ACKNOWLEDGEMENTS

Nielsen would like to thank the large number of workers and employers who took the time to respond to this survey.

CITATION

When citing this report please use the following reference:

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1. **KEY FINDINGS**
KEY FINDINGS

The Construction sector performs well in some areas with regard to its health and safety culture compared with the four priority sectors, although it has work to do in other areas.

In the Construction sector...

• Worker attitudes and behaviours around health and safety in the Construction sector have mostly remained stable. Workers are fairly confident – and encouraged – to speak up when they see a potential risk and appear to trust their boss and co-workers to help keep everyone safe and well.

• Around eight to nine out of ten workers and employers respond positively to engagement questions around involving workers in decisions and openly discussing risks. Of particular note, almost nine in ten (88%) workers would feel confident about approaching their boss/supervisor about a health and safety issue. Three-quarters (76%) disagree that they worry they would get into trouble if they told their boss they had experienced a near miss. Both measures indicate that most workers trust and feel supported by their boss.

• However, only six in ten (62%) workers say they report hazards, near misses and accidents to bosses always or most of the time. This is the lowest of the priority sectors and a decrease from 69% in 2016, taking it back to a similar level as 2015. This is despite their apparent trust in their boss and their confidence in knowing how to report issues - almost nine in ten (87%) workers say they are confident they know how to report these incidents.

• Focus needs to be on improving reporting levels of hazards, near misses and accidents as this will have a positive impact on worker engagement.

Having a boss on site makes a difference

• There is a strong relationship between a positive workplace health and safety culture and having a boss/supervisor on site (all or most of the time). For example, more than nine in ten (92%) workers who reported their boss is on site most or all of the time agree that risks are discussed in an open and helpful way. This drops to 54% of workers whose boss is never on site.

• When looking at reporting, we find 77% of workers with a boss on site most or all of the time say incidents are reported to bosses always or mostly compared with 54% of those who never have a boss on site. Workers’ engagement and participation in health and safety could be improved by managers spending more time on site or ensuring all sites have at least a delegated health and safety champion who can liaise with management.
Recent health and safety training has a positive impact on worker engagement and participation. The Construction sector has the highest level of recent health and safety training for workers of all priority sectors.

**Recent health and safety training also influences worker engagement and participation**

- There is also a marked improvement in worker engagement and active participation between those who had recent training (in the last six to 12 months) and those who had training more than 12 months ago or not at all. For example, almost nine in ten (87%) workers who have had training in the last six months say that health and safety risks are discussed openly compared with six in ten (59%) who have never had training.

- There is also a link between employers’ views on worker engagement and participation and health and safety training. Employers who say at least half of their workforce has had health and safety training in the last 12 months are more likely to rate a number of engagement and participation measures positively.

- The Construction sector performs well against other priority sectors in terms of formal health and safety training. More Construction workers received training in the last 12 months (66%) than those in the other priority sectors. This was despite a slight decrease from 70% of workers in 2016. It is also still significantly higher than 2014 (59%).

- Given the importance of recent health and safety training on factors such as worker engagement and participation, it is important to ensure this level does not drop any lower. Construction employers have the second highest level of training (55%) behind Forestry employers.

**Disconnect between workers and employers between a number of measures**

- There are some notable differences between worker and employer perceptions of a number of measures around leadership, engagement and participation. For example, only half (50%) of workers agree that their boss praises or rewards workers who act safely compared with three-quarters (74%) of employers.

- One of the largest disparities relates to feedback. While eight in ten workers (82%) say they always have a say in decisions involving health and safety, only 55% say they are always told how their views have been considered, although this has seen a slight positive shift over time. This is compared with 84% of employers, up from 79% in 2016 to take it back to the same level as 2015.

- Employers can help bridge these gaps and improve workers’ engagement and participation by changes to communication practices such as testing communications with workers to ensure they are relevant, easy to understand and delivered in an accessible way, regularly giving feedback to workers about any outcomes of their ideas and views and having more accessibility to the boss or a health and safety representative they trust.
KEY FINDINGS

More than half of workers and employers believe that the risk of injury is higher in the Construction sector than other industries. Risky behaviour in the workplace appears relatively commonplace, although employers report fewer such behaviours occurring than workers.

Workers perceive the risk of getting hurt in Construction as higher than other industries but most feel safe at work

• Around six in ten workers and half of employers (59% and 53%, respectively) believe the risk of getting seriously hurt in Construction is higher than other industries. This is the second highest of the four priority sectors, behind Forestry.

• While workers acknowledge that Construction is a riskier industry than average, they don’t necessarily think that something will happen to them personally. Almost all (97%) workers say they feel safe at work – with more than half (53%) saying they feel very safe. Furthermore, just over one in ten (13%) say the risk of someone in their workplace getting injured in the next 12 months is moderate, which has dropped slightly over time from 18% in 2014.

Workers report higher levels of risky behaviour in the workplace than employers

• Risky behaviours in the workplace appear to be commonplace, although employers are less likely than workers to say particular behaviours occur in their workplace. Working when sick or injured (45%), making a mistake by being careless (39%) and working when overtired (38%) are the top three risky behaviours mentioned by workers. These are mentioned by 16%, 27% and 14% of employers respectively, indicating that employers may not always be aware what behaviours are taking place in their business.

