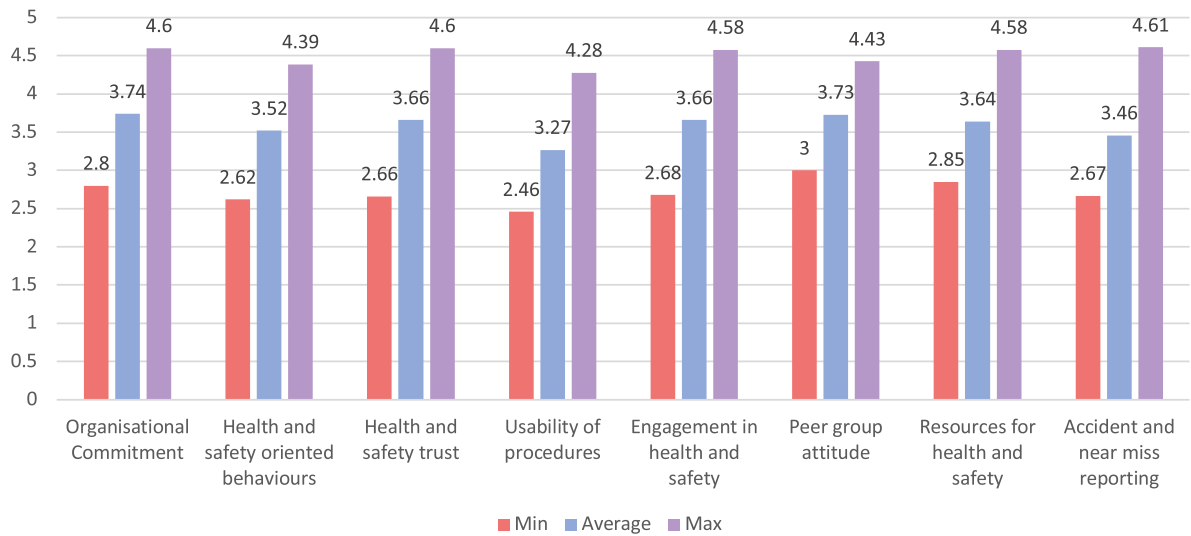
In addition, this report breaks down the average (mean) score for each of the eight factors by the following industry sectors.

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Industry sector comparisons

The all-industry comparison group comprises 305,301 individual respondents across 453 organisations, up until the end of August 2022.

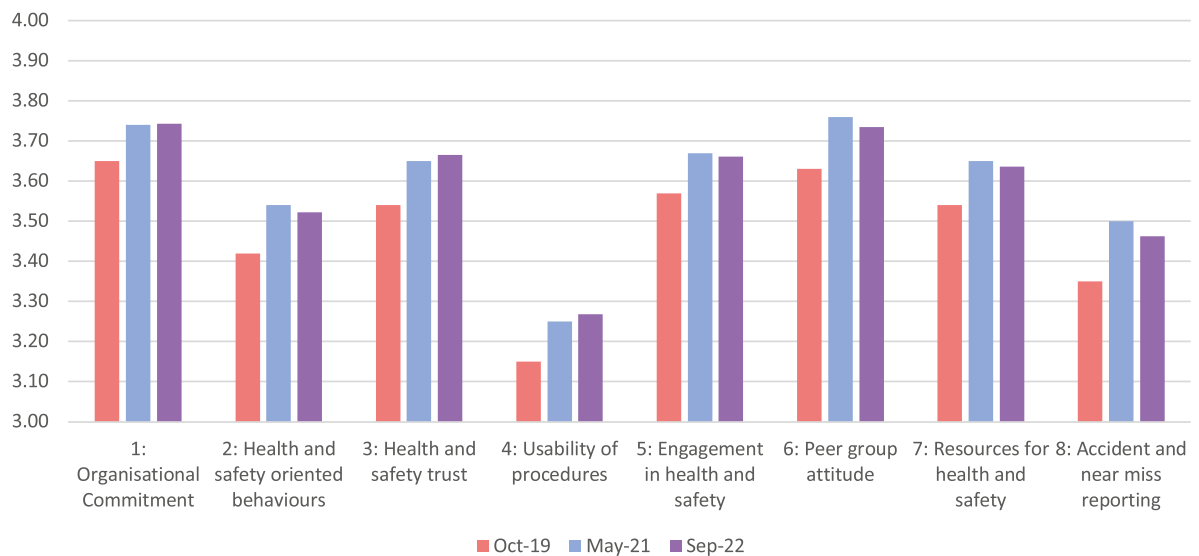
	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting
Min	2.80	2.62	2.66	2.46	2.68	3.00	2.85	2.67
Average	3.74	3.52	3.66	3.27	3.66	3.73	3.64	3.46
Max	4.60	4.39	4.60	4.28	4.58	4.43	4.58	4.61



Comparison of all industry benchmarking

A comparison of the all industry benchmarking reports for October 2019, May 2021 and August 2022.

Average (mean) results	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Oct-19	3.65	3.42	3.54	3.15	3.57	3.63	3.54	3.35	167500	130
May-21	3.74	3.54	3.65	3.25	3.67	3.76	3.65	3.50	60048	74
Sep-22	3.74	3.52	3.66	3.27	3.66	3.73	3.64	3.46	305301	453

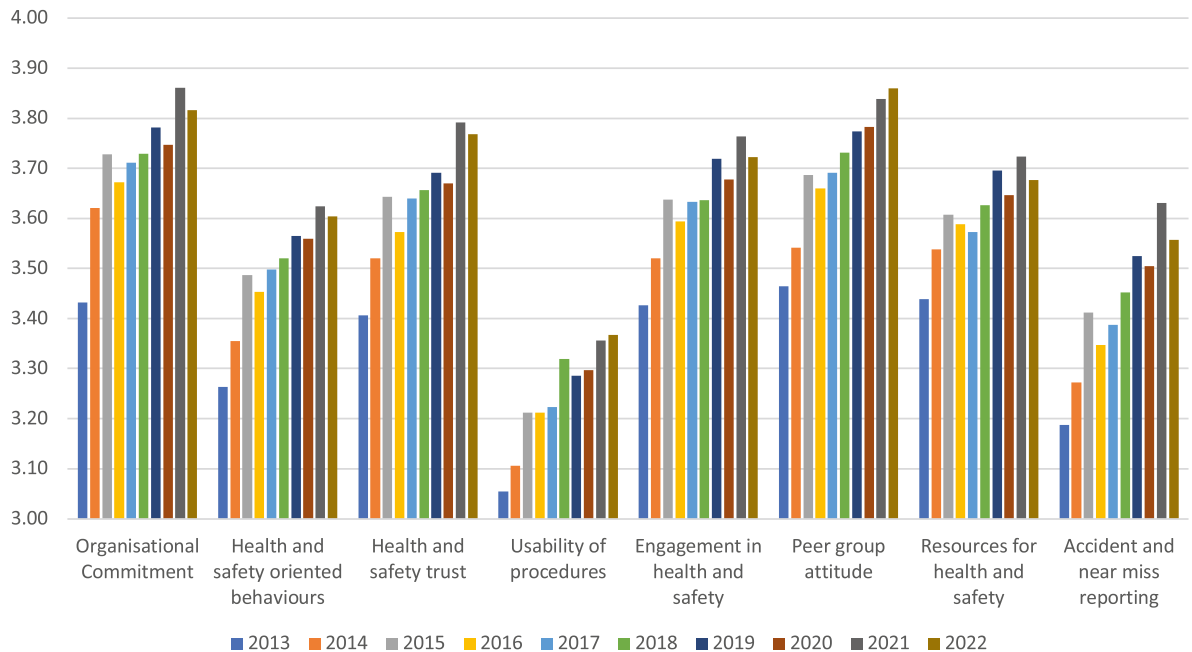


- October 2019: the all industry comparison group comprises 167,500 individual respondents across 130 organisations, with the latest result for each organisation in the previous five years.
- May 2021: the all industry comparison group comprises 60,048 individual respondents across 74 organisations, with the latest result for each organisation in the previous two years.
- August 2022: the all industry comparison group comprises 305,301 individual respondents across 453 assessments, taking all results in the system back to 2014 to show historical trends.

Despite the different approach taken in August 2022, the variant between the mean scores for all three of these data sets is a maximum of 0.15 for accident and near miss reporting, and down to a variant of only 0.09 for organisational commitment.

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 shows the data by each year.



Average (mean) results by year	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
2013	3.43	3.26	3.41	3.05	3.43	3.46	3.44	3.19	5579	9
2014	3.62	3.36	3.52	3.11	3.52	3.54	3.54	3.27	29,327	35
2015	3.73	3.49	3.64	3.21	3.64	3.69	3.61	3.41	32,736	37
2016	3.67	3.45	3.57	3.21	3.59	3.66	3.59	3.35	42,223	60
2017	3.71	3.50	3.64	3.22	3.63	3.69	3.57	3.39	28,386	45
2018	3.73	3.52	3.66	3.32	3.64	3.73	3.63	3.45	53,412	40
2019	3.78	3.56	3.69	3.29	3.72	3.77	3.70	3.53	48,847	72
2020	3.75	3.56	3.67	3.30	3.68	3.78	3.65	3.50	24,528	43
2021	3.86	3.62	3.79	3.36	3.76	3.84	3.72	3.63	14,682	62
2022	3.82	3.60	3.77	3.37	3.72	3.86	3.68	3.56	25,581	50

The combined data from all organisations using SCT shows that there has been a general improvement of scores, with a slight drop off in 2022 (this could be due to only having partial data for the 2022).

