

# MIXED FARMING AGRICULTURE

## 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 mixed (livestock) farming industry, these are:

1. Risk communication
2. Training and competence
3. Care and concern
4. Resourcing
5. Supervisor practices

### Why measure Safety Climate?

Safety climate is known as a 'leading safety indicator' because it tells us where we should focus our improvement 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 includes a number of statements, usually between 10-20, that describe different ways of experiencing safety in the workplace. These items group together into 'topics' (around 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

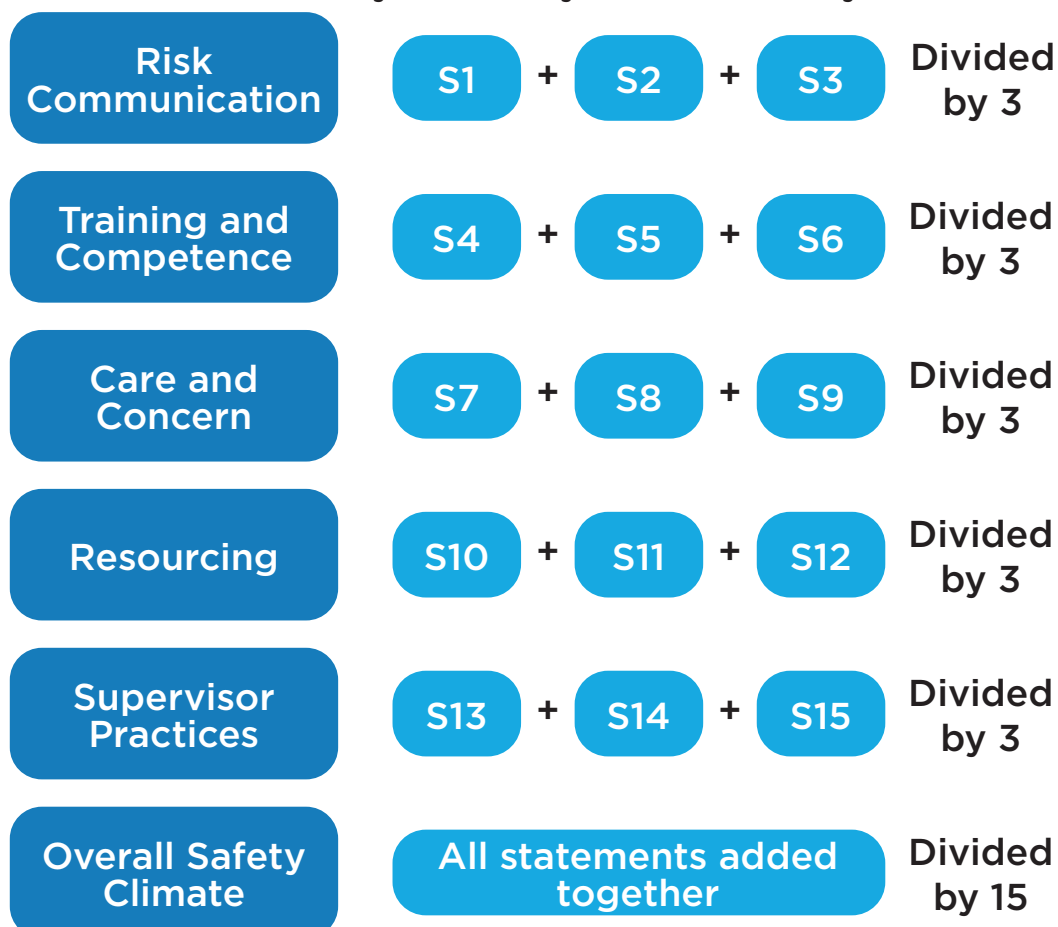
strength where safety is seen as a prioritised and important goal.

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



## 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. We tell each other about changes in the land conditions and how it could affect the job (e.g., slippery surfaces).

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S2. We draw each other's attention to any land conditions that could impact safety.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S3. During peak season (e.g., harvest), our boss reminds us about the risks we face.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S4. Our boss makes sure only competent workers use complex or dangerous equipment.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S5. Our boss will only ask people who know what they are doing to take on high-risk tasks.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S6. When a difficult or dangerous task comes up, our boss makes sure only the most experienced workers are involved.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S7. Our boss gives us adequate breaks and chances to rest in between jobs.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S8. Our boss ensures we don't get tired to the point where we start making mistakes or work unsafely.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S9. Our boss regularly checks in with how we are feeling on the job (e.g., tired, sore, hot)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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On this farm...

S10. The right tools and equipment are provided to do the job safely.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S11. Workers are given appropriate protective gear to do the job safely.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S12. All chemicals are stored properly.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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My supervisor/head stockman...

S13. Assigns only the experienced people to high risk jobs.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S14. Works on the job alongside us.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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S15. Closely supervises people until they are competent.

<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 lend a hand to others so the job can get done safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I help others to lift heavy loads that need more than one person to do safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I keep a watch over the job to help others do the task safely (e.g., check for livestock when unloading)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I make sure other people know where I am working at all times	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I tell people where I am located on the land in case anything goes wrong	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I make sure someone always knows what I am doing and where I am going to be on the land	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I will always use the right equipment for the job, even if it takes a bit longer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I make sure tools are returned to their proper place and maintained (e.g., putting the radios back on charge)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Before starting a job, I will walk around the machinery/equipment and check it is in good working order	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I make sure I am devoting my full attention to the task when dealing with livestock	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I keep my attention firmly on the job when it involves some level of risk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I pay attention to the way experienced people do the job so I can learn how to be safe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For additional resources on safety in Agriculture, visit <https://www.safework.nsw.gov.au/your-industry/agriculture,-forestry-and-fishing>

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

Email us: [contact@centreforwhs.nsw.gov.au](mailto:contact@centreforwhs.nsw.gov.au)  
 Visit us: <http://www.centreforwhs.nsw.gov.au>

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