• Employers are more likely than workers to say positive behaviours occur. The biggest disparities are for action being taken straight away when a hazard is identified, with 54% of workers saying this always happens compared with 75% of employers and machinery being well maintained, 71% of employers compared with only 44% of workers. Both measures have increased significantly for employers since 2016.

Machinery and equipment maintenance and checks lowest of positive behaviours

• While the proportion of workers saying that the risk of someone getting hurt due to a machinery or equipment fault or breakdown is relatively low – and significantly lower than in 2014 - those reporting that machinery and equipment is always well maintained and checked before use is also low.

• Only one-third (33%) of workers and half (49%) of employers say machinery and equipment is always fully checked before it is used. However, when including those who say full checks often happen, this jumps to 79% of workers and 88% of employers. The proportion of workers saying checks occur often or always has increased from 72% in 2014, while the proportion of employers has remained stable over time.
KEY FINDINGS

CONCLUSIONS AND IMPLICATIONS

- The Construction sector has performed relatively well across a number of measures, but there is still room for improvement as there has been little significant change over time and there are some large discrepancies between workers and employers.

- Opportunities for improvement include encouraging workers to report hazards, near misses and accidents all the time, and employers giving more focus to communication – ensuring communication is two-way so workers feel their views are being considered.

- Communication can also involve highlighting the increased risk involved when workers work when they are sick and injured or overtired to try and reduce the amount of risky behaviours taking place.

- Regular machine and equipment maintenance and checks is another potential area to target, particularly given the focus on risks and incidents involved with vehicles going on within the industry.

- Recent health and safety training and having a boss on site makes a positive difference to worker engagement and participation. Following a slight drop in 2017 of workers saying they received training in the last 12 months and the industry’s focus on vehicle safety, this is an area where the benefits should be actively promoted.

- Although not mentioned in this report, as evidenced in the Canterbury Safety Charter mini report, workers and employers who have heard of the Charter are generally more positive about health and safety and more knowledgeable and confident in dealing with issues and risks. Learning what has worked well and not so well with the Charter can help improve health and safety attitudes and behaviours in the Construction sector overall.
2.

INTRODUCTION
BACKGROUND

New Zealand has unacceptably high rates of workplace fatalities and serious harm injuries. The four sectors where most harm is occurring are Agriculture, Construction, Forestry and Manufacturing.

WorkSafe New Zealand (WorkSafe NZ) is the regulator responsible for the Agriculture, Construction, Forestry and Manufacturing sectors. Its mandate from the Government is to lead New Zealand to at least a 25 percent reduction in workplace fatalities and serious harms by 2020.

In 2014, Nielsen was commissioned to implement a survey programme, with the 2014 survey providing baseline research. The overall purpose of the research was to:

- Provide baseline measures of workers’ and employers’ attitudes and behaviours around health and safety that can be tracked over time
- Inform the design and development of interventions to improve workplace health and safety, both at an overall level and within each of the high-risk sectors.

This report provides an overview of how the attitudes and behaviours of workers and employers in the Construction sector have changed and/or stayed the same over this period.
The 2017 Health and Safety Attitudes and Behaviours Survey was a self-completion survey where participants could respond either online or using a paper survey. The survey was completed by 448 workers and 338 employers in the Construction sector between 30 October 2017 and 10 January 2018.

### ABOUT THE SURVEY

#### SURVEY PERIOD

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>WORKERS</td>
<td>9 July to 16 September 2014</td>
<td>31 October 2017 to 10 January 2018</td>
</tr>
<tr>
<td>EMPLOYERS</td>
<td>14 July to 19 September 2014</td>
<td>30 October 2017 to 10 January 2018</td>
</tr>
</tbody>
</table>

#### SAMPLE SOURCE

- **WORKERS**: The New Zealand Electoral Roll
- **EMPLOYERS**: ACC Levy payers database

#### RESPONSE RATES

2017: Workers 23%, Employers 19% (ACC database only)

#### SAMPLE AND MARGIN OF ERROR

All sample surveys are subject to sampling error.

<table>
<thead>
<tr>
<th></th>
<th>WORKERS (SAMPLE ACHIEVED)</th>
<th>WORKERS (95% LEVEL OF CONFIDENCE)</th>
<th>EMPLOYERS (SAMPLE ACHIEVED)</th>
<th>EMPLOYERS (95% LEVEL OF CONFIDENCE)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>448</td>
<td>± 4.6%</td>
<td>338</td>
<td>± 5.4%</td>
</tr>
</tbody>
</table>

This means that there is a 95% chance that the true population value of a result of 50% in 2017 actually lies between 45.4% and 54.6% for Construction workers or 44.6% and 55.4% for employers.

#### INCENTIVES

A prize draw was provided as an incentive to help encourage participation in the survey. There was a $500 prize for workers in the Construction sector and another $500 prize for employers in the sector. Winners could redeem the prize as either a Prezzy card or as a donation to a registered charity of their choice.

A branded pen was sent to those who received a hard-copy survey.