Examples of success

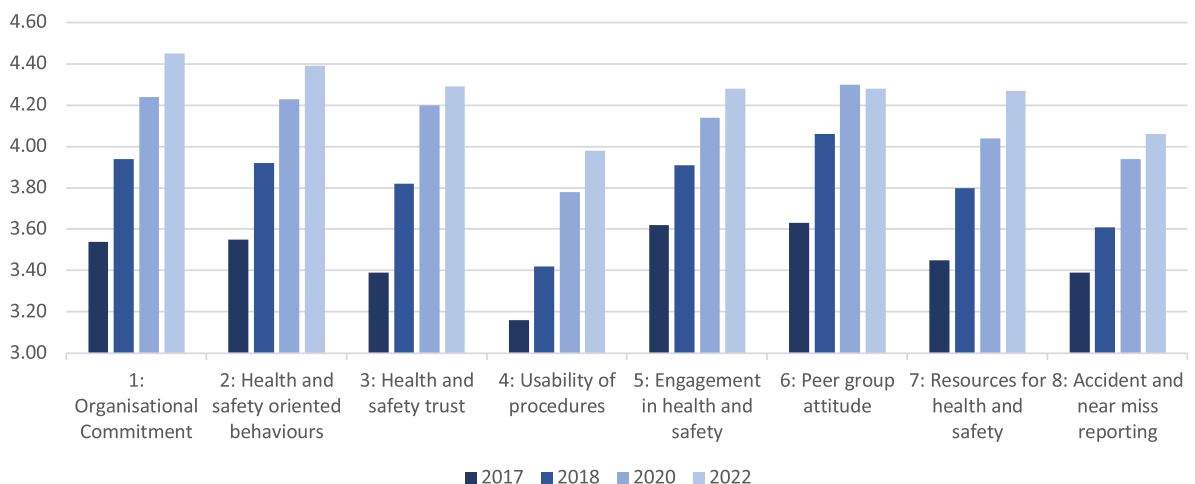
When analysing the data, we identified several organisations that have delivered consistent improvements over time. This highlights that if an organisation focuses on improving the safety climate, a positive change can be achieved.

Disclaimer: It is difficult to identify if all organisations experienced similar improvements due to changes in the number of respondents, this may have been due to:

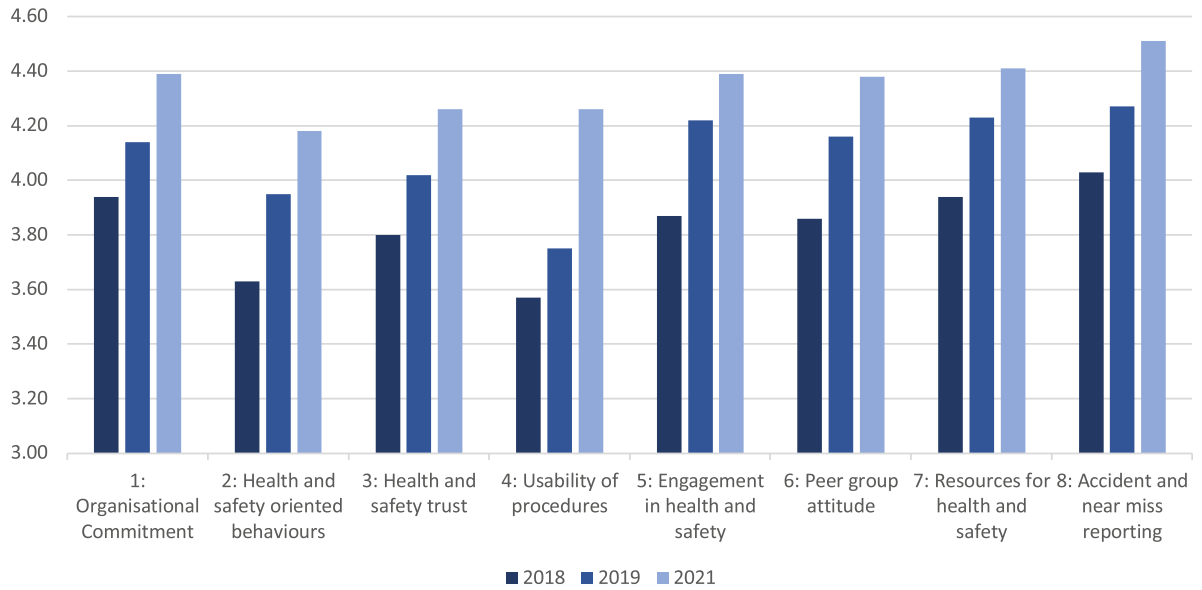
- Organisations increasing or decreasing the scope
- Organisation growth through mergers or acquisitions
- Organisations downsizing during the pandemic.

If your organisation has delivered positive improvements since using the SCT, 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.

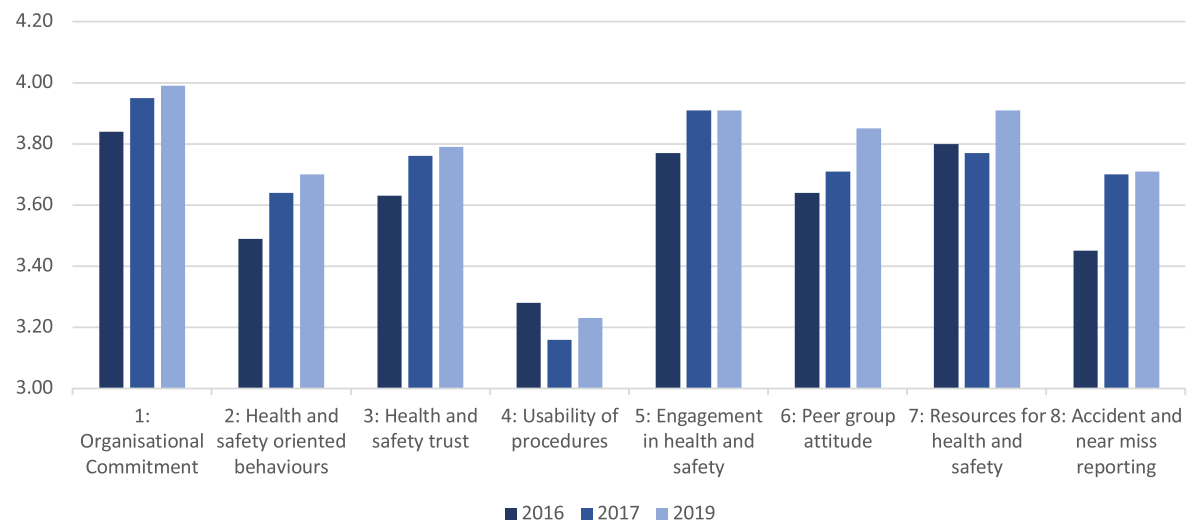
A specialist engineering organisation that supplies the maritime industry, with a workforce of circa 100.



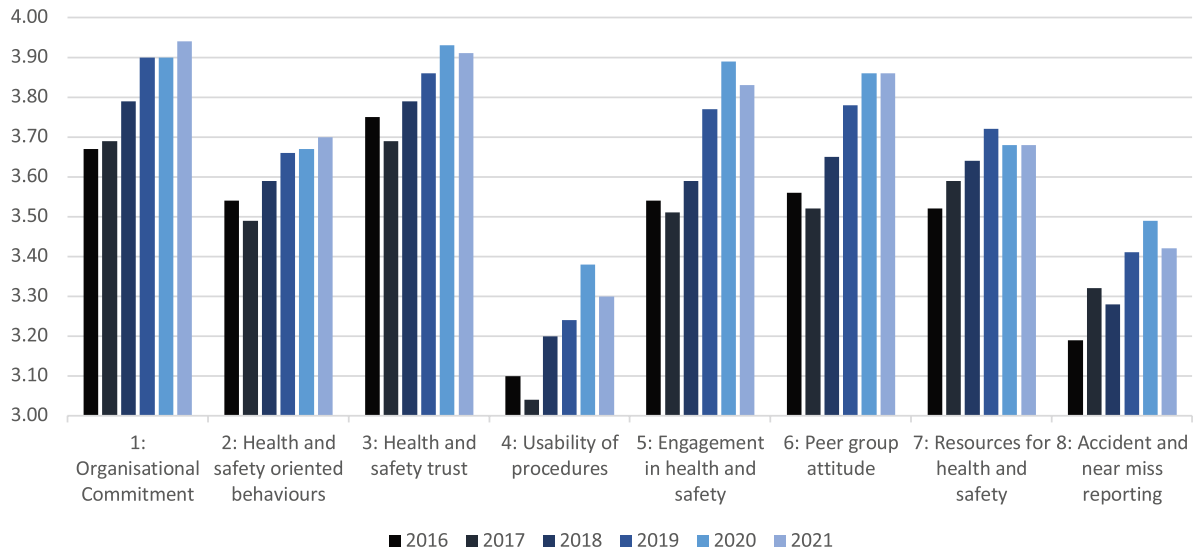
An international chemicals and pharmaceuticals business, with circa 4000 workers.



