



**CANTERBURY REBUILD
SAFETY CHARTER**

Canterbury Rebuild Safety Charter Research



Updated Research Report

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Research First

Contents

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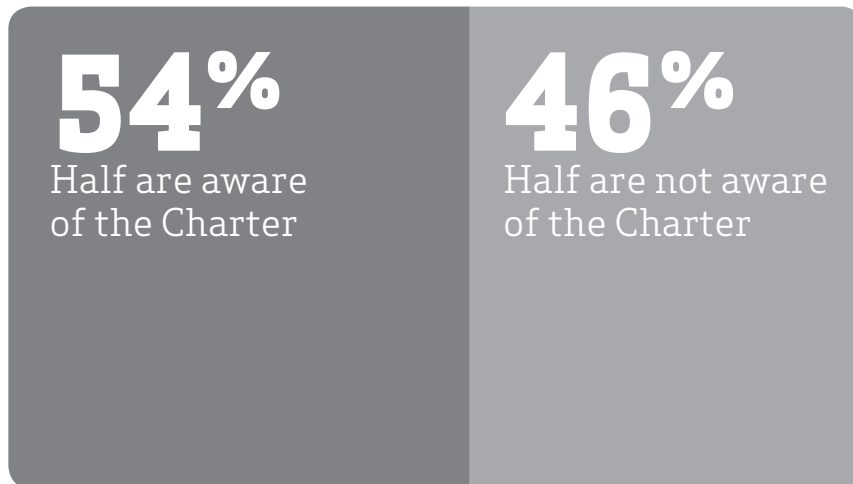
Key Findings

Research First conducted a research project for Worksafe concerning the Canterbury Rebuild Safety Charter (the Charter). This research involved a three-stage mixed method approach involving:

1. Data collection via self-completion surveys whereby the Charter Project Officer gained access to sites around Christchurch and handed the surveys out to be filled in. An initial sample of 535 surveys was completed. After this, the survey was adapted slightly and a further 204 surveys were completed resulting in a total sample size of 739.
2. A non-response survey conducted via telephone. A total of 55 respondents were interviewed over the phone. These respondents answered a very brief survey covering a select few of the questions on the initial questionnaire completed in Stage One.
3. Three focus groups with tool-based workers, middle managers and senior managers to provide deeper insights.

This report presents the results from the combined results from this mixed-method project. The key findings from this research are:

1.1 Awareness of the Charter was Average



The results from the on-site surveys show that half of the survey respondents were aware of the Charter, while half were not aware. This result is likely skewed by respondents being informed of the Charter immediately prior to completing the survey. The real result, then, is likely to be less positive in terms of awareness of the Charter (Section 3.1).

1.2 Workers were Positive about Workplace Health and Safety

Survey results showed that most respondents rated Christchurch worksites as 'safe' or 'very safe'. Respondents also indicated that workplace safety is improving.

These results are also supported by the survey respondents' high levels of agreement (i.e. 80% or over) with the range of statements concerning the health and safety of their workplaces:

- I know how to do my job safely
- I'm happy to talk to my direct supervisor about health and safety problems
- My direct supervisor takes health and safety seriously
- The site supervisor takes health and safety seriously
- I can get more training on how to do things safely when I need it
- Senior management of the company I work for takes health and safety seriously
- I feel like I can say 'no' to a job if I think it's likely to cause me harm
- I'm happy that my workmates know what to do to keep each other safe at work
- My workplace is healthy
- We have toolbox meetings about health and safety at least every week

1.3 But, Perceptions do not Align with Reality

However, while these results seem to suggest that health and safety on Christchurch worksites is exceptionally good, there is evidence to suggest that these perceptions are based on misconceptions about what 'safe' actually means. The focus group results reveal that what is perceived as 'safe' is not consistent with what is actually safe (and meets regulations).

Participants in the focus groups highlighted that the perceived safety of a task is often influenced by a number of external factors, including:

- The length of time the task will take to perform; and
- The experience, skill level and physical ability of the person doing the task.

Some tool-based workers and middle managers noted that they sometimes perform quick and easy tasks less 'safely' than they should because they perceive what they are doing as being safe or, at least, 'not dangerous'. Focus group participants also suggested that time and money constraints can mean they take shortcuts on health and safety to get a job done quickly.

1.4 There is Confusion around Health and Safety Managers versus Health and Safety Representatives

Focus group participants in all groups were confused about the difference between a health and safety manager and a health and safety representative. Most participants did not understand the difference between the two roles and tended to use the labels interchangeably.

1.5 There is Room for Improvement in Health and Safety

This research identifies areas where the Charter could concentrate its efforts in order to improve health and safety across the Christchurch rebuild. These areas for focus are:

- 1. Develop a Culture of Health and Safety:** New Zealand currently operates on a 'she'll be right' culture which can act as a barrier to safe work practices. This culture needs to change in order to change behaviour. The Charter could consider how it can help to facilitate a culture of health and safety in New Zealand, and specifically in the construction sector.
- 2. Share Ideas and Resources:** It makes sense to have a forum to share the best models for developing and implementing health and safety practices in workplaces. That way, organisations can learn off each other and speed up the process of developing a health and safety culture. The Charter could help by facilitating the sharing of information.
- 3. Training and Development:** More training and worker development is needed to ensure all workers know how to participate in health and safety. The Charter could offer resources and training options (i.e. toolbox discussions) to members to help in this area.
- 4. Design and Planning:** Health and Safety needs to be considered when (a) designing buildings (so they are designed in a way that is safe to build); and (b) planning projects (so sufficient resources are allocated to health and safety). The Charter could work with organisations to help them plan better for health and safety.
- 5. Site Management:** Clean and orderly sites were considered vital for maintaining a safe worksite. The Charter could help by here by pushing this practice among its members.
- 6. Provision and Encouragement:** This includes ensuring workers have access to the PPE and tools needed to do their jobs safely and encouraging use of that equipment. The Charter could supply signatories with signs, posters and toolbox talks to help in this area. The Charter could also encourage organisations to ensure their workers have access to basic facilities at all worksites.
- 7. Checking and Enforcement:** The research results suggest enforcing the regulations may motivate workers to be safer on worksites. The Charter could work with Worksafe to perform more regular site checks to ensure health and safety regulations are being followed. This may mean checks are performed with recommendations given prior to audits.

2

Research Context and Design

2.1 Introduction

In May 2015 the Canterbury Rebuild Safety Charter (the Charter) contracted Research First to complete a research project alongside their team. The purpose of this research was to measure awareness of the Charter and perceptions of health and safety on construction sites in Christchurch with the aim of determining health and safety issues the Charter can address.

2.2 Research Design

A mixed-method design was employed for this research project to provide the Charter with robust results it can use as a basis for decision making going forward. This research involved three stages of data collection, the results of which have been brought together into this report. The three stages were:



2.2.1 Stage One: On-Site Surveys

Measuring awareness of the Charter and perceptions of health and safety on Christchurch worksites was conducted using a self-completed survey. This was distributed to workers on site by a member of the Charter team. A total of 739 surveys were completed over two data collection cycles:

1. The first cycle involved the collection of 535¹ surveys predominantly with respondents who work for large companies; and those who work for steering group members or other Charter signatories, or who work on sites where the principal contractor is a signatory.
2. The second cycle involved the collection of 204 surveys. This cycle targeted smaller companies, those working for companies less engaged with the Charter², those in tool-based roles to obtain a much more representative total sample of respondents.

1. This includes the 511 that were included in the first report and a further 24 surveys completed in the first data collection cycle but too late for that first report.

2. I.e. Staff of companies that were not part of the Steering Group.



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There were some variations made to the questionnaire between the first and second data collection cycles. These were made in an attempt to achieve greater nuance from the data. Where the questions have changed or a question has been added, notes have been included identifying the sample.

Data from both data collection cycles have been combined to provide an overall picture of perceptions of health and safety. Data were also analysed by job type and affiliation with the Charter. Interesting and significant differences in the results have been noted in the body of the report with the corresponding tables included in Appendix One.