---

**Want more information about how the survey was conducted?**

More information about the research approach and sample profile can be found in the 2017 Technical report for this survey.
NOTES TO THE REPORT

KEY DEFINITIONS

WORKERS: Includes self-employed people who do not employ others and employers who do the day-to-day work they also employ others to do.

STATISTICAL SIGNIFICANCE

All sub-group differences and changes over time mentioned in this report are statistically significant at the 95% confidence level. This means that the difference is a true difference statistically and not due to random variation.

Effective bases were used for significance testing to safeguard against making conclusions from a sample that has been drastically adjusted up or down (using weights) to match the population. Effective base = (sum of weight factors) squared/sum of squared weight factors).

COMPARISONS MADE

SUB-GROUPS: Differences in sub-groups (e.g. differences between sectors) mentioned are statistically significant at the 95% confidence level.

WORKERS/EMPLOYERS: Obvious differences between workers and employers are described in the report but, with a few exceptions, these differences have not been subject to statistical testing. Direct comparisons between workers and employers aren’t always possible because the groups come from different sources and question wording differs slightly.

OVER TIME: Arrows have been used to show significant increases or decreases between two consecutive years.

DATA PRESENTED

To help manage the amount of detailed data in this report, results are often presented in summary form (e.g. the % who agreed with a statement) rather than showing every possible data point. Therefore when interpreting the data, it is important to remember that the remaining respondents did not necessarily disagree with a statement, but consist of those who disagreed, were non-committal (either agreed nor disagreed) or were uncertain.

EXCLUSIONS

All bases exclude those who did not answer the question. A question may not have answered because:

• the survey was self-completion and some respondents may not have answered all questions in the hard-copy questionnaire.

• some sensitive questions were optional.

Some bases may also exclude ‘not applicable’ responses’ (e.g. it wasn’t relevant to ask a self-employed person about their boss).

NOTATION IN THE REPORT

Where there were no responses to a question or response category, this has been shown as a dash “-“.

Low proportions (i.e. those up to 0.49%) have been shown as <0.5%.
3. WORKPLACE HEALTH AND SAFETY IN CONTEXT
This section presents information to help put attitudes and behaviours to health and safety in context.

First, we consider:

- Where health and safety sits in the priorities of workers and employers, relative to other workplace and business considerations
- The extent to which workers and employers see themselves as having a very big responsibility for workplace health and safety, relative to other groups of people and organisations with influence in the workplace.

The qualitative research conducted in 2013 highlighted the huge impact that workplace culture has on health and safety practices in the WorkSafe NZ high-risk sectors. Therefore, in this section we also look at factors known to influence a positive health and safety culture. This draws on the work carried out by Valerie Braithwaite for Safe Work Australia and reported in Motivation, Attitudes, Perceptions and Skills: Pathways to Safe Work (2011).

Three of the factors identified in Braithwaite’s work as influencing a safer workplace are:

1. Leadership: that is, where leaders are seen to value safety for its own sake and prioritise safety above all else
2. Responsive dialogue: that is, where management, supervisors and workers are able to openly discuss safety issues and there is shared determination to ensure the workplace is safe
3. Participatory structures: that is, where formal avenues are in place to ensure safety issues are not overlooked and workers voices are heard (e.g. having a health and safety representative).

Finally in this section, we look at how much influence each of a number of business levers has in determining what New Zealand businesses do in relation to health and safety.
RELATIVE IMPORTANCE OF HEALTH AND SAFETY

To provide context around where health and safety sits relative to other work and business considerations, we asked workers and employers to choose the three aspects (from a list of 14) that were most important to them in their work/business.

Four in ten (40%) Construction workers and seven out of ten (68%) Construction employers identify staying healthy and safe at work as one of their top three considerations. For employers, it is the most mentioned consideration, although for workers it is third following taking pride in doing a good job and having a good work/life balance.

While the proportion of Construction workers identifying staying healthy and safe at work has remained relatively stable since 2014, there has been a significant increase in the proportion of employers prioritising health and safety, up from 57% in 2014 to 68% in 2017.

In general, the order of what workers and employers see as important has remained relatively stable between 2014 and 2017 with only minor (but not significant) shifts.

WHO IS MORE/LESS LIKELY TO PLACE IMPORTANCE ON HEALTH AND SAFETY?

Workers who manage/supervise three or more workers are more likely to see health and safety as important (51% cf. 40% overall).

Workers in electrician (56%), machinery operator (54%), team leader/supervisor (52%) roles and those working with mobile plant (55%) are also more likely to say health and safety is important. Those in professional services roles are less likely to consider health and safety important (25% cf. 40%).

Workers who say their boss is on site most of the time (27%) and who have never had health and safety training (23%) are also less likely to view health and safety as important.

There were no specific types of employers who were more or less likely to see health and safety as important in 2017.
The extent to which workers and employers think that various people and groups should take responsibility for their own health and safety has a huge influence on creating safer workplaces.

Construction workers and employers have similar views in terms of who they believe is responsible for keeping workers healthy and safe at work.

Both agree the biggest responsibility lies with the workers themselves (86% and 88%, respectively). This is followed by the immediate boss/supervisor (73% cf. 78%, respectively) and the site manager (70% and 76%, respectively).