A maritime engineering organisation with circa 500 workers.



A manufacturing company with circa 500 workers.



The above are a handful of examples of the types of improvements you can expect to see with a management supported focus on improving safety climate/culture.

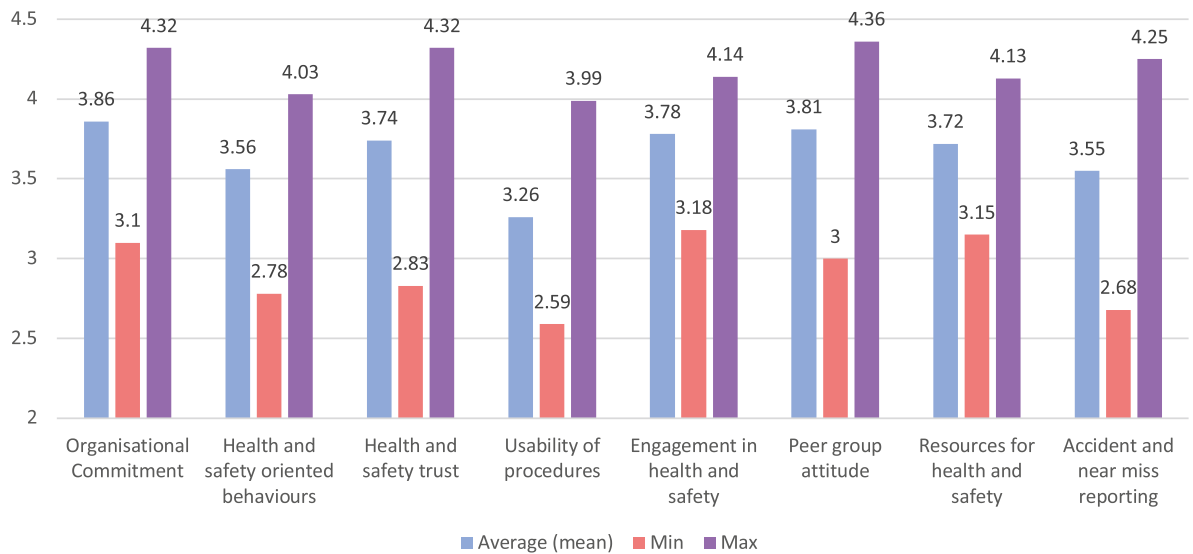
Industry Benchmarking



Construction

The construction comparison group comprises 24,010 individual respondents across 67 organisational assessments.

Construction	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.86	3.56	3.74	3.26	3.78	3.81	3.72	3.55	24,010	67
Min	3.10	2.78	2.83	2.59	3.18	3.00	3.15	2.68		
Max	4.32	4.03	4.32	3.99	4.14	4.36	4.13	4.25		



Within the construction industry we are able to breakdown the mean scores into more specific sectors.

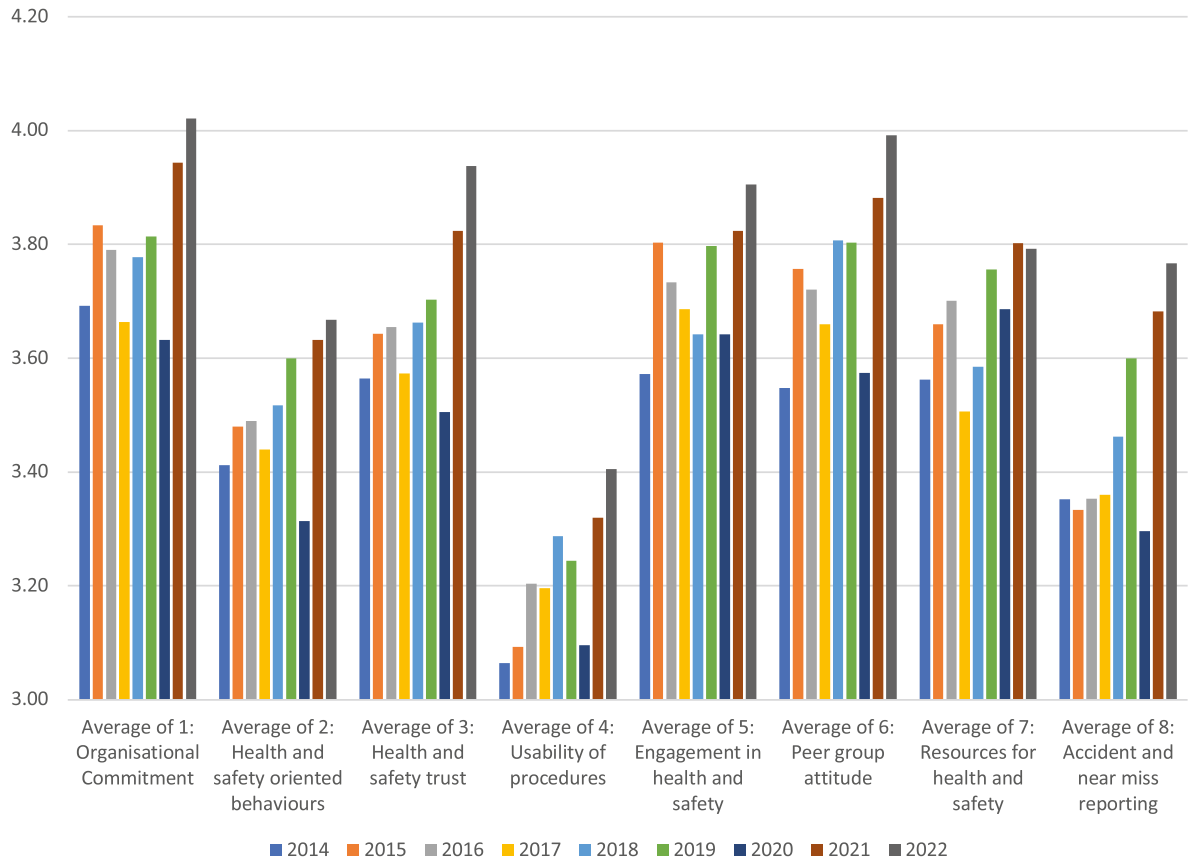
Average (mean) results	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Building Supplies	3.80	3.65	3.67	3.23	3.73	3.72	3.79	3.57	1,584	5
General Construction	3.81	3.45	3.67	3.22	3.74	3.76	3.66	3.44	8,455	15
Property Services	4.07	3.71	3.94	3.36	3.97	3.96	3.88	3.83	2,280	15
Road Construction	3.81	3.56	3.67	3.17	3.72	3.86	3.58	3.43	6,490	12

Construction (trends over time)

Within the construction industry we are able to breakdown the mean scores by year to highlight trends over time.

Average (mean) results	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
2014	3.69	3.41	3.57	3.07	3.57	3.55	3.56	3.35	2,859	4
2015	3.83	3.48	3.64	3.09	3.80	3.76	3.66	3.33	1,371	3
2016	3.79	3.49	3.65	3.20	3.73	3.72	3.70	3.35	5,136	11
2017	3.66	3.44	3.57	3.20	3.69	3.66	3.51	3.36	668	3
2018	3.78	3.52	3.66	3.29	3.64	3.81	3.59	3.46	3,561	4
2019	3.81	3.60	3.70	3.24	3.80	3.80	3.76	3.60	1,850	7
2020	3.63	3.31	3.51	3.10	3.64	3.57	3.69	3.30	872	5
2021	3.94	3.63	3.82	3.32	3.82	3.88	3.80	3.68	2,667	15
2022	4.02	3.67	3.94	3.41	3.91	3.99	3.79	3.77	4,585	14