2.2.2 Stage Two: Non-Response Survey

Given the positivity of, and the lack of variation in, the results from the first cycle of on-site data collection, those results were not able to provide clear direction for the Charter regarding current health and safety issues on worksites in Christchurch that the Charter could look to address. While there was still a second cycle of data collection being considered, it was decided that the combined results from the on-site surveys should be tested using a non-response survey. This survey involved phoning 55 of those who were not interviewed as part of the main survey and asking them one or two key questions from that survey. The results have been compared to the results from the main survey allowing researchers to understand if the views of respondents to the onsite surveys are the same as non-respondents and, if not, to gain an indication of the extent of the disparity in the results. These results are presented in the section they relate to for ease of interpretation.

2.2.3 Stage Three: Focus Groups

More in-depth information was also required to help determine the best health and safety areas for the Charter to concentrate on. As such, three focus groups were conducted by Research First with the following design:

All groups included a mix of:

- Charter signatories and non-signatories
- Organisation size;
- Industry (residential, specialist trades, sub-contractors, large commercial and light commercial).

Tool-based workers	Site Managers	Senior Managers
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Focus groups provide a powerful way to explore attitudes and perceptions about complex issues. The method enables researchers to get beneath the surface of conventional survey responses to the rich and discursive insights. It's this kind of depth of insight regarding health and safety issues the Charter needs to be able to determine where its efforts will be best spent.

The qualitative data from these focus groups was analysed using the best practice model developed for New Zealand researchers by Tolich and Davidson, whereby data are categorised, reduced, analysed and interpreted. This means the analysis was organised around the following three part structure:

1. Themes (what are the elements of the 'story' running through the data?);
2. Exemplars (what examples highlight these themes?); and
3. 'Zingers' (what quotes capture the essence of a theme well?).

2.3 About the Analysis

The results from the on-site survey stage reveal extremely positive perceptions of health and safety at the respondents' workplaces. These results are considerably more positive than expected. Potential factors that may be affecting these results are:

- Bias from the presence of the Charter Project Officer on site at the time of the completion;
- That large proportions of respondents work for steering group members or other Charter signatories, or are working on sites where the principal contractor is a signatory;
- That a significant proportion of the workers interviewed are in management or administration positions and not working on the tools; and
- Workers' perceptions of safe practice being out of line with what actually constitutes safe practice (previous research conducted by Research First supports this supposition).

The results from the non-response survey, however, go some way towards legitimising these positive results. The non-response survey removed the potential bias issue and concentrated on tool-based workers. The results from this, albeit small, sample are at least consistent with (if not more positive than) the results from the on-site surveys. However, the issue of worker's perceptions being inconsistent with what actually constitutes safe practice may be a factor influencing the positivity of the results. The focus group results from this research support this idea.

It's important to look at the picture the research presents overall as the integrity of the analysis is underpinned by a technique known as 'triangulation'. This is a common technique for establishing the veracity of data gathered in qualitative research projects, and involves the use of multiple sources of information, perspectives, and kinds of data. This mix enables the researchers to 'see' the research question from a number of different perspectives and, therefore, to have much more confidence that the findings are accurate.

3

Awareness of the Charter

3.1 Awareness of the Charter

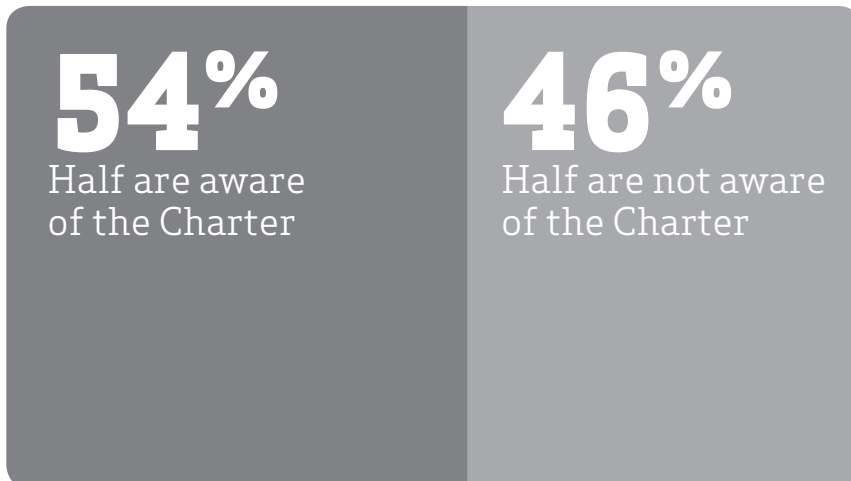
According to the on-site survey research phase, half of the respondents were aware of the Canterbury Rebuild Safety Charter. This result is influenced by a number of participants who heard about the Charter due to the Charter Project Officer being on site and suggests that those visits are fulfilling the goal of raising awareness of the Charter. Given these visits are a short-term option, a longer term solution may be needed to continue to build awareness.

As expected, those working for Charter signatories or Steering Group organisations were more likely to have heard of the Charter than non-signatories. In terms of the job type, the highest level of awareness was recorded among senior managers (72%) and those working in administrative roles (70%). Tool-based workers and site managers were considerably less likely to be aware of the Charter.

When asked how they had heard of the Charter, the most common response (34%) was 'through work'. This result is likely to include some respondents who heard about the Charter immediately prior to completing the survey. A further 18% directly mentioned hearing about the Charter through the Charter Project Officer. Other ways of hearing about the Charter included posters/ signs and health and safety meetings although few mentioned these sources.

Those 204 respondents who completed the survey in the second wave of data collection were asked whether they had heard of the Charter on that day or new about it before. Combining this data with the source of information allows us to gain an understanding of awareness of the Charter prior to the Charter project being launched, as well as the impact of that project (and the role of the Safety Charter Project Officer) on raising awareness. Table 3.3 shows that the project effectively doubled the level of awareness of the Charter.

3.1 Awareness of the Canterbury Rebuild Safety Charter



Number of Respondents = 724

Non-Response Survey Results



Results from the non-response survey suggest awareness of the Charter among construction workers may be lower than the main survey results suggest. The awareness level in the main survey results may be affected by the high proportion of senior management and administrative staff included as well as the concentration on Charter member organisations.

3.2 Source of Awareness of Charter

	Number of responses	Percentage of responses
Through work	116	34%
Through Safety Charter Project Officer	61	18%
Posters/ signs	29	9%
Health & Safety/ Site meetings	28	8%
Word of mouth	20	6%
Member/ Works for member company	18	5%
Media	17	5%
Other	83	24%
Don't know/ Can't recall	2	1%
Number of Respondents	342	

*Note that the Charter Project Officer observed that some of those who noted they heard of the Charter 'through work' had not heard of the Charter before the representative's visit to the site. There is no way to separate these from the group who had heard about the Charter through work previously for the first 535 surveys.

3.3 Measuring Impact of Safety Charter Project Officer, Those Aware of Charter (Phase Two)


	Number of responses	Percentage of responses
Through Safety Charter Project Officer at some point	36	33%
Through a different method on day surveyed	19	17%
Through a different method before day surveyed	55	50%
Number of Respondents (Those aware of Charter*)	110	

*Those who did not indicate the source of their awareness have been excluded from this analysis.

The focus group results suggest that likelihood to be aware of the Charter seemed to increase based on the participants' level in the organisation and the organisation's affiliation with the Charter. Senior managers and those who worked for Charter signatories and Steering Group organisations showed greater awareness and understanding of the Charter and its role.

3.2 Perceptions of the Charter


Focus group participants who were aware of the Charter discussed their perceptions of it. The Charter received mixed reviews with those senior and middle managers who were more engaged with health and safety seeing it as beneficial. One of the key positives extolled was the range of resources and information available. The forums and self-assessment tools have been particularly helpful for one middle manager who is trying to create a culture of health and safety in his workplace. This participant said:

 *I've seen it [the Charter] as an insight into how large companies operate their health and safety systems... I've been using those insights to produce something more realistic for my company.*

Some senior managers, however, saw the Charter as unnecessary and could see few (if any) benefits from being a member. These managers suggested there needed to be some sort of tangible or monetary incentive for being a Charter signatory (i.e. a reduction in fees for something like ACC). As one in this group put it:

 *It's just another health and safety vehicle that we don't need telling us what to do.*

Another said:

 *It was a lot more expensive for very little gain.*

These perceptions suggest the Charter could do more to ensure members and non-members understand the benefits of being a member. This could be as simple as advertising the benefits of membership and the range of resources available. Although it's likely that perceptions of the Charter here are tied into perceptions of health and safety as being of little value and heavily regulated (these perceptions will be explored further in Section 4).