There have been no significant changes over time when it comes to which types of people or groups workers or employers think should take responsibility for making sure they stay healthy and safe at work.

Workers and employers with at least 20 workers in their workplace are more likely to place greater responsibility on a number of groups including the immediate manager or supervisor, senior management and machinery and vehicle manufacturers. In addition, employers with larger workforces are more likely to place very big responsibility on the property owner and site manager, while workers who work in workplaces with 20-99 workers are more likely to place very big responsibility on the Government.

“**We all have to own health and safety and give it 100% all the time so that it becomes a normal part of ‘business as usual’.”**

- **Worker, team leader/supervisor, non-residential building construction**

“To provide a healthy and safe workplace is the responsibility of the employer, however, this will only work if the employee is prepared to follow the rules and accept responsibility.”

- **Worker, professional services, health and safety consultant**

“Workers (and employers) taking responsibility for themselves and those around them. Everyone should be looking out for each other at all times. Any person that is not competent to identify and deal with hazards in my industry should find work elsewhere in a less hazardous environment. Rules cannot replace common sense. Employers should recognise their workers as a possible hazard if they have no common sense. I would not have such a person working for me.”

- **Employer, electrician, building installation services**
**PRIORITISING HEALTH AND SAFETY**

**WORKERS’ VIEWS ON PRIORITISING HEALTH AND SAFETY**

<table>
<thead>
<tr>
<th>Category</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>GENUINE CONCERN</td>
<td>81% of workers</td>
</tr>
<tr>
<td></td>
<td>agree that the boss is genuinely concerned about the health and safety of the workers.</td>
</tr>
<tr>
<td>SAFETY AS PRIORITY</td>
<td>59% of workers</td>
</tr>
<tr>
<td></td>
<td>disagree the boss sometimes seems more interested in getting the job done or profit than safety.</td>
</tr>
<tr>
<td>SAFE BEHAVIOUR REWARDED</td>
<td>50% of workers</td>
</tr>
<tr>
<td></td>
<td>agree the boss praises or rewards workers who act safely.</td>
</tr>
</tbody>
</table>

**EMPLOYERS’ VIEWS ON PRIORITISING HEALTH AND SAFETY**

<table>
<thead>
<tr>
<th>Category</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>GENUINE CONCERN</td>
<td>89% of employers</td>
</tr>
<tr>
<td></td>
<td>say that a very strong concern for the welfare of the workers has a very strong or strong influence on health and safety.</td>
</tr>
<tr>
<td>SAFETY AS PRIORITY</td>
<td>79% of employers</td>
</tr>
<tr>
<td></td>
<td>agree their business considers safety at least as important as production and quality in the way work is done.</td>
</tr>
<tr>
<td>SAFE BEHAVIOUR REWARDED</td>
<td>74% of employers</td>
</tr>
<tr>
<td></td>
<td>agree those who act safely receive positive recognition.</td>
</tr>
</tbody>
</table>

**SUCCESSES**

A high proportion (81%) of workers agree that the boss is genuinely concerned about the health and safety of the workers.

This is particularly the case for those who had health and safety training in the last six months (89%), work as a team leader/supervisor (93%), work in the heavy and civil engineering sub-sector (94%) or have heard of the Canterbury Safety Charter (96%).

Furthermore, there has been a steady year-on-year increase in this measure, increasing from 76% in 2014.

There has also been a slight increase in workers saying their boss praises or rewards workers who act safely, increasing from 45% in 2014 to 50% in 2017.

**OPPORTUNITIES FOR IMPROVEMENT**

As in 2016, there is a notable gap between employer and worker perceptions in terms of employers recognising safe behaviours.

Almost three-quarters (74%) of employers agree that workers who act safely receive positive recognition for their actions. However, only half (50%) of workers agree that the boss praises or rewards workers who act safely. This could be due to a differing view between what workers and employers consider to be recognition.

Workers more likely to agree that their boss recognises safe behaviour include those who:

- work on one worksite (65% cf. 50%)
- work in a business with 100 or more workers (72%)
- work in the heavy and civil engineering sub-sector (69%).

Employers who employ more than 20 workers are more likely to agree that workers who act safely receive positive recognition (90% cf. 70% employers of one to five workers).
LEADERSHIP BY SECTOR

When compared with the other sectors, Construction appears to be performing similarly to the Agriculture sector and better than Manufacturing on each of the leadership indicators. Forestry workers are the most positive about all aspects of leadership.

There appears to be a belief that leaders are more invested in health and safety, although it may have taken a serious incident to see change for the better...

“There is definitely improving and the gear we have has improved and is readily available. In the early days the management just paid lip service to H&S, but now they mean it. Having workers involved in a serious accident has made a difference.”

Worker, plumber, maintenance and electrical installation of pumps

There are also some factors such as time pressures that can work in opposition to ensuring a safe workplace...

“While the attitude of the majority of companies and staff toward H&S has improved, there are some that due to time constraints possibly forget to factor H&S into daily planning and its constantly changing environment.”