Construction Benchmarking Over Time



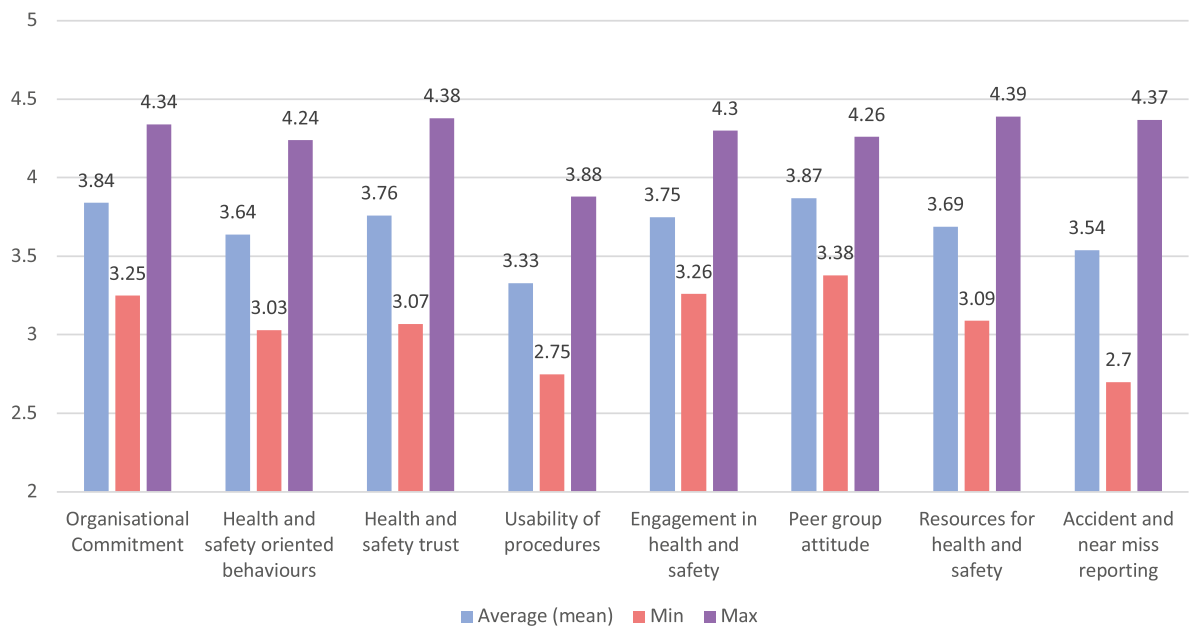
The data shows that while there has been some improvements achieved over time, there was a drop down in 2020 that could have been caused by the pandemic. In 2021/22 we are seeing the improvements return and grow above pre pandemic levels.



Energy

The energy comparison group comprises 58,067 individual respondents across 70 organisational assessments.

Energy	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.84	3.64	3.76	3.33	3.75	3.87	3.69	3.54	58,067	70
Min	3.25	3.03	3.07	2.75	3.26	3.38	3.09	2.70		
Max	4.34	4.24	4.38	3.88	4.30	4.26	4.39	4.37		



Within the energy sector we are able to breakdown the mean scores into more specific sectors.

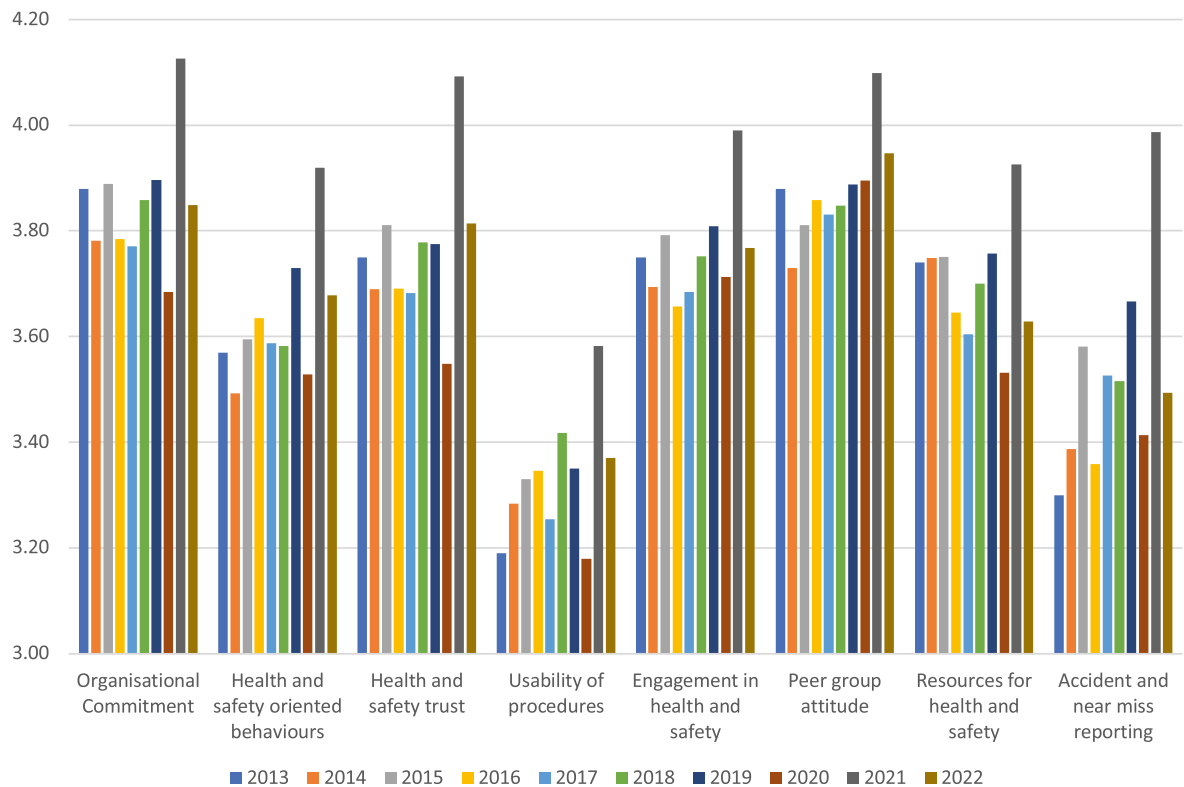
Average (mean) results	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Coal/Gas/Oil/Petrol	3.78	3.56	3.67	3.27	3.72	3.82	3.68	3.47	19,000	26
Electricity	3.98	3.72	3.85	3.33	3.90	3.87	3.85	3.70	12,239	9
Nuclear	3.79	3.62	3.70	3.33	3.66	3.89	3.58	3.38	21,189	19
Renewables	4.00	3.81	4.00	3.52	3.87	3.96	3.79	3.74	3,962	11

Energy (trends over time)

Within the energy sector we are able to breakdown the mean scores by year to highlight trends over time.

Average (mean) results	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
2013	3.88	3.57	3.75	3.19	3.75	3.88	3.74	3.30	3,094	1
2014	3.78	3.49	3.69	3.28	3.69	3.73	3.75	3.39	5,832	7
2015	3.89	3.60	3.81	3.33	3.79	3.81	3.75	3.58	10,370	8
2016	3.78	3.64	3.69	3.35	3.66	3.86	3.65	3.36	2,882	9
2017	3.77	3.59	3.68	3.26	3.69	3.83	3.61	3.53	6,829	8
2018	3.86	3.58	3.78	3.42	3.75	3.85	3.70	3.52	4,191	5
2019	3.90	3.73	3.78	3.35	3.81	3.89	3.76	3.67	11,773	10
2020	3.69	3.53	3.55	3.18	3.71	3.90	3.53	3.41	5,740	6
2021	4.13	3.92	4.09	3.58	3.99	4.10	3.93	3.99	847	7
2022	3.85	3.68	3.81	3.37	3.77	3.95	3.63	3.49	6,147	8

Energy SCT Benchmarking

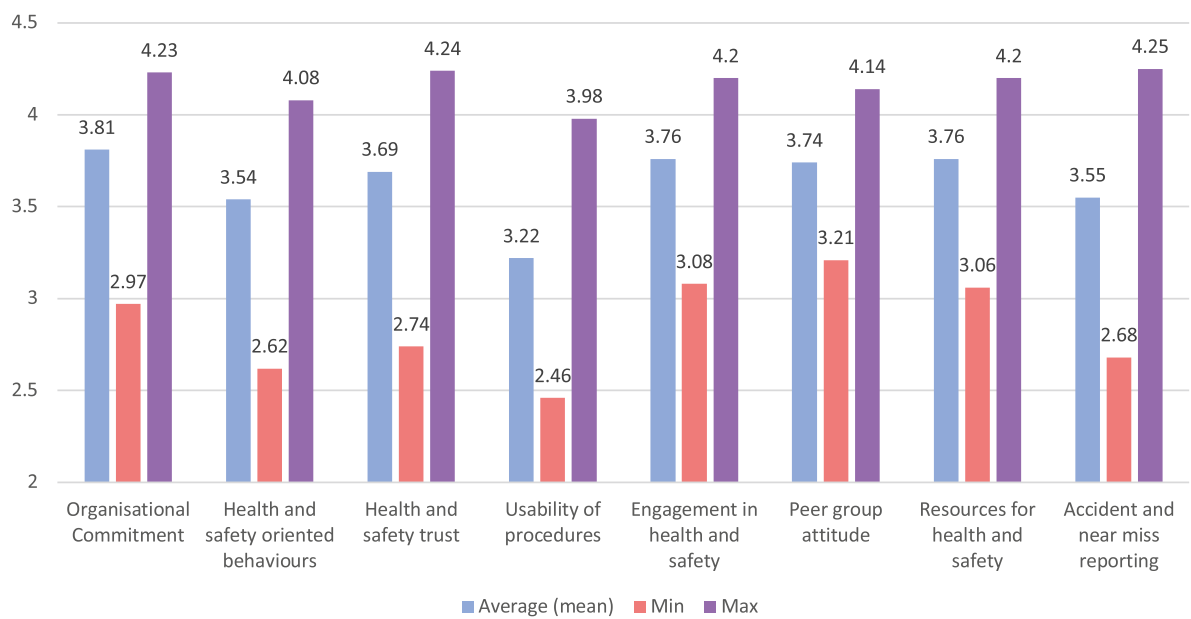




Engineering

The engineering comparison group comprises 8,569 individual respondents across 32 organisational assessments.