4

Perceptions of Health and Safety on Worksites

4.1 Christchurch Worksites Are Seen as Safe

Respondents generally have positive perceptions of workplace health and safety. Most (84%) rated the level of safety on worksites across Christchurch as 'safe' or 'very safe'. Those working for steering group organisations or other Charter signatories (working on their own sites) were slightly less likely to rate Christchurch worksites as safe.

Workplace safety is also thought to be improving, with most (94%) saying their workplace is becoming safer. There was little difference in these results based on affiliation with the Charter or role.

When considering what is driving those perceived improvements in workplace safety, respondents cited increased workplace safety awareness, knowledge and participation as the main factors. There is some evidence to suggest that the Charter may be positively influencing health and safety with those closer to the Charter (i.e. Steering group members and other charter signatories) being slightly more likely to mention these factors than non-signatories. Senior managers were also more likely to mention these factors than those in other roles.

4.1 Level of Safety on Worksites in Christchurch	Number of responses	Percentage of responses
More than safe	597	84%
Very safe	148	21%
Safe	449	63%
Neutral	99	14%
Not very safe	12	2%
Not safe at all	0	0%
Number of Respondents	708	

4.2 Perceptions of Whether Workplace Safety is Improving	Number of responses	Percentage of responses
Workplace becoming safer	664	94%
Workplace NOT becoming safer	44	6%
Number of Respondents	708	

84%

say worksites in Christchurch are 'safe' or 'very safe'

Non-Response Survey Results

In the non-response survey, 93% rated the worksite they're working on as 'safe' or 'very safe'. This is slightly higher than the 84% 'more than safe' result in the main survey and suggests a high proportion of construction sector workers perceive their worksites to be safe.

4.3 Ways in Which Workplace Safety is Improving

	Number of responses	Percentage of responses
More awareness/ experience/ knowledge/ participation	304	51%
Regular meetings/ discussions	173	29%
Training	106	18%
Pro-active instead of reactive	76	13%
Inspections/ audits/ checks/ reviews	58	10%
Prioritising safety equipment/ barriers/ traffic control	44	7%
Clear communication	43	7%
Workers using PPE	42	7%
More supervision	31	5%
Stricter rules with harsher penalties	27	5%
More management involvement in site works/ behaviour	22	4%
Improved site security (fences/ signs/ barriers etc.)	18	3%
Other	24	4%
Total	591	

4.2 Perceptions of Workplace Health and Safety are Positive

In the first wave of on-site survey data collection respondents (N=535) were asked whether they 'agreed' or 'disagreed' with a range of statements regarding health and safety related to their jobs. The first wave of data collection showed a high level of agreement with statements about health and safety at the respondents' workplaces³ (Table 4.5).

Those working for Steering group organisations were less likely to say their workplace is healthy (81%) and less likely to have weekly toolbox meetings (65%). Tool-based and administrative workers were less likely than their managers to think their workplaces are healthy. Administrative workers were also less likely to think their supervisors take healthy and safety seriously, or to feel they can say 'no' to a job if they think it's likely to cause them harm.

4.4 Perceptions Health and Safety on Worksites (First wave)

99%	I know how to do my job safely
98%	I feel safe at work
98%	I'm happy to talk to my direct supervisor about health and safety problems
98%	My direct supervisor takes health and safety seriously
97%	The site supervisor takes health and safety seriously
97%	I can get more training on how to do things safely when I need it
97%	Senior management of the company I work for takes health and safety seriously
96%	I'm happy that my workmates know what to do to keep each other safe at work
96%	I feel like I can say 'no' to a job if I think it's likely to cause me harm
92%	My workplace is healthy
83%	We have toolbox meetings about health and safety at least every week

3. Note that those who did not answer or said 'don't know' have been removed from the analysis.

The same statements were rated in the second wave of data collection using a five point scale, where 1 = strongly disagreed and 5 = strongly agreed. This scale approach was employed due to the very high level of agreement exhibited in the first wave of data collection when respondents were forced to choose between 'agree' or 'disagree'. Using a 5-point scale allows for more gradation in the results and provides respondents with a 'neutral' option.

The results from this second wave of data collection are also very positive (although slightly less so than the original results)⁴. This gives the researchers more confidence that construction workers, in general, agree with these aspects of health and safety in their workplaces.

Where the results are less positive than the first wave of data collection are:

- 'I can get more training on how to do things safely when needed' (97% first wave compared to 85% second wave); and
- 'My workplace is healthy' (92% first wave compared to 81% second wave).

The results show that tool-based workers were more likely than site managers to agree that:

- Senior management and their direct supervisors take health and safety seriously;
- Their workmates know how to keep each other safe; and
- Their workplaces are healthy.

4.5 Perceptions Health and Safety on Worksites (Second wave)

98%	I know how to do my job safely
95%	Senior management of the company I work for takes health and safety seriously
94%	I'm happy to talk to my direct supervisor about health and safety problems
94%	The site supervisor takes health and safety seriously
92%	I feel safe at work
91%	I'm happy that my workmates know what to do to keep each other safe at work
91%	My direct supervisor takes health and safety seriously
90%	I feel like I can say 'no' to a job if I think it's likely to cause me harm
85%	I can get more training on how to do things safely when I need it
81%	My workplace is healthy
78%	We have toolbox meetings about health and safety at least every week

It's important to note that these results (from both phases of data collection) should be read with caution due to the caveats of the research. These include: potential bias as a result of a Charter Project Officer being onsite; that a significant proportion of the workers interviewed are in management or administration positions and not working on the tools; and that workers' perceptions of safe practice may not be aligned with regulations. It is also possible that those answering the survey may have felt influenced to answer the surveys positively by those in more senior positions⁵.

4. Those who did not answer or said 'don't know' have been removed from the analysis.

5. Research First is not saying this happened, but simply raising it as a possible source of influence on the results.


Keeping these caveats in mind, looking at the level of disagreement or neutrality with the statements highlights some areas of concern. In particular, there are a small (but significant) group of respondents who work on sites that don't always have weekly health and safety toolbox meetings and who indicated their workplace could be healthier⁶.

The results from the **non-response survey** also reveal extremely positive perceptions of health and safety on Christchurch worksites and this gives credibility to the high levels of agreement seen in the main survey. Respondents in the non-response survey were asked whether they agreed or disagreed with four of these same statements. All respondents agreed with the statements:


- My workplace is healthy
- I know how to do my job safely
- Senior management of the company I work for takes health and safety seriously
- I feel safe at work.

4.3 Perceptions of Focus Group Participants


Participants across all groups felt that health and safety has improved and continues to improve. As one tool-based worker put it:

 *Things are getting better because there are better systems.*

It was clear however that there was considerable room for more improvement in this area. Participants in all groups shared stories of unsafe behaviour they had done themselves or seen. A senior manager had recently witnessed workers using chemicals without safety goggles or protective clothing. One of the tool-based workers said:

 *I'm not very tall so I'm usually on the top of a three-foot ladder – I've had a few close calls.*

This apparent nonchalance about health and safety from some is perhaps best exhibited by the following quote from one of the tool-based workers. In response to the question, 'what does unsafe look like?' he said:

 *It means you don't get caught.*

4.3.1 Perceptions do Not Align with Reality

These focus group results show that while the survey results provide a measure of perceptions of the level of safety on worksites in Christchurch, there is a disconnect between those perceptions and the reality. The perception is that worksites are safe, but when the deeper insights are uncovered it appears that what is perceived as 'safe' is not consistent with what is actually safe (and meets the regulations).

6. These results come from a range of organisations.


Participants in the focus groups highlighted that the perceived safety of a task is often influenced by a number of external factors, including:

- The length of time the task will take to perform; and
- The experience, skill level and physical ability of the person doing the task.


