

MEAT PROCESSING

Safety Climate Survey

What is Safety Climate?

Safety climate is like the mood of the worksite around safety (i.e., is it valued and prioritised?), whereas culture is more like the personality (i.e., what do people believe about safety?).

A positive safety climate influences the broader safety culture. For example, if workers think that management is committed to, and genuine about work health and safety, then they are likely to believe that safety practices are worthwhile and useful. Further, these workers will show this in their own behaviour and social interactions with others.

Safety climate varies by industry. Each industry has its own topics that demonstrate safety is a priority. In the meat processing industry, these are:

1. Production line setup
2. Safety training
3. Safety priority
4. Supervisor support

Why measure Safety Climate?

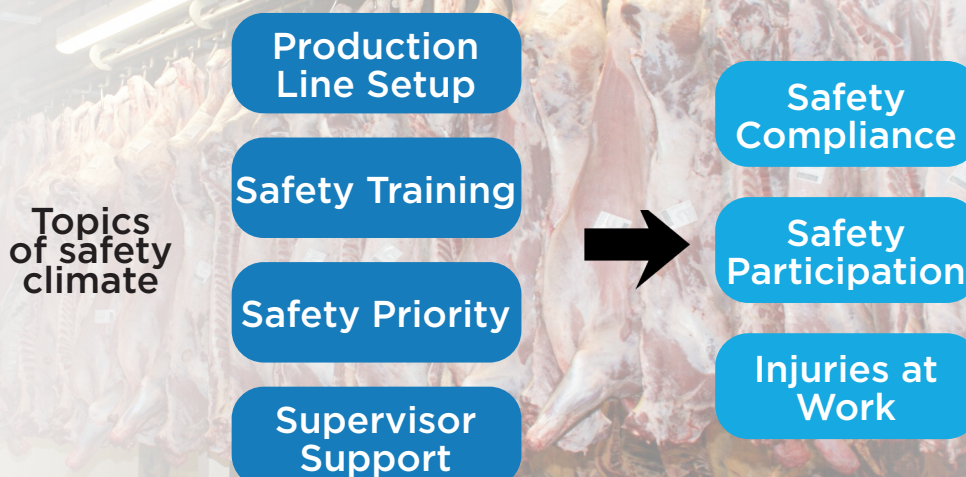
Safety climate is known as a 'leading safety indicator' because it tells us where we should focus our improvements efforts before accidents happen.

A positive safety climate, one where workers experience a strong commitment to safety, is likely to lead to better safety behaviours and fewer injuries.

Safety climate has also been linked to important outcomes such as job satisfaction, engagement and wellbeing/mental health.

By building and maintaining a positive safety climate, workplaces like yours can not only prevent negative events like injuries, but also save costs and create a more productive and engaged workforce.

How safety climate affects important safety outcomes in your industry



How can I measure safety climate?

Safety climate is usually measured by a survey that workers complete. The survey will include a number of statements, usually between 10-20, that describe different ways of experiencing safety in the workplace. These items group together into 'topics' (usually 3-5 items each). People respond to each statement by rating how strongly they agree or disagree. Every "strongly disagree" response gets scored a value of 1, "disagree" a 2, "neither agree nor disagree" a 3, "agree" a 4, and every "strongly agree" response gets scored a 5.

An overall safety climate score is calculated, as well as scores for each 'topic' (groups of survey statements about a particular topic, for example, co-worker safety or safety priority). These scores tell us where to focus our improvement efforts.

Scores that are 3.5 or below would be considered clear areas of improvement. Scores 3.6 to 4.0 are generally fair and should be monitored. Scores of 4.0 or above are areas of

strength where safety is seen as a prioritised and important goal.

An overall safety climate score for each survey respondent is calculated by adding up the scores across all statements, and dividing this figure by the total number of statements in the survey. Any statements without a response marked are left out of the calculation.

To arrive at a safety climate score for a team, or an entire workplace, you calculate the average safety climate score across the members of the team, or across all workplace members.

Scores for each safety climate 'building block' (groups of survey statements about a particular topic, for example, co-worker safety or safety priority) can be calculated as well. To do so, only include responses to the statements that are part of the building block. These building block scores give information about where and at whom to target improvement initiatives.