Engineering	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.81	3.54	3.69	3.22	3.76	3.74	3.76	3.52	8,569	32
Min	2.97	2.62	2.74	2.46	3.08	3.21	3.06	2.96		
Max	4.23	4.08	4.24	3.98	4.2	4.14	4.2	4.25		



Within the engineering industry we are able to breakdown the mean scores into more specific sectors.

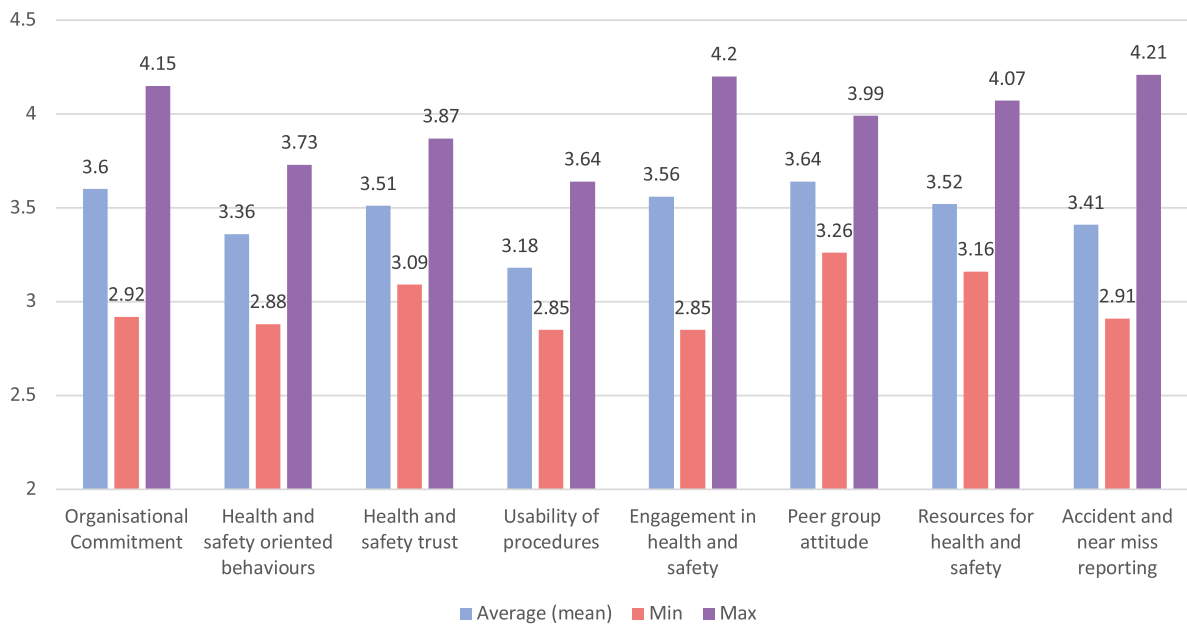
Average (mean) results	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Civil	3.78	3.48	3.61	3.19	3.77	3.72	3.79	3.62	4,407	18
Manufacturing	3.80	3.57	3.79	3.19	3.69	3.70	3.63	3.33	2,193	7



Food and drink manufacturing

The food and drink comparison group comprises 27,720 individual respondents across 22 organisational assessments.

Food and drink	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.60	3.36	3.51	3.18	3.56	3.64	3.52	3.41	27,720	22
Min	2.92	2.88	3.09	2.85	2.85	3.26	3.16	2.91		
Max	4.15	3.73	3.87	3.64	4.2	3.99	4.07	4.21		



Within the food and drink industry we are able to breakdown the mean scores into more specific sectors.

Average (mean) results	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Drink	3.71	3.51	3.60	3.28	3.71	3.74	3.63	3.59	20,969	10
Food	3.51	3.24	3.44	3.11	3.44	3.55	3.42	3.26	6,751	12



Emergency services

The emergency services comparison group comprises 2,866 individual respondents across 4 organisational assessments.

Emergency services	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.70	3.45	3.60	2.96	3.51	3.36	3.44	3.24	2,866	4
Min	3.53	3.27	3.34	2.85	3.35	3.21	3.23	2.97		
Max	3.97	3.79	3.98	3.14	3.78	3.69	3.62	3.57		

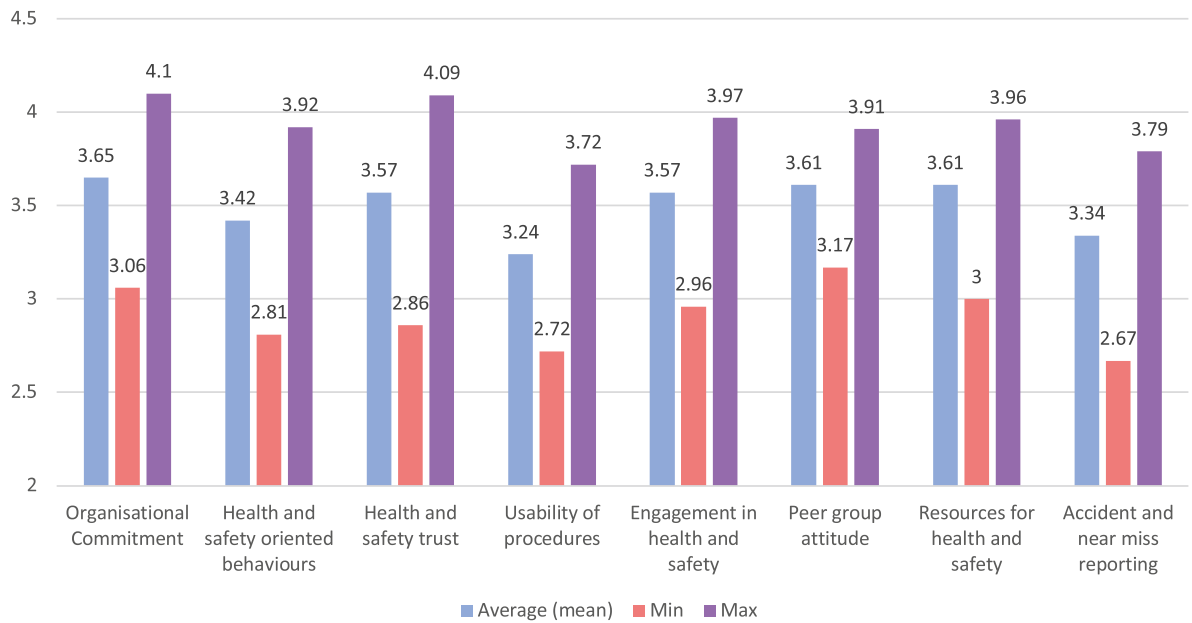




Manufacturing

The manufacturing comparison group comprises 53,212 individual respondents across 56 organisational assessments.

Manufacturing	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.65	3.42	3.57	3.24	3.57	3.61	3.61	3.34	53,212	56
Min	3.06	2.81	2.86	2.72	2.96	3.17	3.00	2.67		
Max	4.10	3.92	4.09	3.72	3.97	3.91	3.96	3.79		

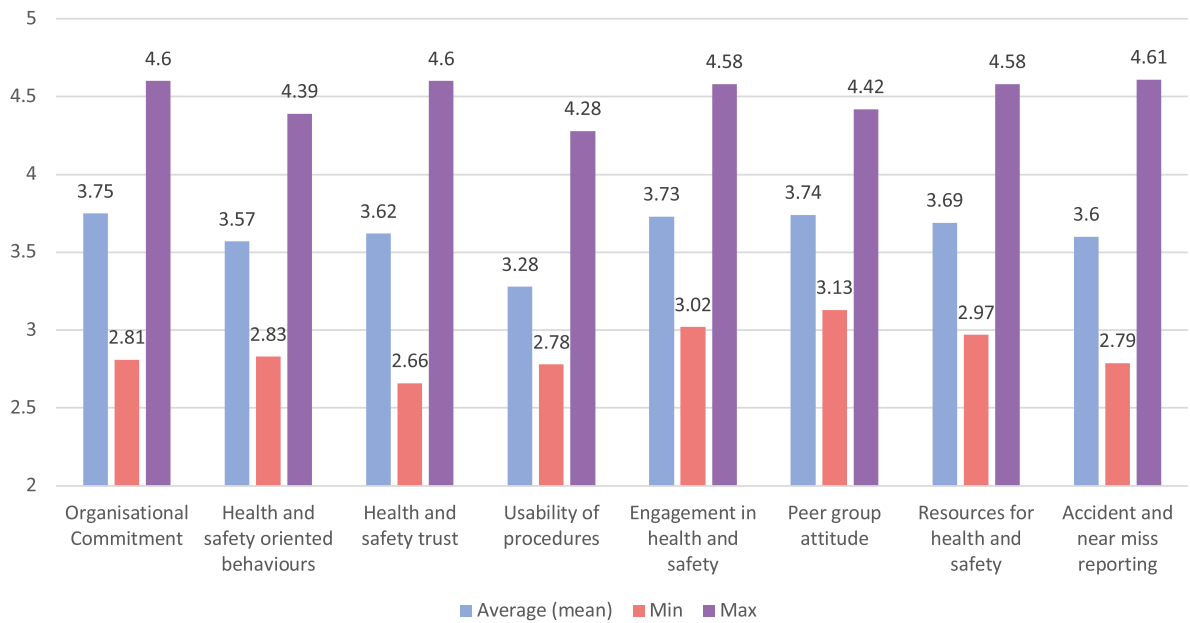




Maritime

The maritime comparison group comprises 6,880 individual respondents across 24 organisational assessments.