Some tool-based workers and middle managers noted that they sometimes perform quick and easy tasks less 'safely' than they should because they perceive what they are doing as being safe or at least 'not dangerous'. For example, an electrician putting in lights at height may do most installs safely but when there is one at an awkward angle, rather than go and get the appropriate equipment, they may choose to install the light less safely (i.e. by leaning out from the ladder, or standing on the top rung). As this is a quick job performed frequently by this worker, their perception is that it's unlikely anything would go wrong and thus see the activity as being 'not dangerous'. As one participant said:

 *If you do it quickly... you don't think about the consequences.*


Some participants (especially migrants from Great Britain) put this kind of activity down to New Zealand's 'she'll be right' attitude. This was seen as a significant barrier to working safely and affecting a culture of health and safety. One middle manager described a conversation with one of his colleagues:

 *I said, 'what took you three days to go to the hospital?' [he said] 'I'm a Kiwi, mate'.*

Another participant, a tool-based worker said working at medium heights was safe enough. In his words:

 *If you know how to fall... it's alright eh.*

Time pressure was also a significant barrier to working safely. Participants across the three groups noted that looming deadlines can result in shortcuts being taken in this area. One of the tool-based workers had performed a quick job on a roof without safety equipment. This participant said:

 *There should have been scaffolding... but it was a 30 second job, and there was the time and money issue.*

At the same time, other factors also influence the likelihood of workers to perform tasks as safely as they know they should. Workers are (knowingly) less likely to put the appropriate safety measures in place where doing so is perceived as being disproportionately time-consuming or difficult compared to the task. This effect is amplified when the task is quick and simple and the worker has performed the same task several times before. One tool-based worker noted standing on the top rung of the step ladder and hauling himself into the attic rather than going to get the ladder. The reasoning behind this was the ladder was downstairs and outside and would take 'too long' to get.


It should be noted here that safe behaviour is more likely to occur when a safety-conscious supervisor or manager is present. As one tool-based worker noted:

 *If there is a manager on site, that's the only time things get done right.*


The strong perceptions of Christchurch worksites as safe (exhibited in the on-site survey results) may themselves act as a barrier to attempts to influence safer behaviour. Workers at all levels may not see a need to change as they already feel they are being as safe as they need to be within the constraints of time availability and money. This is something the Charter could look to address.

4.3.2 There is Too Much Regulation

Some of the senior and middle managers in the focus groups noted that while health and safety was, in general, a positive thing, it was becoming too regulated and time-consuming. The paperwork was a particular sore point. As one senior manager said:

 *Before the earthquakes we had 4 pages of paper, now the average house has 50.*

Tool-based workers also commented that reporting hazards was too time consuming and resulted in workers not doing it. As one person said:

 *No one can be bothered to do it.*

5

Main Risks on Worksites

Respondents were asked to name the main risks on the site where they completed the interview. The main risks identified were working with machinery and slips, trips and falls.

When analysed by affiliation with the Charter and job type the results show:

- Non-signatories working on Steering Group sites, those working with tools and site managers were the most likely to identify working with or around machinery as a risk.
- Tool-based workers and site managers were the most likely to identify both working at heights and traffic as risks.
- Working at heights was also identified by those with some affiliation with the Charter.
- Non-signatories were more likely than signatories to identify traffic as a risk.
- Site managers were the most likely to identify the risk underground and overhead services pose.

5.1 Main Risks on This Site

	Number of responses	Percentage of responses
Working with/ around machinery/ plant/ equipment	228	38%
Slips, trips and falls (including cuts/ impaling)	203	34%
Working at heights	179	30%
Vehicles/Traffic	132	22%
Services (including Underground/ Overhead)	125	21%
Trenches/ excavations	120	20%
Dust	80	13%
Others on site/ Workmates	71	12%
Members of the public	65	11%
Asbestos	42	7%
Noise	37	6%
Heavy lifting	37	6%
Falling objects	33	5%
Other	152	25%
Don't know	4	1%
Total	605	

Focus group participants also identified a range of risks on worksites, these included:

- Messy or disorganised sites: An ordered site was thought to minimise the risk of slips, trips and other accidents;
- A large number of workers on site;
- Bad habits (especially among the more experienced workers as the less experienced workers often followed suit); and
- Workers not caring about health and safety or acting silly on site.

6

Proactive about Health and Safety

When asked who was most proactive about health and safety, respondents tended to name more than one person/ role. Half of the respondents thought the senior managers of their companies were the most proactive. In contrast, and interestingly, elected health and safety representatives were the least likely to be thought of as being the most proactive about health and safety. This result may be influenced by some respondents indicating their company had no elected workplace representatives and a smaller group not knowing who those representatives are (Section 5). There might be some room here for the Charter to work with workplaces to elect representatives and to work with representatives to encourage more action from this group.

Senior managers were the most likely to say elected workplace representatives were proactive, while this sentiment was not echoed among the workers.

6.1 The Most Proactive Workers about Health and Safety	Number of responses	Percentage of responses
The senior manager(s) in the company you work for	354	50%
The site supervisor	255	36%
The workers	242	34%
Your direct supervisor	222	31%
The elected workplace reps	158	22%
Total	714	

The focus group results suggest that the level of proactivity is influenced by engagement with health and safety rather job type or level in the organisation. Those participants who were more engaged with health and safety (i.e. health and safety representatives in the middle management group and some senior managers) exhibited more proactivity and care about health and safety than other participants.

7

Engagement with Health and Safety

Respondents were asked whether they had been given opportunities to take part in discussions about how to identify and manage risks. Most (92%) had been given opportunities to engage. However, this means one-tenth of rebuild workers have not had that opportunity. Tool-based workers were the least likely to have been given that opportunity (86%).

7.1 Opportunities to Discuss Risk Management	Number of responses	Percentage of responses
Have been given opportunities	659	92%
Have not been given opportunities	55	8%
Number of Respondents	714	

Close to two-thirds knew who their elected health and safety representatives were. However, this leaves 28% who stated their company did not have health and safety representatives and 6% who said they did were unsure who those representatives were⁶. The Charter could consider what could be done in this area to improve worker engagement. This is particularly necessary among non-signatories working on steering group sites and those working in tool-based and site management roles. These groups were the most likely to indicate they did not have health and safety representatives.

The proportion of sites with elected health and safety representatives was highest among the Steering Group members, other charter signatories and non-signatories working on other charter signatory sites. Senior managers were more likely than those in other roles to have indicated their organisation had health and safety representatives.

7.2 Awareness of Elected Health and Safety Representatives	Number of responses	Percentage of responses
Have H&S reps and know who they are	430	62%
Have H&S reps but don't know who they are	45	6%
Have H&S reps (did not answer if know who they are)	31	4%
Don't have H&S reps	192	28%
Number of Respondents	698	

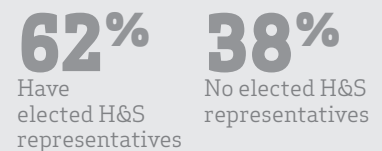
7.1 Results from the Focus Groups

Engagement in health and safety differed between the various organisations and people represented in the focus groups. The differentiating factors appeared to be:

1. The attitude of the individual (i.e. those personally motivated to be involved); and
2. The support and culture of the organisation (bigger organisations and those affiliated with the Charter seemed to inspire healthier and safer behaviour among employees).


⁶ The remaining 4% indicated the organisations they work for have elected health and safety representatives but did not answer the question regarding whether they know who those representatives are.

Non-Response Survey Results




These are slightly less positive than the results from the on-site surveys (62% compared to 72% indicating they have H&S representatives). This suggests the actual result may be somewhere in the middle when considering the Christchurch Rebuild sector overall.

Some organisations (or individuals) involved the whole team in filling out the necessary paperwork for a job and identifying hazards. These participants recognised the need for a whole team approach to health and safety and as a consequence participants thought positive behaviour followed. One of the middle managers provided an example of this:

 *We had John Key come to a site once... he didn't have boots on, so we stopped him [coming on to site]. We got a letter commending us for what we did.*

These organisations had health and safety as a key focus and often had people in the organisation (at any level) keen to champion the cause. The group of middle managers were particularly motivated and several had taken on leadership roles in their organisations in this area. These individuals were also supported by those in senior management positions who provided the necessary resources, safety equipment and clothing. Participants working for larger organisations, Charter signatories and organisations in the Steering Group were much more positive about the health and safety in their organisations than other participants.