How to score your safety climate survey results

Production Line Setup

S1

+

S2

+

S3

Divided by 3

Safety Training

S4

+

S5

+

S6

+

S7

Divided by 4

Safety Priority

S8

+

S9

+

S10

+

S11

Divided by 4

Supervisor Support

S12

+

S13

+

S14

+

S15

Divided by 4

Overall Safety Climate

All statements added together

Divided by 15

Safety Climate Scale

Listed below are a number of statements regarding where you currently work. Please rate how strongly you agree or disagree with each one, based on your experiences at your current worksite. Place a mark or tick in the box that best matches how you feel.

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree

S1. At this organisation, the production lines are designed so product flows smoothly.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S2. At this organisation, the production machines have enough guards and safety barriers that workers can work safely.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S3. At this organisation, safe production processes are clearly documented and communicated.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S4. At this organisation, workers can easily find safety documents and information.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S5. At this organisation, safety instructions are explained simply so everyone can understand.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S6. At this organisation, workers are supported to learn how to use safe production techniques (e.g., cutting, lifting).

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S7. At this organisation, workers are supported to learn how to use production machines and equipment safely.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S8. Management allows workers to stop the production line without punishment if there is a safety issue.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S9. Management considers how changes in the workplace could put pressure on production lines.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S10. Management are open to new ways of doing production work so safety is improved.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S11. Management are always looking for ways to improve safety in production areas.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S12. Supervisors make sure workers are confident to do their jobs safely before the shift starts.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S13. Supervisors share safety information with the workers on the floor.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S14. When talking about safety matters, supervisors make sure everyone understands.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S15. Supervisors build up workers' safety-related skills and knowledge.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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How can I measure safety performance?

Safety performance can be measured by asking workers to self-report how often they demonstrate various behaviours in the workplace. Specific safety behaviours were identified by consulting directly with workers from industry and combining this information with results of previous scientific research.

As a result, the responses received to these safety performance items are highly relevant and will provide extra insights into where areas of safety capability among workers is strongest, and where it may be weakest. Safety performance information can be used to design targeted safety training or awareness sessions and also identify a baseline against which future change can be measured.

If you have advanced statistical knowledge or access to this expertise, the associations between safety climate results and these safety performance items can be evaluated. Such information will help to target areas of safety climate improvement because they will show which topic areas (in addition to the overall safety climate) are most strongly associated with safety behaviour.

To score the safety behaviour items and develop an overall safety performance metric,

simply assign consecutive numbers to each item response. Each 'never' response gets scored as a 1, 'sometimes' is scored as a 2, 'about half the time' is scored as a 3, 'most of the time' is scored as a 4, and 'always' is scored as a 5. Calculate an average across all the safety behaviour items by adding the scored values and dividing by the number of items.

Usually, an average safety performance value of 4 or greater is seen as an area of strength. Anything less than a 4 should be targeted for improvement. Individual safety behaviour averages can be examined to identify which one(s) are driving the overall safety performance result.

In a similar way to the safety climate survey calculations, either team or organisation values can be calculated. Simply divide the survey responses into groups based on the demographic(s) and then calculate the averages for each group separately.

These building block scores give information about where and at whom to target improvement initiatives.

How to score your safety performance survey results

**Overall Safety
Performance**

**All statements added
together**

Divided by 9

Safety Performance Scale

Listed below are a number of behaviours that you might show in your current workplace. Thinking about your most recent experiences at work, please rate how frequently you show each behaviour.

	Never	Sometimes	About half the time	Most of the time	Always
I report all safety incidents to my supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I stop the production line if I notice a significant safety risk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I use the correct cutting and lifting techniques to maintain safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I look out for the safety of my co-workers on the production line	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I teach new workers how to operate machines and equipment safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I provide feedback on how production line safety can be improved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I speak up and ask questions if I am unsure or confused about safety matters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I speak up if I feel too tired or unwell to work safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For additional resources on safety in Meat Processing,
visit <https://www.safework.nsw.gov.au/your-industry/manufacturing>

For assistance with implementing this toolkit or more information please contact the Centre for WHS

Email us: contact@centreforwhs.nsw.gov.au

Visit us: <http://www.centreforwhs.nsw.gov.au>

Centre
for **WHS**