Maritime	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.75	3.57	3.62	3.28	3.73	3.74	3.69	3.60	6,880	24
Min	2.81	2.83	2.66	2.78	3.02	3.13	2.97	2.79		
Max	4.60	4.39	4.60	4.28	4.58	4.42	4.58	4.61		

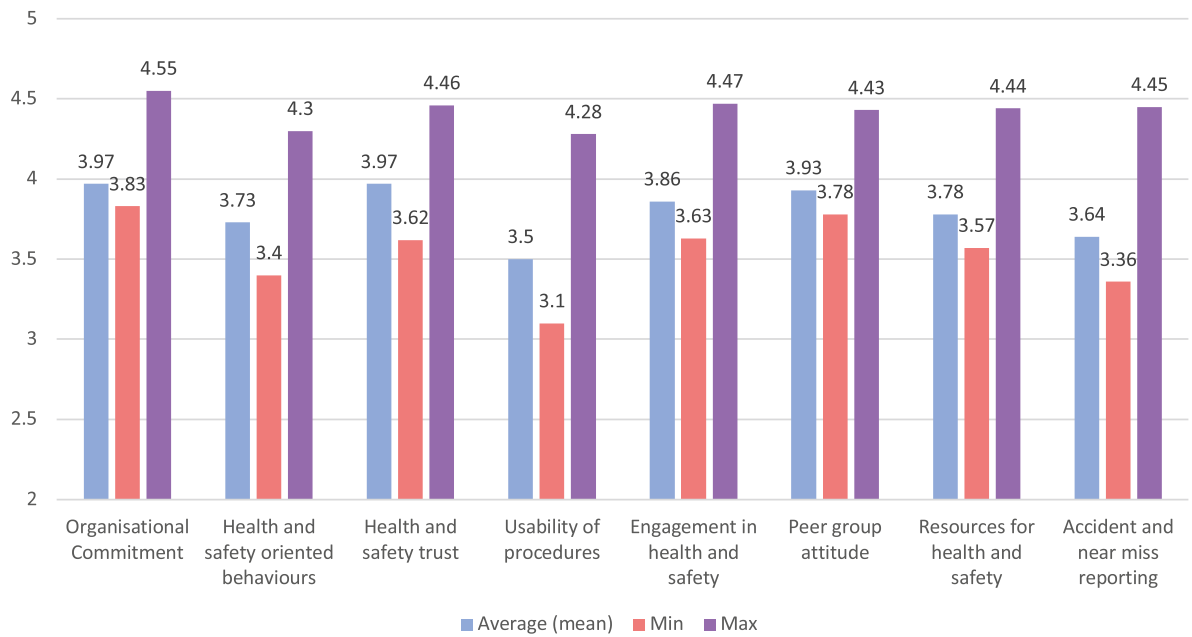




Pharmaceutical

The pharmaceutical comparison group comprises 9,500 individual respondents across 13 organisational assessments.

Pharmaceutical	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.97	3.73	3.97	3.50	3.86	3.93	3.78	3.64	9,500	13
Min	3.83	3.40	3.62	3.10	3.63	3.78	3.57	3.36		
Max	4.55	4.30	4.46	4.28	4.47	4.43	4.44	4.45		

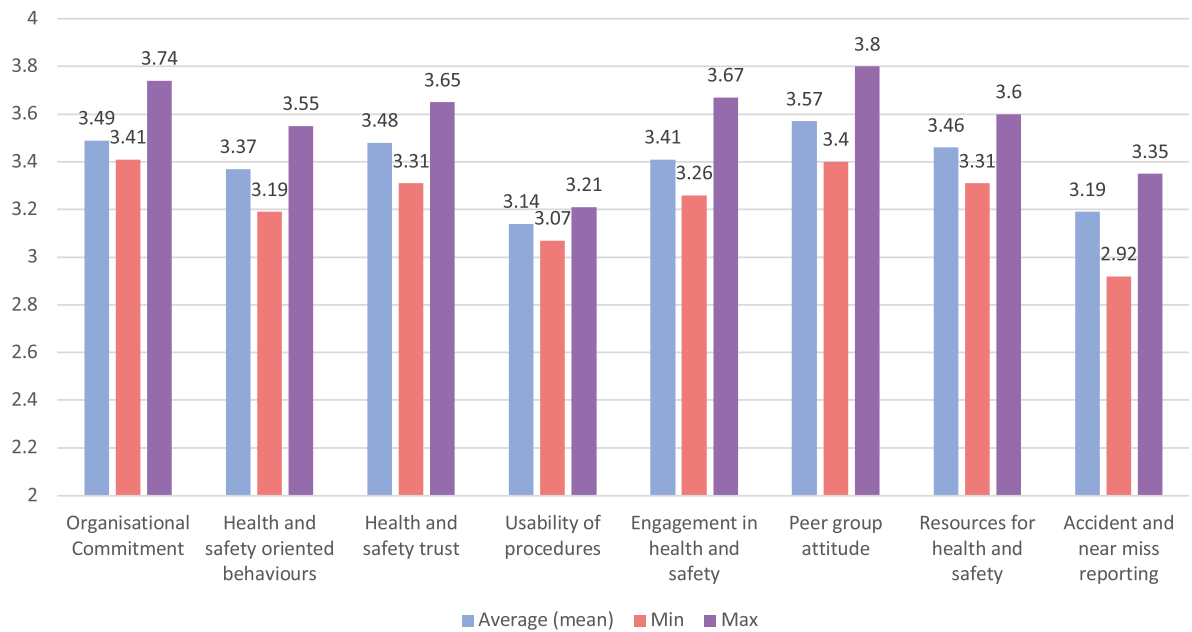




University (education)

The university comparison group comprises 5,158 individual respondents across 6 organisational assessments.

University	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.49	3.37	3.48	3.14	3.41	3.57	3.46	3.19	5,158	6
Min	3.41	3.19	3.31	3.07	3.26	3.4	3.31	2.92		
Max	3.74	3.55	3.65	3.21	3.67	3.8	3.6	3.35		

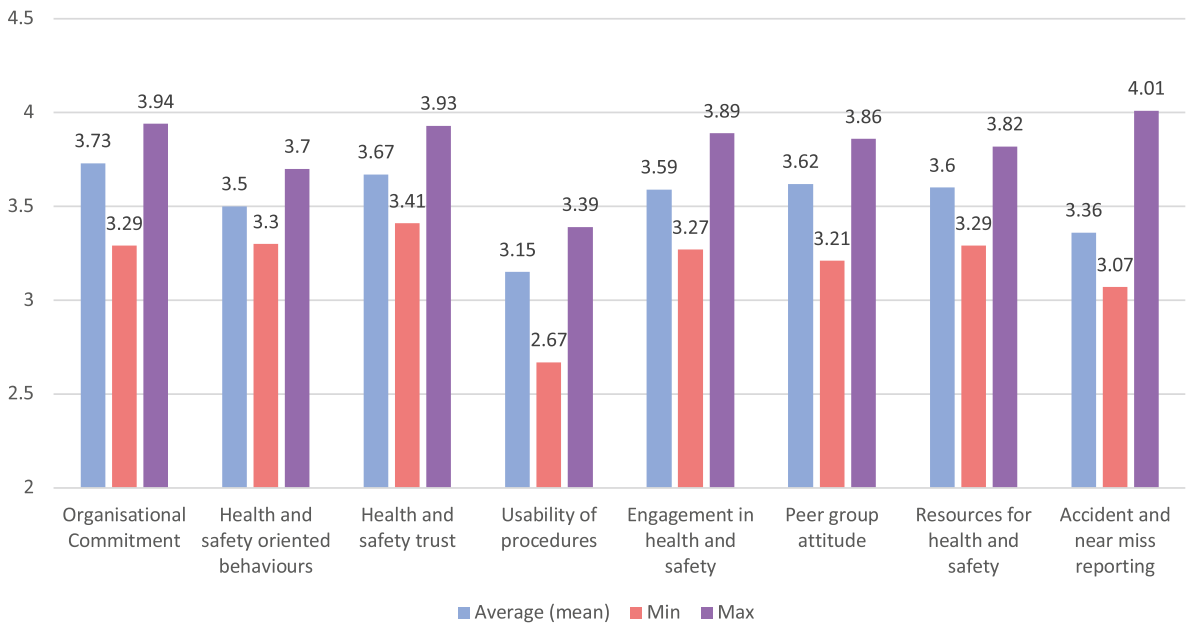




Professional, scientific, technical

The professional, scientific, and technical comparison group comprises 6,846 individual respondents across 17 organisational assessments.