Participants working for organisations with less of a health and safety focus had different experiences. These participants tended to work for smaller organisations. One tool-based worker commented:

 *I've never seen anyone add to the hazard board outside.*

7.1.1 Confusion Between Health and Safety Representatives and Managers

There was some confusion across all groups regarding health and safety representatives and health and safety managers. Most participants did not understand the difference between the two roles and used the terms interchangeably. This suggests that the on-site survey results may be over reporting the proportion of respondents who work for organisations with health and safety representatives.

8

Working Conditions

8.1 Access to Equipment and Facilities

Almost all respondents were provided with the PPE and clothing they need to do their job safely and most of these received that equipment for free. However, tool-based workers were the least likely to have been given that PPE for free (10% said they had to pay for it).

8.1 Access to Personal Protective Equipment	Number of responses	Percentage of responses
Given PPE and clothing	711	99%
Given for free	578	80%
Not given for free	48	7%
Not known whether free or not	85	12%
Not given PPE and clothing	10	1%
Number of Respondents	721	

When considering access to facilities, most respondents noted that they had access to the range of facilities asked about:

8.2 Access to Facilities

99%	First aid facilities
96%	Toilets
92%	A place to have a meal break in reasonable comfort and shelter
90%	Hand washing facilities
90%	Clean drinking water

However, when these results are considered in terms of the numbers without access to these facilities a different picture emerges. One-tenth of workers did not have access to clean drinking water or hand washing facilities and 8% had no access to a reasonably comfortable break space. Tool-based workers were the least likely to have access to hand washing facilities, while they and site managers were the least likely to have access to clean drinking water.

When analysed by affiliation with the Charter the results highlight some elements of concern in relation to non-signatories. Half of this group noted they did not have access to clean drinking water and one-third said they did not have access to hand washing facilities. Note that while the sample size for this group is small, the seriousness of the results suggests further examination may be warranted.

8.3 No Access to Facilities

10%	Clean drinking water
10%	Hand washing facilities
8%	A place to have a meal break in reasonable comfort and shelter

8.2 Fatigue

Two thirds of respondents (66%) work 40-50 hours per week with another 20% stating they work up to 60 hours per week. Those working in tool-based roles and site managers were the most likely to work 50-60 hours per week (20% and 22% respectively). Non-signatories (including those on steering group sites) were also more likely to be working longer hours.

Most respondents (87%) felt working those hours did not make them too tired to do their job safely. One-tenth (13%) of those working 40-50 hours, and 17% of those working over 50 hours indicated that the number of hours they are working affect their ability to do their job safely. The Charter could look to educate employers further about the risks of fatigue on workplace safety.

8.4 Number of Hours Worked in a Typical Week	Number of responses	Percentage of responses
Part time	4	1%
30 - 40 hour week	13	2%
40 hour week	75	10%
40 - 50 hour week	474	66%
50 to 60 hour week	141	20%
More than 60 hours per week	16	2%
Number of Respondents	723	100%

8.5 Impact of Work Hours on Working Safely	Up to 40 hours	40 to 50 hours	More than 50 hours	Total
Does make me feel too tired	10%	13%	17%	13%
Does not make me feel too tired	90%	87%	83%	87%
Number of Respondents	89	461	147	697

8.3 Impairment

One-tenth (10%) and 8% respectively observed others working under the influence of alcohol or non-prescribed drugs in the past three months.

These are concerning statistics as working while impaired is likely to affect workplace safety.

8.6 Prevalence of Colleagues Working Under Influence	Have seen	Have not seen	Number of Respondents
Seen someone working while affected by alcohol	10%	90%	714
Seen someone working after taking non-prescribed drugs	8%	92%	705

8.4 Focus Group Results

Focus group participants noted a range of factors that impacted negatively on their health. These included:

- **Fatigue:** This was seen as a huge risk as it could lead to unsafe behaviour. Focus group participants suggested that working more than 50 hours had a detrimental effect on their health. To ensure safe and healthy practices workers also need to be able to take sufficient breaks;
- **Stress:** Participants saw stress as having a significant negative effect on health;
- **Hunger and dehydration:** It's important that workers stay hydrated and eat good, nourishing food to ensure they have the energy to complete tasks safely;
- **Dust and other environmental factors:** Exposure to dust and other environmental factors can lead to workers becoming sick; and
- **Drugs and alcohol:** Participants across all groups indicated that the incidence of working while under the influence of drugs or alcohol was becoming less common. These participants felt that drug testing, stricter rules, and the lower alcohol limits for drivers have contributed to this reduction in prevalence. However, working hungover was thought to impair ability.

9

Improving Health and Safety

Respondents to the on-site surveys and focus group participants provided insight into how the sites they are working on could be made safer. A set of recommendations for the Charter has been developed based on these comments:

Develop a Culture of Health and Safety

- A culture of health and safety is needed across the whole industry. This would encourage safer practices by making it the norm.
- The Charter could help to facilitate this culture by supporting employers to implement health and safety practices. It might be a good idea to look at the culture in other countries (i.e. Australia) and how that was developed. Positive reinforcement of appropriate behaviour may be an easy place to start.

Share Ideas and Resources

- It makes sense that ideas and resources for developing and implementing health and safety practices are shared across the industry. This means organisations can learn the best ways to do things from each other. This will help to develop better standards across the industry as well as helping to developing a culture of health and safety.
- The Charter could help here by continuing to develop a central depository of information and sharing this with organisations. Resources such as discussion forums are a good resource. Perhaps there is room to facilitate more networking between health and safety representatives and managers for better sharing of information.

Training and Development

- More training, and worker participation is needed. This would be helped by managers clearly communicating to workers what they should and should not be doing. The Charter could help by offering more resources and solutions in this area to its members. Also, encouraging more members to sign up and gain access to these resources would be useful. This could be aided by a targeted marketing campaign.
- A top down approach is needed here as workers will follow the lead of their supervisors and managers. But, it's also important that the tool-based workers are engaged quickly as these are the workers often operating in the riskiest environments.

Design and Planning

- Health and Safety needs to be considered in the design stage of the project. That is, architects and designers need to consider how safe the building is to build.
- At the same time, health and safety needs to be built into the project plan. This will help to overcome the time and money barriers to safe work practices.
- The Charter could help by working with organisations to help them to plan for health and safety. Special consideration should be given to how this works for smaller organisations with fewer resources.

Site Management

- Ensuring the site is cleaned, organised and well managed is vital to maintaining a safe site.
- The Charter could help here with resources and marketing to promote clean and tidy worksites and the value of these.

Provision and Encouragement

- This includes ensuring workers have access to the PPE, tools, etc. they need to do their jobs safely and encouraging use of that equipment.
- The Charter could help by supplying members with signs, posters and toolbox talks to encourage this behaviour. There may also be scope for looking at ways to educate foremen and site supervisors around the regulations and the best ways to filter that information to tool-based workers.

Checking and Enforcement

- The results show that workers may be motivated to be healthier and safer on worksites if the rules were more likely to be enforced.
- The Charter could help here by working with Worksafe to perform more regular checks of sites. This could perhaps take the form of checks followed by recommendations for improvement before official audits.

The full list of suggestions from the on-site surveys for improving workplace safety are provided in Table 9.1. Time, paperwork, the public and space also appear to be barriers to safe work practices. The Charter may be able to help overcome these barriers by:

- Providing a service that helps companies with the paperwork required to meet health and safety regulations;
- Leading a campaign designed to educate the public around how they should behave around worksites; and
- Working with organisations to ensure health and safety is a priority and is not compromised for speed.

Those working in tool-based roles were less likely to mention more training as a way to improve safety than supervisors and senior managers. These respondents indicated daily site cleaning as the main way to improve worksite health and safety.