Building, utilities, excavations, machine operations, working with mobile plant, residential and non-residential building construction, building structure services
DRIVERS OF CHANGE

What a business does in terms of health and safety is influenced by a number of different drivers. While many businesses will be influenced by a very strong and genuine concern for the welfare of workers, other drivers will also come into play to a greater or lesser extent. For example, some businesses may be worried about the damage to their reputation of a poor health and safety record, others might be motivated by a desire to attract and retain good staff.

In the survey, employers were asked to identify the extent to which each of the following aspects influenced what their business did in terms of health and safety.

Nine in ten employers (89%) say their business is strongly or very strongly influenced by concern for the welfare of workers, which is unchanged from 2014. This is followed by the cost to the business if they had a serious incident and damage to their reputation by having a poor health and safety record.

There are no significant changes to the proportion of employers saying they are influenced by any one driver since this question was last asked in 2014. However, there is a shift in order between the second and third drivers (cost to the business and damage to the business’s reputation) as well as the fourth and fifth drivers (others require good health and safety practices and avoiding prosecution).

"With the first lot of questions regarding how often our staff are exposed to risk, asked to do something in an unsafe way etc, we are asked as subcontractors to do this a lot by certain main contractors. The only reason it doesn’t happen, is because our staff know that we will side with them and walk away from a contract if we have to; if main contractors aren’t being safe. I think it’s a shame that some main contractors behave like this. I also think it’s a shame that pre-selection etc. doesn’t eliminate these types of people. I also know that we miss out on subcontracts a lot; because of the way we train and take care of our staff, we are more expensive. And so we miss out on contracts a lot to people who have shocking health and safety. I think that more should be done to make main contractors ensure they are actually doing pre-selection and not just picking the lowest price."

Employer, general construction, heavy and civil engineering, non-residential building construction
4.
WORKER ENGAGEMENT AND PARTICIPATION
INTRODUCTION

Workers play an essential role in reducing work-related injuries and ill-health. Good levels of worker engagement and participation are critical to improving health and safety in the workplace.

This chapter of the report covers aspects of worker engagement and participation in health and safety matters in the workplace, as well as workplace health and safety training.

**Worker engagement** refers to how a business involves its workers in work health and safety matters and decisions.

**Worker participation** means ongoing ways for workers to contribute to improving health and safety at work, including raising health and safety concerns, being involved in making decisions that affect worker health and safety and offering suggestions for improving health and safety.

**Representation** means that workers choose one or more people to speak or act on their behalf.

All involve two-way communication – a conversation about health and safety.

Workers and employers were asked questions about:

- Worker involvement in decision making involving health and safety
- Effectiveness of worker engagement in health and safety matters
- Communication about health and safety issues
- Worker participation practices (e.g. health and safety committees, mentors, representatives)
- Provision of health and safety information to workers
- Workers and employers working together to create a safer workplace
- Speaking up about health and safety matters
- Health and safety training.
WORKER ENGAGEMENT

There are four interconnected measures that help us to understand levels of worker engagement.

In the Construction sector, all of these measures have remained stable since 2014 and employers consistently have a more positive view compared with the workers themselves. The most notable difference between workers and employers is whether hazards, near misses and accidents are reported to bosses or supervisors always or most of the time.

62% of workers say hazards, near misses and accidents are reported to bosses or supervisors always or most of the time in their workplace. 79% of employers said this.

Worker/Employer difference: 17% pts

65% of workers agree that where I work, workers really do make a difference to health and safety.

This question was only asked of workers and was introduced in 2015.

82% of workers agree they always have a say in decisions that affect their health and safety.

87% of employers agree workers are always involved in decisions affecting their health and safety.

88% of employers said this.

Worker/Employer difference: 12% pts

Involving workers in decisions about health and safety.

Making a difference to health and safety in their workplace.

Open discussion about things that put health and safety at risk.

Reporting hazards, near misses and accidents are reported to bosses or supervisors always or most of the time.
Improving Engagement

Reporting hazards, near misses and accidents to supervisors is the lowest of the four engagement measures, with six out of ten (62%) workers agreeing they do this always or mostly. This result is the lowest of the four priority sectors. Improving this measure will have an overall impact on engagement.

Recent health and safety training and having a boss on site most to all of the time have an impact on worker engagement, particularly in relation to reporting incidents and openly discussing risks.

More than nine in ten (92%) workers who reported their boss is on site most or all of the time agree that risks are discussed in an open and helpful way. This drops to 54% of workers whose boss is never on site. When looking at reporting, we find 77% of workers with a boss on site most or all of the time say incidents are reported to bosses always or mostly compared with 54% of those who never have a boss on site.

While not significant, the proportions of workers having a say in health and safety decisions and feeling they are making a difference to health and safety improve the more the boss is on site.

Encouraging bosses/ supervisors to visit worksites more often will have a positive impact on engagement.

Who is more/ less engaged?

Overall, while results vary from measure to measure, older workers and those who have been in the industry for at least 20 years tend to be more strongly engaged with health and safety. In contrast, those who have worked in the industry for less time (0-5 years) and have personally had a near miss in the last 12 months tend to be less engaged.

Workers who say they work with recent migrants (arrived in New Zealand in the last five years) and work in large businesses (100 or more workers) are more likely to say hazards, near misses and accidents are reported and risks are discussed openly.