Professional, scientific, technical	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.73	3.50	3.67	3.15	3.59	3.62	3.60	3.36	6,846	17
Min	3.29	3.3	3.41	2.67	3.27	3.21	3.29	3.07		
Max	3.94	3.7	3.93	3.39	3.89	3.86	3.82	4.01		

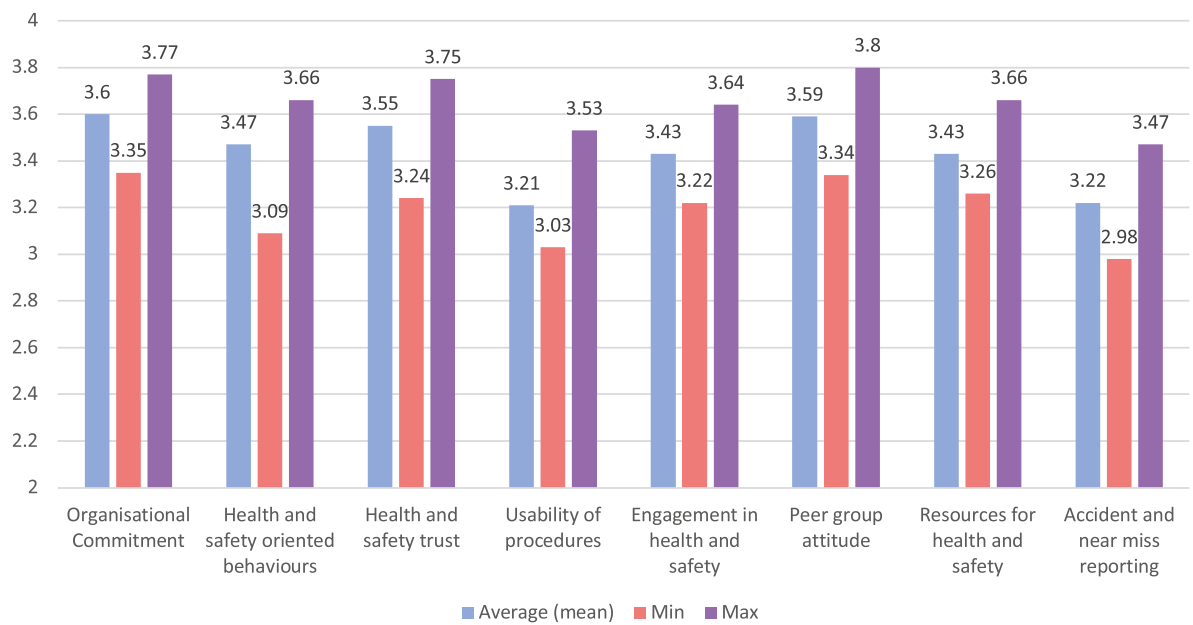




Public sector

The public sector comparison group comprises 10,179 individual respondents across 16 organisational assessments.

Public sector	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.60	3.47	3.55	3.21	3.43	3.59	3.43	3.22	10,179	16
Min	3.35	3.09	3.24	3.03	3.22	3.34	3.26	2.98		
Max	3.77	3.66	3.75	3.53	3.64	3.8	3.66	3.47		

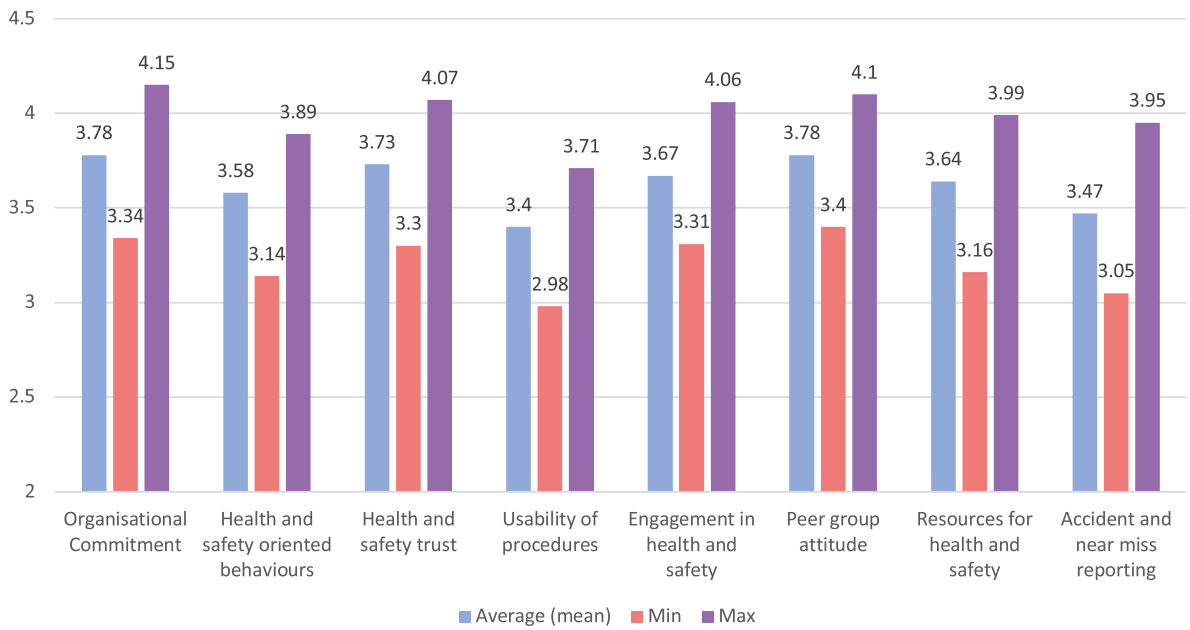




Real estate & facilities management

The real estate & facilities management comparison group comprises 40,375 individual respondents across 47 organisational assessments.

Real estate & facilities management	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.78	3.58	3.73	3.40	3.67	3.78	3.64	3.47	40,375	47
Min	3.34	3.14	3.3	2.98	3.31	3.4	3.16	3.05		
Max	4.15	3.89	4.07	3.71	4.06	4.1	3.99	3.95		

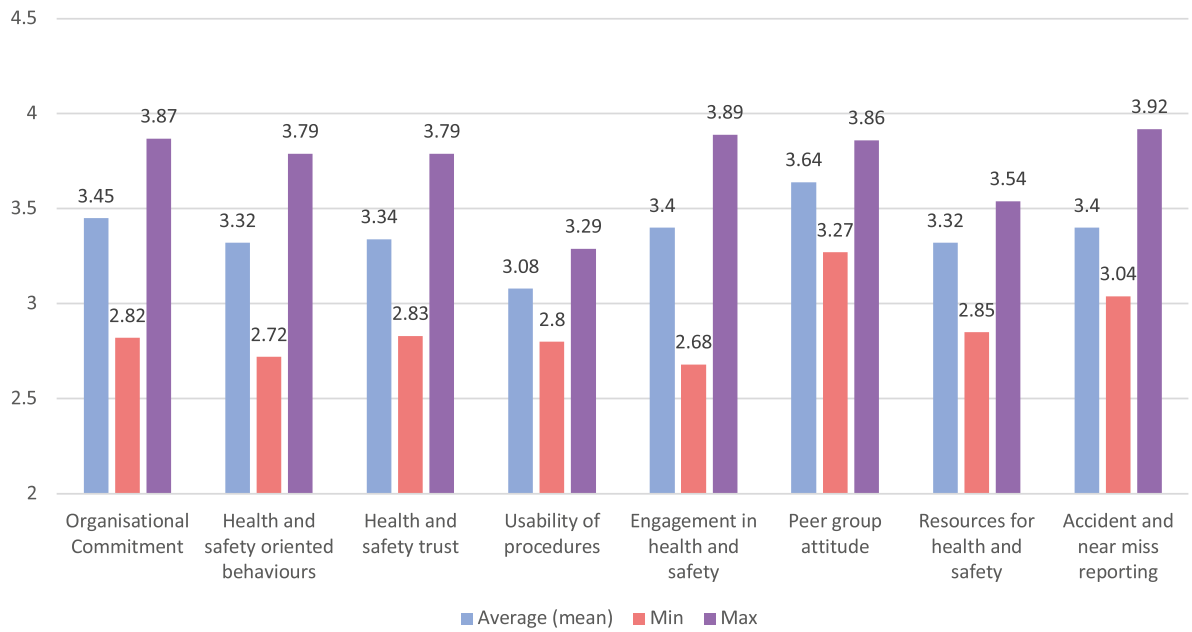




Transportation

The transportation comparison group comprises 7,263 individual respondents across 14 organisational assessments.