9.1 Suggestions for Improving Workplace Safety	Number of responses	Percentage of responses
Awareness/ experience/ knowledge/ participation	126	24%
Better/ more training	118	22%
Daily site cleaning	99	19%
Prioritising safety equipment/ barriers/ traffic controls	82	15%
Supply/ maintain appropriate equipment/ tools (PPE/ tools etc.)	80	15%
Regular meetings/ discussions	68	13%
More/ Clear communication	62	12%
Better site management	59	11%
Inspections/ audits/ checks/ reviews/ reporting	58	11%
Using PPE	46	9%
Enforce rules/ SSSP	36	7%
More time to complete task	30	6%
Strict supervision	27	5%
Enforcing sub-contractors compliance	27	5%
Worker comfort/ Access to restrooms/ breakout areas	23	4%
Rest/ shorter days	21	4%
Other	128	24%
Don't know	21	4%
Total	530	100%

Respondents were given the opportunity to provide further comments concerning health and safety at the end of the survey. The results here raise some interesting points:

- There is a perception that health and safety is important and improving but also that more work in this area is needed;
- Part of ensuring improvements continue will need to be working to change perceptions of health and safety as being too regulated, and changing the culture around unsafe practices; and
- It's clear that health and safety needs to be easy to understand as well as being easy to implement.

9.2 Further Comments about Health and Safety

	Number of responses	Percentage of responses
H&S has improved/ is improving	25	15%
H&S is important/ welcomed	18	11%
More H&S education/ training needed	18	11%
Overall improvement to H&S practices still needed	15	9%
H&S has gone too far/ Too much regulation	14	8%
Culture change toward H&S needed nationwide	13	8%
Some companies take it seriously	10	6%
Onus on management to implement and monitor	8	5%
More H&S meetings/ discussions needed	8	5%
Common sense/ awareness required	7	4%
Rules and processes need clarification	7	4%
Consideration given to ramifications of the cost of implementing H&S practices	6	4%
Consideration of workers with poor reading skills/ non-native English speakers	6	4%
Industry standard needs to be met/ enforced	5	3%
Pressure to work faster causes H&S issues	5	3%
Need to cover basics more thoroughly	5	3%
Other	33	4%
Specific site suggestions	12	2%

9.1 Focus Group Results

Focus group participants also discussed other ways in which the Charter could help to improve workplace safety. One suggestion was that there may need to be extra help provided to smaller and younger organisations. These organisations are less likely to have the resources and knowledge for developing health and safety systems and may need more help.

Other suggestions for the Charter included:

- Developing a standardised set of forms/ paperwork members could use. This may mean developing templates and providing training on how to fill these out; and
- Developing tools for dealing with workers of different nationalities, especially where there are language barriers and cultural differences. For example, a set of cultural differences that would be good for managers to know so they don't accidentally upset a worker.

10

The Survey Respondents

10.1 On-Site Survey Respondents

A total of 739 respondents completed a survey on-site. The characteristics of this sample are provided in this section.

10.1 Years Worked in Industry	Number of responses	Percentage of responses
Less than 1 year	72	10%
1-2 years	110	15%
2-5 years	153	21%
5-10 years	103	14%
More than 10 years	228	31%
"Too long"	3	0%
Not answered by respondent	70	9%
Number of Respondents	739	

10.2 Job Title	Number of responses	Percentage of responses
Tool-based role	331	45%
Senior manager	167	23%
Site manager (incl. Foreman, Site manager etc.)	167	23%
Administration	40	5%
Not answered by respondent	34	5%
Number of Respondents	739	

10.3 Number of Sites Working on	Number of responses	Percentage of responses
1	510	708%
2 to 6	71	99%
7 to 11	20	28%
12 to 21	18	25%
22 to 51	10	14%
More than 51	11	15%
Various/ numerous	27	38%
Not answered by respondent	72	100%
Number of Respondents	739	

10.4 Age of Respondents	Number of responses	Percentage of responses
16 to 18	7	1%
18 to 24	111	15%
25 to 34	240	32%
35 to 44	143	19%
45 to 54	131	18%
55 to 64	63	9%
65+	11	1%
Not answered by respondent	33	4%
Number of Respondents	739	

10.5 English as First Language	Number of responses	Percentage of responses
English is first language	464	63%
English is not first language	82	11%
Not answered by respondent	193	26%
Number of Respondents	739	

10.2 Respondents in the Non-Response Survey

A total of 55 respondents were contacted by telephone and asked to complete a very brief survey covering a selected group of questions from the questionnaire used in the on-site survey. The characteristics of the sample surveyed are shown in this section.

10.6 Job Title

	Number of responses	Percentage of responses
Small business owner (builder, plumber, electrician)	11	20%
Carpenter	10	18%
Electrician	8	15%
Foreman	7	13%
Plumber	7	13%
Supervisor	5	9%
Apprentice	4	7%
Director	3	5%
Total	55	100%

10.7 Company Size (FTEs)

	Number of responses	Percentage of responses
0	11	20%
1-5	17	31%
6-9	10	18%
10-19	7	13%
20-49	7	13%
50-99	2	4%
100+	1	2%
Total	55	100%

11

Appendix One

11.1 Awareness of the Charter

11.1 Awareness of the Canterbury Rebuild Safety Charter, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Heard of the Charter	63%	69%	78%	40%	23%	49%	46%
Not heard of the Charter	37%	31%	22%	60%	77%	51%	54%
Number of Respondents	164	197	32	30	104	138	59

*The small sample size here means these results should be read with caution.

11.2 Awareness of the Canterbury Rebuild Safety Charter, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Heard of the Charter	46%	49%	70%	72%	53%
Not heard of the Charter	54%	51%	30%	28%	47%
Number of Respondents	322	164	40	166	32

11.2 Perceptions of Health and Safety on Worksites

11.3 Level of Safety on Worksites in Christchurch, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Very safe	25%	20%	24%	24%	20%	17%	20%
Safe	56%	63%	64%	62%	73%	70%	53%
Neutral	16%	15%	12%	14%	7%	11%	25%
Not very safe	3%	2%	0%	0%	1%	2%	2%
Not safe at all	0%	0%	0%	0%	0%	0%	0%
Number of Respondents	160	192	33	29	106	133	55

11.4 Level of Safety on Worksites in Christchurch, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Very safe	20%	19%	32%	21%	26%
Safe	62%	67%	49%	67%	59%
Neutral	17%	13%	19%	10%	4%
Not very safe	1%	1%	0%	2%	11%
Not safe at all	0%	0%	0%	0%	0%
Number of Respondents	318	165	37	161	27

11.5 Perceptions of Whether Workplace Safety is Improving, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Workplace becoming safer	94%	92%	90%	90%	93%	97%	96%
Workplace NOT becoming safer	6%	8%	10%	10%	7%	3%	4%
Number of Respondents	162	195	31	29	105	135	51

11.6 Perceptions of Whether Workplace Safety is Improving, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Workplace becoming safer	93%	96%	93%	94%	88%
Workplace NOT becoming safer	7%	4%	8%	6%	12%
Number of Respondents	318	160	40	164	26

11.7 Ways in Which Workplace Safety is Improving, by Affiliation with the Charter, Top 5

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
More awareness/ experience/ knowledge/ participation	52%	60%	56%	38%	49%	42%	52%
Regular meetings/ discussions	29%	20%	40%	17%	42%	32%	31%
Training	17%	15%	16%	13%	16%	28%	14%
Pro-active instead of reactive	13%	20%	28%	13%	8%	5%	10%
Inspections/ audits/ checks/ reviews	8%	10%	20%	21%	5%	13%	5%
Number of Respondents	140	158	25	24*	88	114	42

*The small sample size here means these results should be read with caution.

11.8 Ways in Which Workplace Safety is Improving, by Job Type, Top 5

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
More awareness/ experience/ knowledge/ participation	48%	51%	52%	60%	37%
Regular meetings/ discussions	26%	33%	36%	33%	16%
Training	12%	18%	21%	30%	11%
Pro-active instead of reactive	15%	13%	6%	9%	21%
Inspections/ audits/ checks/ reviews	8%	13%	12%	10%	5%
Number of Respondents	264	143	33	132	19*

*The small sample size here means these results should be read with caution.