When it comes to workers always having a say in decisions to do with health and safety, those in smaller workplaces (one to five workers) are more likely to agree with this.

Employers who employ 20 or more workers, employ one or more migrant workers and who have workers on six or more sites that they do not own are more likely to agree that risks are discussed in an open and helpful way (98%, 95% and 94%, respectively cf. 88% Construction employers overall).

All four engagement measures improve with more recent health and safety training. Ensuring workers are given regular formal training will improve engagement.

Engagement measures by last time had health and safety training: Construction workers 2017

<table>
<thead>
<tr>
<th></th>
<th>Never n=21-37</th>
<th>More than a year ago n=42-97</th>
<th>6 to 12 months ago n=80-119</th>
<th>In the last 6 months n=135-182</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers always have a say in health and safety decisions - % agree</td>
<td>76</td>
<td>78</td>
<td>84</td>
<td>87*</td>
</tr>
<tr>
<td>Health and safety risks are discussed openly always or mostly</td>
<td>59*</td>
<td>63</td>
<td>67</td>
<td>70</td>
</tr>
<tr>
<td>Health and safety issues are always or mostly reported by workers</td>
<td>55</td>
<td>52</td>
<td>66</td>
<td>69*</td>
</tr>
<tr>
<td>Workers really make a difference to health and safety - % agree</td>
<td>54</td>
<td>49</td>
<td>67</td>
<td>84*</td>
</tr>
</tbody>
</table>

*In the last 6 months' results marked with a caret. ** are significantly higher than 'Never' or 'More than a year ago' as marked with an asterisk.
COMPARISON WITH OTHER SECTORS

Construction workers are less likely than other sectors to say that health and safety issues are reported.

Six in ten (62%) Construction workers say health and safety issues are always or mostly reported by workers. This result is the lowest performing of the four priority sectors.

Forestry workers are the most likely to say issues are reported (77%), followed by Agriculture (75%) and Manufacturing (66%).

Overall in the Construction sector…

Some workers feel discouraged to report incidents as they believe workers get blamed…

“Investigations always seem to be a witch hunt, this discourages reporting. Management always tries to absolve themselves from incidents and blame the workers.”

Worker, electrician, non-residential building construction, building installation services

However, some employers recognise the importance of reporting risks so the business can make appropriate changes…

“Make more effort to upskill workers’ knowledge and understanding on health and safety issues (training courses etc.) More reporting of near miss type incidents to make changes to methods. More formal processes to avoid same mistakes/injuries being made. More interaction between staff/management.”

Employer, roofing, building installation services

HEALTH AND SAFETY ISSUES REPORTED BY WORKERS ALWAYS OR MOSTLY

- Construction: 62%*
- Agriculture: 75%^*
- Forestry: 77%^*
- Manufacturing: 66%
- Other: 70%

Base: Workers excluding self employed and doesn’t apply from Construction (n=424); Agriculture (n=429); Forestry (n=356); Manufacturing (n=547); Other (n=955)

Q52W: How often would you say each of the following happens in your workplace…?
Ideally all workplaces and businesses will have:

- Worker participation practices in place so workers can effectively participate in improving work health and safety on an ongoing basis.
- An environment and culture where workers can raise health and safety concerns at any time – they don’t need to wait until a formal opportunity to participate comes up.
- Two-way communication – where workers have reasonable opportunities to raise health and safety concerns and contribute to decisions that affect work health and safety matters.

HOW THE SURVEY MEASURES PARTICIPATION

- WORK PRACTICES
  - One or more formal practices in place
- WORK ENVIRONMENT
  - Everyone working together
  - Supportive culture
- TWO-WAY COMMUNICATION
  - Speaking up
  - Information always shared and easy to understand
  - Workers told how their views were considered
More than half (53%) of Construction workers and two-thirds (66%) of employers say they have a process in place to make sure staff are briefed at every site they work at. This is the most reported practice by employers.

There are some similarities between workers and employers more likely to say they have a briefing process in place. These include those who work at/operate businesses where:

- workers have had recent health and safety training
- they employ recent migrant workers
- they work in heavy and civil engineering and in pre-construction and machinery operator roles.

This question was introduced for the first time in 2017 so there is no previous year comparison.

**CHANGES IN WORKPLACE PRACTICES OVER TIME**

The occurrence of a number of workplace practices decreased from 2016 to 2017 according to workers. However, all of these have returned to previous levels reported in 2015. This is also the case with the increase in workers who reported no workplace practices.

Employers, however, become more likely to say they have a regular system for health and safety communications over time, increasing from 34% in 2016 to 43% in 2017.