Transportation	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.45	3.32	3.34	3.08	3.40	3.64	3.32	3.40	7,263	14
Min	2.82	2.72	2.83	2.8	2.68	3.27	2.85	3.04		
Max	3.87	3.79	3.79	3.29	3.89	3.86	3.54	3.92		

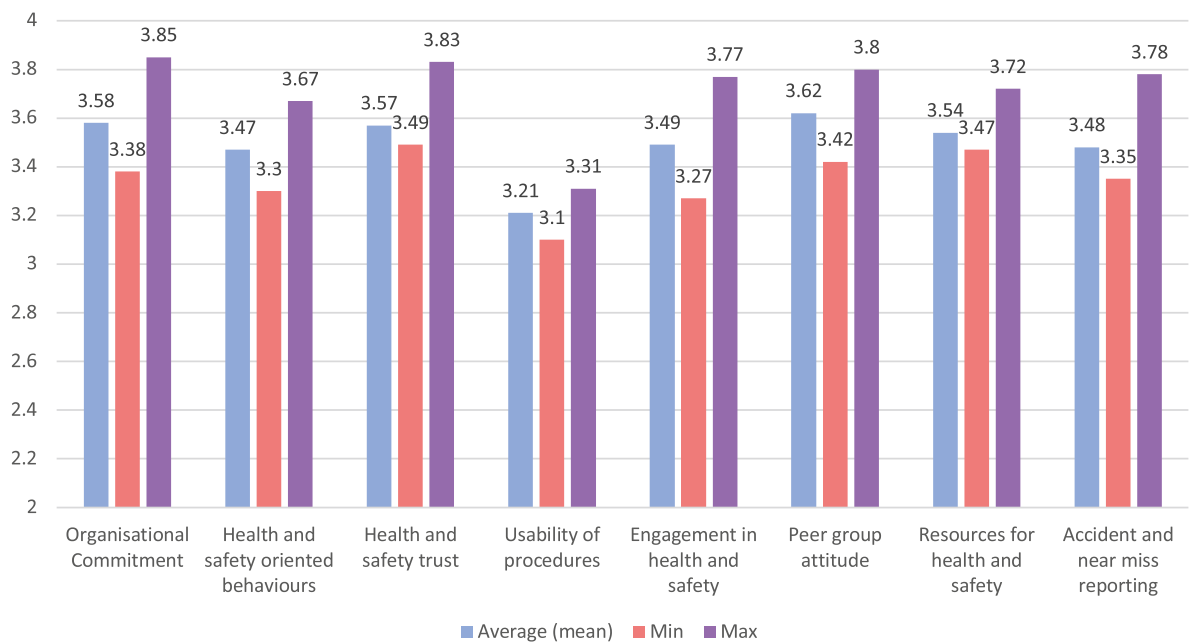




Warehousing and distribution

The warehousing and distribution comparison group comprises 2,280 individual respondents across 6 organisational assessments.

Warehousing and distribution	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.58	3.47	3.57	3.21	3.49	3.62	3.54	3.48	2,280	6
Min	3.38	3.3	3.49	3.1	3.27	3.42	3.47	3.35		
Max	3.85	3.67	3.83	3.31	3.77	3.8	3.72	3.78		

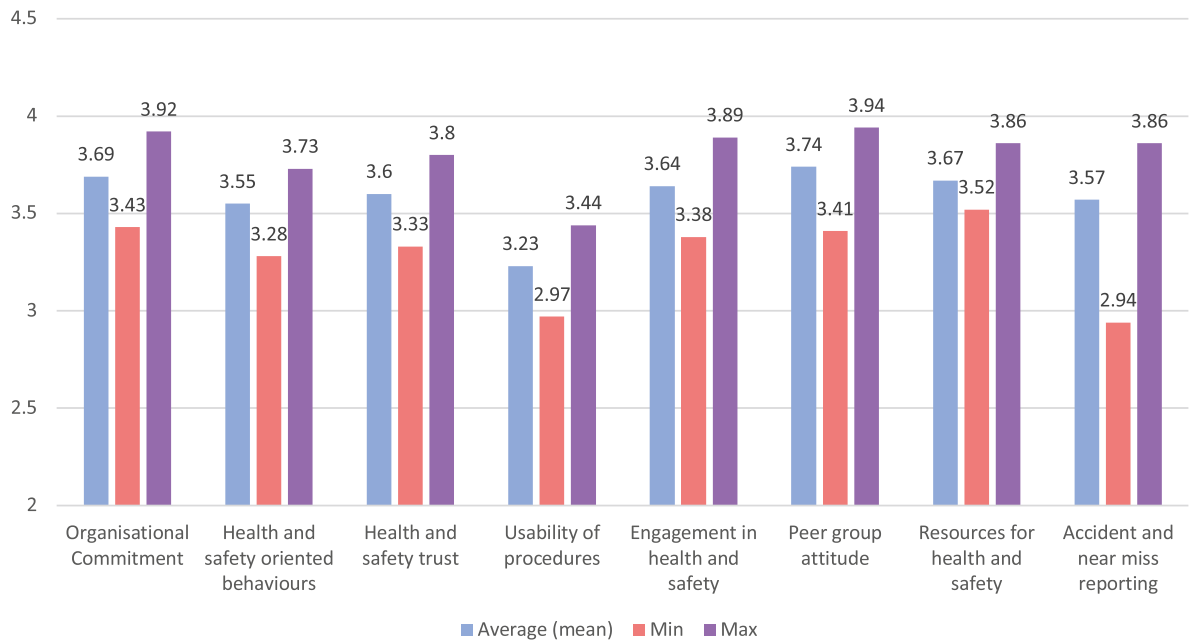




Waste management

The waste management comparison group comprises 3,832 individual respondents across 9 organisational assessments.

Waste management	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.69	3.55	3.60	3.23	3.64	3.74	3.67	3.57	3,832	9
Min	3.43	3.28	3.33	2.97	3.38	3.41	3.52	2.94		
Max	3.92	3.73	3.8	3.44	3.89	3.94	3.86	3.86		

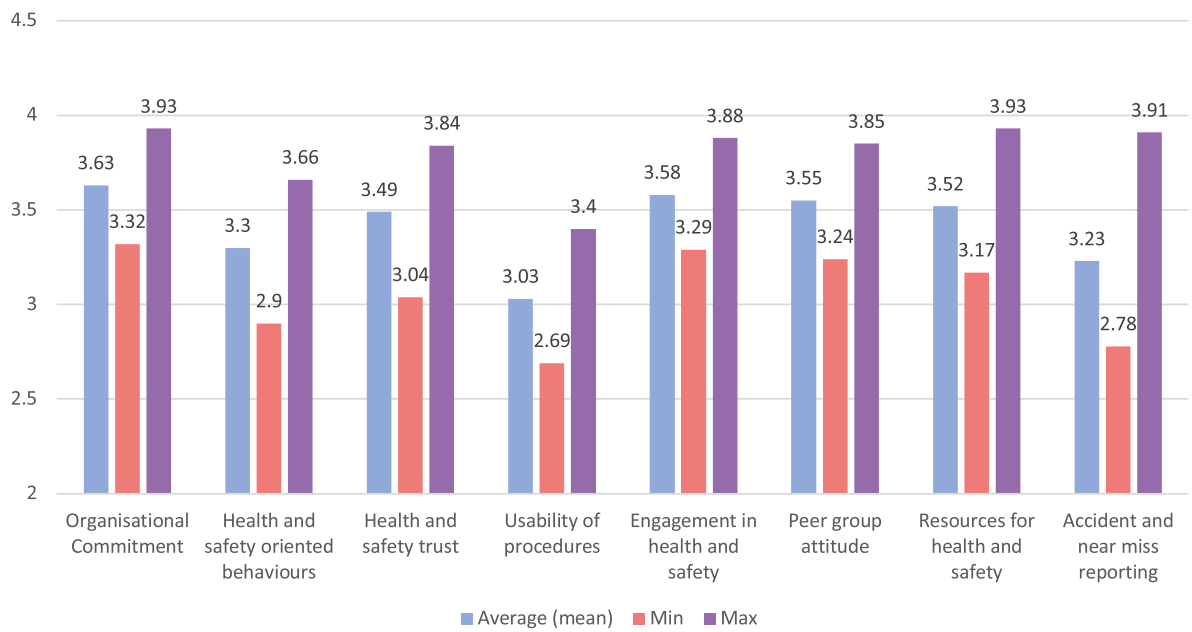




Water (utilities)

The water comparison group comprises 10,017 individual respondents across 12 organisational assessments.

Water	Organisational Commitment	Health and safety oriented behaviours	Health and safety trust	Usability of procedures	Engagement in health and safety	Peer group attitude	Resources for health and safety	Accident and near miss reporting	Number of Respondents	Number of Assessments
Average (mean)	3.63	3.30	3.49	3.03	3.58	3.55	3.52	3.23	10,017	12
Min	3.32	2.9	3.04	2.69	3.29	3.24	3.17	2.78		
Max	3.93	3.66	3.84	3.4	3.88	3.85	3.93	3.91		



PUBLICATIONS AND PRODUCTS FROM



What next?

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