11.9 Suggestions for Improving Workplace Safety, by Affiliation with the Charter, Top 5

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Awareness/ experience/ knowledge/ participation	24%	22%	21%	11%	21%	27%	33%
Better/ more training	27%	21%	21%	17%	19%	23%	20%
Daily site cleaning	17%	23%	8%	11%	12%	25%	10%
Prioritising safety equipment/ barriers/ traffic controls	15%	17%	4%	28%	29%	7%	13%
Supply/ maintain appropriate equipment/ tools (PPE/ tools etc.)	20%	12%	13%	11%	12%	17%	13%
Total	128	145	24*	18*	73	102	40

*The small sample size here means these results should be read with caution.

11.10 Suggestions for Improving Workplace Safety, by Job Type, Top

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Awareness/ experience/ knowledge/ participation	21%	26%	12%	30%	24%
Better/ more training	14%	26%	19%	37%	19%
Daily site cleaning	26%	13%	27%	5%	29%
Prioritising safety equipment/ barriers/ traffic controls	17%	24%	8%	5%	14%
Supply/ maintain appropriate equipment/ tools (PPE/ tools etc.)	14%	14%	42%	11%	19%
Number of Respondents	248	125	26	110	21*

*The small sample size here means these results should be read with caution.

11.11 Perceptions of Workplace Health and Safety, Level of Agreement, by Affiliation with the Charter (First Phase of Data Collection, N=535)

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories*	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
I know how to do my job safely	98%	99%	97%	100%	100%	99%	94%
I feel safe at work	98%	99%	93%	100%	99%	98%	91%
I'm happy to talk to my direct supervisor about health and safety problems	96%	95%	93%	94%	98%	98%	93%
My direct supervisor takes health and safety seriously	94%	95%	100%	94%	93%	97%	93%
The site supervisor takes health and safety seriously	95%	95%	90%	100%	95%	93%	97%
Senior management of the company I work for takes health and safety seriously	94%	95%	90%	94%	94%	95%	90%
I feel like I can say 'no' to a job if I think it's likely to cause me harm	94%	92%	97%	81%	94%	95%	96%
I'm happy that my workmates know what to do to keep each other safe at work	94%	89%	93%	94%	94%	95%	90%
I can get more training on how to do things safely when I need it	93%	94%	83%	94%	95%	94%	90%
My workplace is healthy	81%	93%	90%	100%	93%	96%	84%
We have toolbox meetings about health and safety at least every week	65%	72%	90%	75%	93%	81%	79%

*The small sample size here means these results should be read with caution.

11.12 Perceptions of Workplace Health and Safety, Level of Agreement, by Affiliation with the Charter (Second Phase of Data Collection, N=204)

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories**	Non-signatories working on a steering group site**	Non-signatories working on an Other charter signatory site**	No group identified
The site supervisor takes health and safety seriously	*	91%	*	93%	100%	100%	97%
I know how to do my job safely	*	99%	*	100%	95%	100%	97%
I'm happy to talk to my direct supervisor about health and safety problems	*	90%	*	100%	100%	100%	97%
Senior management of the company I work for takes health and safety seriously	*	95%	*	86%	100%	100%	96%
I'm happy that my workmates know what to do to keep each other safe at work	*	90%	*	71%	95%	100%	93%
I can get more training on how to do things safely when I need it	*	84%	*	71%	90%	83%	93%
My direct supervisor takes health and safety seriously	*	89%	*	79%	100%	93%	93%
My workplace is healthy	*	79%	*	86%	80%	71%	90%
I feel safe at work	*	88%	*	100%	95%	100%	90%
I feel like I can say 'no' to a job if I think it's likely to cause me harm	*	91%	*	93%	80%	83%	90%
We have toolbox meetings about health and safety at least every week	*	79%	*	71%	85%	76%	69%

*The small sample size here means these results should be read with caution.

**The small sample size here means these results should be read with caution.

11.13 Perceptions of Workplace Health and Safety, Level of Agreement, by Job Type (First Phase of Data Collection, N=535)

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
I know how to do my job safely	98%	98%	97%	100%	100%
I feel safe at work	96%	97%	97%	100%	96%
I'm happy to talk to my direct supervisor about health and safety problems	94%	99%	91%	99%	95%
My direct supervisor takes health and safety seriously	95%	97%	94%	96%	88%
The site supervisor takes health and safety seriously	97%	95%	86%	94%	92%
Senior management of the company I work for takes health and safety seriously	92%	96%	95%	96%	96%
I feel like I can say 'no' to a job if I think it's likely to cause me harm	91%	96%	84%	98%	100%
I'm happy that my workmates know what to do to keep each other safe at work	94%	94%	92%	93%	86%
I can get more training on how to do things safely when I need it	93%	96%	95%	92%	92%
My workplace is healthy	85%	96%	78%	94%	89%
We have toolbox meetings about health and safety at least every week	83%	77%	59%	71%	86%

11.14 Perceptions of Workplace Health and Safety, Level of Agreement, by Job Type (Second Phase of Data Collection, N=204)

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager**	Role not noted
I know how to do my job safely	98%	98%	*	100%	*
Senior management of the company I work for takes health and safety seriously	97%	89%	*	100%	*
The site supervisor takes health and safety seriously	95%	92%	*	95%	*
I'm happy to talk to my direct supervisor about health and safety problems	93%	96%	*	100%	*
I feel safe at work	91%	92%	*	95%	*
I'm happy that my workmates know what to do to keep each other safe at work	95%	82%	*	90%	*
My direct supervisor takes health and safety seriously	92%	83%	*	100%	*
I feel like I can say 'no' to a job if I think it's likely to cause me harm	90%	92%	*	86%	*
I can get more training on how to do things safely when I need it	83%	86%	*	90%	*
My workplace is healthy	83%	69%	*	95%	*
We have toolbox meetings about health and safety at least every week	77%	78%	*	86%	*

*The small sample size here means these results should be read with caution.

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11.15 Main Risks on This Site, by Affiliation with the Charter, Top 5

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Working with/ around machinery/ plant/ equipment	26%	32%	37%	57%	60%	36%	38%
Slips, trips and falls (including cuts/ impaling)	28%	43%	33%	32%	18%	37%	40%
Working at heights	45%	32%	27%	4%	12%	24%	47%
Vehicles/Traffic	16%	16%	27%	39%	44%	17%	11%
Services (including Underground/ Overhead)	29%	11%	17%	14%	34%	14%	24%
Total	129	167	30	28	98	108	45

11.16 Main Risks on This Site, by Job Type, Top 5

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Working with/ around machinery/ plant/ equipment	44%	43%	7%	25%	27%
Slips, trips and falls (including cuts/ impaling)	34%	31%	37%	36%	32%
Working at heights	32%	31%	15%	24%	36%
Vehicles/Traffic	25%	28%	4%	11%	14%
Services (including Underground/ Overhead)	19%	27%	19%	14%	32%
Number of Respondents	293	150	27	113	22*

*The small sample size here means these results should be read with caution.

11.17 The Most Proactive Workers about Health and Safety, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
The senior manager(s) in the company you work for	48%	43%	54%	46%	64%	58%	54%
The site supervisor	27%	35%	40%	53%	30%	24%	39%
The workers	32%	25%	31%	52%	40%	27%	43%
Your direct supervisor	26%	27%	32%	45%	26%	30%	39%
The elected workplace reps	26%	25%	22%	13%	23%	18%	21%
Total	195	163	136	106	53	33	28

11.18 The Most Proactive Workers about Health and Safety, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
The senior manager(s) in the company you work for	44%	54%	55%	63%	38%
The site supervisor	39%	26%	41%	20%	46%
The workers	41%	23%	32%	28%	27%
Your direct supervisor	36%	22%	34%	23%	27%
The elected workplace reps	18%	29%	18%	43%	31%
Total	323	160	165	40	26

11.3 Engagement with Health and Safety

11.19 Opportunities to Discuss Risk Management, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Have been given opportunities	93%	93%	94%	89%	91%	90%	94%
Have not been given opportunities	7%	7%	6%	11%	9%	10%	6%
Number of Respondents	161	198	33	28	106	134	54

11.20 Opportunities to Discuss Risk Management, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Have been given opportunities	89%	95%	98%	96%	93%
Have not been given opportunities	11%	5%	3%	4%	7%
Number of Respondents	320	164	40	161	29