### HIGHEST RATING WORK PRACTICES

**CONSTRUCTION WORKERS**

<table>
<thead>
<tr>
<th>Practice</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and safety is included as a regular team/group meeting item</td>
<td>71%</td>
<td>59%</td>
</tr>
<tr>
<td>Regular health and safety meetings</td>
<td>69%</td>
<td>57%</td>
</tr>
<tr>
<td>Process to make sure staff are briefed at every site they work at</td>
<td>-</td>
<td>53%</td>
</tr>
<tr>
<td>Health and safety representative or champion</td>
<td>61%</td>
<td>47%</td>
</tr>
<tr>
<td>Our workplace has a noticeboard, a website or another area where there is good up-to-date information about health and safety</td>
<td>52%</td>
<td>43%</td>
</tr>
<tr>
<td>Formal safety audits are carried out regularly</td>
<td>49%</td>
<td>40%</td>
</tr>
<tr>
<td>There is a health and safety committee in our workplace</td>
<td>37%</td>
<td>33%</td>
</tr>
<tr>
<td>I have been given a health and safety mentor</td>
<td>16%</td>
<td>15%</td>
</tr>
<tr>
<td>None of these</td>
<td>7%</td>
<td>12%</td>
</tr>
</tbody>
</table>

**CONSTRUCTION EMPLOYERS**

<table>
<thead>
<tr>
<th>Practice</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Process to make sure staff are briefed at every site they work at</td>
<td>-</td>
<td>66%</td>
</tr>
<tr>
<td>Regular health and safety meetings</td>
<td>62%</td>
<td>60%</td>
</tr>
<tr>
<td>Health and safety is included as a regular team/group meeting item</td>
<td>63%</td>
<td>55%</td>
</tr>
<tr>
<td>Formal safety audits are carried out regularly</td>
<td>47%</td>
<td>53%</td>
</tr>
<tr>
<td>Health and safety representative or champion</td>
<td>38%</td>
<td>46%</td>
</tr>
<tr>
<td>Regular system for health and safety communications (e.g. noticeboard, website)</td>
<td>34%</td>
<td>43%</td>
</tr>
<tr>
<td>A formal mentor system – people with experience who other workers trust to give good health and safety advice</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>A health and safety committee</td>
<td>9%</td>
<td>11%</td>
</tr>
<tr>
<td>None of these</td>
<td>10%</td>
<td>9%</td>
</tr>
</tbody>
</table>

Note: Employers’ responses for ‘Formal safety audits are carried out regularly’ comes from Q43. Level of agreement (5-point agreement scale) with statement: ‘Formal safety audits at regular intervals are a normal part of our business’ (2016 n=271, 2017 n=337)
WORK ENVIRONMENT

WORKING TOGETHER

Having both workers and employers work together to improve health and safety is an important aspect of improving the working environment.

WORKING TOGETHER

When it comes to working together, there is a disconnect between the perceptions of workers and employers. Fewer workers (77%) than employers (93%) agree that the boss/management and workers work together in partnership to make sure everyone is safe at work. These measures have remained stable over time.

This is very similar to the result across the four priority sectors, with 76% of workers and 92% of employers agreeing the boss/management and workers work together to make sure everyone is safe at work.

EVERYONE TRYING

Overall, across the four priority sectors 64% of workers say everyone from the boss down is always trying to improve safety. In the Construction sector a similar proportion (65%) of workers agree with this statement. Although there is no change to this measure since 2016, it is significantly higher than in 2014 (55%).

MORE/LESS LIKELY TO WORK TOGETHER

Workers aged 55 years and older, who manage three or more workers, have worked on two to four sites over the last three months and those who have had recent health and safety training are more likely to say everyone in their workplace works together and is always trying to improve health and safety.

Workers in team leader/supervisor roles are more likely to say everyone from the boss down is always trying to improve safety (87% cf. 65%), whereas those who work at heights or in heavy and civil engineering are more likely to say everyone works together (both 94% cf. 77%).

Employers whose business involves machinery operation and those who operate in building completion services are less likely to say everyone works in partnership on health and safety (87% and 84%, respectively cf. 93%).

DOES BUSINESS SIZE HAVE AN IMPACT?

There are no significant changes in terms of employers saying everyone works together by the number of workers they employ, the number of sites they own or the number of sites they work on that they do not own. However, the proportion agreeing everyone works together drops slightly as the number of contractors they engage increases.

WORK ENVIRONMENT MEASURES BY SECTOR 2017: WORKERS

<table>
<thead>
<tr>
<th></th>
<th>CONSTRUCTION (n=277)</th>
<th>AGRICULTURE (n=185-187)</th>
<th>FORESTRY (n=287)</th>
<th>MANUFACTURING (n=496-499)</th>
<th>OTHER SECTOR (n=789)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everyone from the boss down is always trying to improve safety (% agree)</td>
<td>65%</td>
<td>67%</td>
<td>80%^</td>
<td>60%^*</td>
<td>60%</td>
</tr>
<tr>
<td>My boss and the workers work together to make sure everyone is safe at work (% agree)</td>
<td>77%</td>
<td>79%</td>
<td>87%^</td>
<td>71%^*</td>
<td>75%</td>
</tr>
</tbody>
</table>

Results marked with ^ are significantly higher than the four priority sectors total while those marked with an asterisk * are significantly lower.
WORK ENVIRONMENT

SUPPORTIVE CULTURE

<table>
<thead>
<tr>
<th>ENCOURAGED TO COME UP WITH IDEAS</th>
<th>WORKERS/EMPLOYERS% POINT DIFFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>70% of workers AND 88% of employers agree that workers are encouraged to come up with ideas to make our work safer.</td>
<td>18 pts</td>
</tr>
<tr>
<td>88% of workers would feel confident about approaching the boss/supervisor about a health and safety issue.</td>
<td></td>
</tr>
<tr>
<td>76% of workers disagree they would get into trouble if I told my boss I had a near miss.</td>
<td></td>
</tr>
<tr>
<td>73% of workers AND 94% of employers agree the boss/business would totally support workers who suggested work should stop because of a possible hazard/risk.</td>
<td>21 pts</td>
</tr>
</tbody>
</table>

ENCOURAGED TO COME UP WITH IDEAS

Seven in ten workers (70%) say they are encouraged to come up with ideas to make their work safer, which has remained relatively stable over time.