11.21 Awareness of Elected Health and Safety Representatives, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Have H&S reps and know who they are	68%	69%	66%	48%	29%	68%	64%
Have H&S reps but don't know who they are	10%	5%	3%	7%	7%	5%	7%
Have H&S reps (did not answer if know who they are)	1%	4%	0%	10%	7%	5%	7%
Don't have H&S reps	21%	21%	31%	34%	57%	23%	22%
Number of Respondents	155	193	32	29	98	133	58

11.22 Awareness of Elected Health and Safety Representatives, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Have H&S reps and know who they are	52%	60%	65%	81%	65%
Have H&S reps but don't know who they are	8%	5%	14%	4%	6%
Have H&S reps (did not answer if know who they are)	5%	6%	0%	3%	10%
Don't have H&S reps	36%	30%	22%	12%	19%
Number of Respondents	309	161	37	160	31

11.4 Working Conditions

11.23 Access to Personal Protective Equipment, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Given PPE and clothing	100%	99%	100%	100%	98%	96%	96%
— Given for free	89%	79%	82%	80%	84%	71%	70%
— Not given for free	4%	6%	9%	7%	2%	13%	9%
— Not known whether free or not	6%	14%	9%	13%	12%	13%	18%
Not given PPE and clothing	0%	1%	0%	0%	2%	4%	4%
Number of Respondents	161	198	33	30	108	135	56

11.24 Access to Personal Protective Equipment, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Given PPE and clothing	98%	99%	100%	99%	96%
— Given for free	75%	85%	95%	85%	64%
— Not given for free	10%	5%	0%	3%	11%
— Not known whether free or not	13%	9%	5%	12%	21%
Not given PPE and clothing	2%	1%	0%	1%	4%
Number of Respondents	327	164	38	164	28

11.25 Access to Facilities, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
First aid facilities	99%	99%	100%	100%	100%	99%	100%
Toilets	99%	92%	100%	93%	98%	99%	89%
A place to have a meal break in reasonable comfort and shelter	98%	91%	91%	83%	93%	92%	88%
Hand washing facilities	94%	91%	91%	70%	88%	92%	85%
Clean drinking water	96%	93%	97%	47%	82%	94%	86%

11.26 Access to Facilities, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
First aid facilities	100%	99%	98%	100%	100%
Toilets	96%	94%	98%	98%	96%
A place to have a meal break in reasonable comfort and shelter	93%	91%	95%	92%	93%
Hand washing facilities	86%	91%	95%	98%	85%
Clean drinking water	87%	85%	98%	99%	93%

11.27 Number of Hours Worked in a Typical Week, by Affiliation with the Charter

	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Part time	0%	1%	0%	0%	0%	1%	2%
30 - 40 hour week	0%	1%	6%	0%	0%	6%	2%
40 hour week	7%	8%	3%	23%	6%	17%	18%
40 - 50 hour week	69%	78%	58%	37%	54%	63%	60%
Up to 60 hour week	21%	11%	30%	37%	37%	12%	15%
More than 60 hours per week	2%	2%	3%	3%	3%	1%	4%
Number of Respondents	163	198	33	30	107	137	55

11.28 Number of Hours Worked in a Typical Week, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted
Part time	1%	1%	%	1%	%
30 - 40 hour week	3%	1%	%	1%	4%
40 hour week	11%	7%	41%	4%	19%
40 - 50 hour week	62%	62%	51%	81%	59%
Up to 60 hour week	22%	26%	8%	11%	15%
More than 60 hours per week	2%	3%	%	3%	4%
Number of Respondents	325	167	39	165	27

11.29 Prevalence of Colleagues Working Under Influence, by Affiliation with the Charter

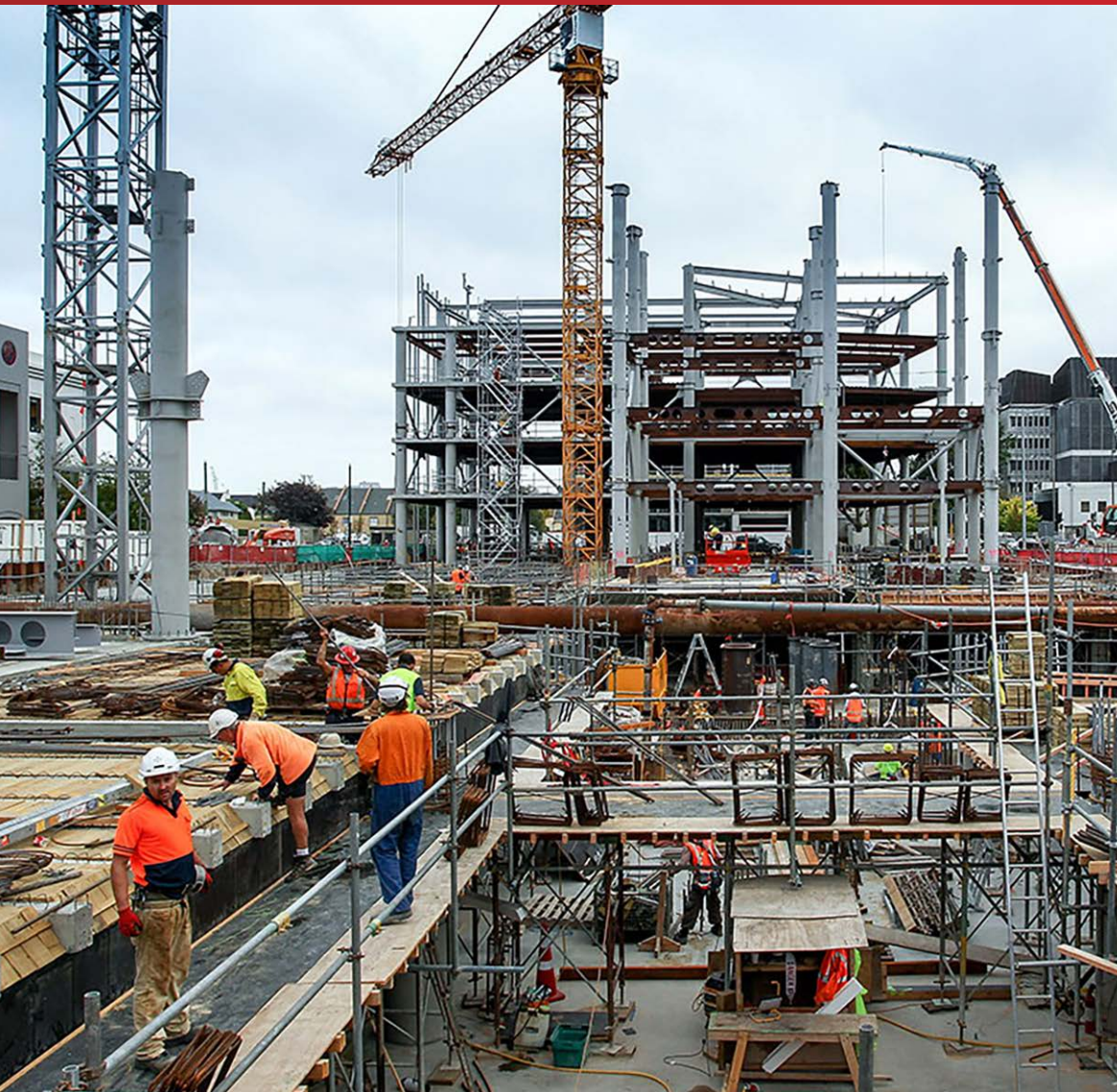
	Steering group	Other charter signatories	Other charter signatories working on an Other charter signatory site or a steering group site	Non-signatories*	Non-signatories working on a steering group site	Non-signatories working on an Other charter signatory site	No group identified
Seen someone working while affected by alcohol	11%	10%	9%	10%	13%	5%	7%
Seen someone working after taking non-prescribed drugs	10%	9%	3%	7%	10%	3%	7%

*The small sample size here means these results should be read with caution.

11.30 Prevalence of Colleagues Working Under Influence, by Job Type

	Tool-based role	Site manager (incl. Foreman, Site manager etc.)	Administration	Senior manager	Role not noted*
Working while affected by alcohol	8%	12%	11%	10%	8%
Working after taking non-prescribed drugs	8%	10%	3%	6%	12%

*The small sample size here means these results should be read with caution.



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