As with other measures, experience and responsibility appear to be a factor, with workers who have been in the industry for at least 20 years (79% cf. 70%) and those who manage three or more workers (84%) more likely to say they are encouraged to come up with ideas. Those who work for companies with more than 100 workers (88%) are also more likely to agree with this statement – agreement with this measure increases as business size increases.

CONFIDENT APPROACHING THE BOSS

Nine in ten (88%) workers say they would feel confident approaching the boss about a health and safety issue. This has dropped from 93% in 2016, but is still slightly higher than 2015 (85%). Similarly, three-quarters of workers (76%) say they would not get into trouble if they told their boss they had a near miss. This measure has remained stable since 2014. These are positive results, indicating that the majority of workers feel supported by their boss. However, it is somewhat at odds with the proportion who say hazards and near misses are always reported to the boss (62%) – although reporting increases the more the boss is on site.

Workers aged 55 years and older, who have at least 20 years experience in the Construction industry, manage three or more workers, work with migrant workers and work in businesses with six to nine workers tend to feel more confident approaching the boss. However, these differences are not all statistically significant.

SUPPORT FOR STOPPING WORK

There is a notable gap between the perceptions of workers and employers (21 percentage points) in relation to whether or not a boss or business would support workers who suggested that work should stop because of a possible risk or hazard (94% of employers agree while only 73% of workers agree). This result has remained stable for employers over time, but the proportion of workers is significantly higher than 2014 (68%).

Workers who say they would be supported for stopping work include those who manage three or more workers (83% cf. 73%), who have worked on two to four sites in the last three months (85%), work for a business with more than 100 workers (89%) and have had formal health and safety training in the last six months (83%).

Employers whose business operates in the building structure services sub-sector are less likely to say their business would support workers who suggested work should stop (85% cf. 94%).

DOES BUSINESS SIZE HAVE AN IMPACT?

There are no significant changes in terms of employers saying workers would be encouraged to come up with ideas or supported for stopping work by the number of workers they employ, the number of contractors they engage, the number of sites they own or the number of sites they work on that they do not own.
TWO-WAY COMMUNICATION

SPEAKING UP

ENCOURAGED TO SPEAK UP

77% of workers AND 96% of employers agree that the boss/business encourages workers to speak up if they feel something is unsafe.

BOSS SPEAKS UP IF THERE IS A RISK

71% of workers disagree that their boss sometimes says nothing when he/she sees a worker taking a shortcut or risk.

CONFIDENT TO RAISE WITH CO-WORKERS

78% of workers AND 74% of employers agree that workers always tell co-workers if they aren’t working safely.

Speaking up when there is a risk or hazard is important for preventing workplace incidents. This can only occur when everyone is encouraged to speak up, the behaviour is modelled by bosses and supervisors, and workers feel confident in approaching each other if they see a colleague who is not working safely.

ENCOURAGED TO SPEAK UP

More than three-quarters (77%) of workers in the Construction sector feel encouraged to speak up if they feel there is a risk to health and safety in their workplace. This has remained relatively stable over time.

As with a number of other indicators of participation, a larger proportion of employers (96%) in the Construction sector agree that their business encourages people to speak up compared with the perceptions of workers. This increased from 92% in 2016, back to the same level as 2015.

Workers who had training the in last six month, work in very large businesses (100 or more workers) and in heavy and civil engineering are more likely to say they are encouraged to speak up (84%, 88% and 95%, respectively cf. 77%). There is no change to employer results by business size, number of contractors or number of sites owned or worked on.

“Employers and employees being informed and educated and up to date with hazards and procedures in the workplace. Staff members being mindful and using common sense. Keeping communication open and not being afraid to speak up. Employers taking staff needs and concerns seriously.”

Employer, bricklaying, building structure services

BOSS SPEAKS UP IF THERE IS A RISK

Around seven in ten (71%) workers disagree that their boss says nothing when he/she sees a worker taking a shortcut or risk. This result has increased over time and is significantly higher than 2014 (62%) and the four priority sectors overall (65%).

Those who work in a small business (six to nine workers) are more likely to agree that their boss says nothing when they see risky behaviour (30% cf. 15% Construction workers overall).

RAISING ISSUES WITH CO-WORKERS

Across the four priority sectors, 78% of workers and 69% of employers agree that they are confident workers always tell each other if they are not working safely.

In the Construction sector, 78% of workers and 74% of employers agree with this, both relatively stable over time. Interestingly, this is one of the few measures where employers have lower levels of agreement than workers indicating that they do not have as much confidence in worker behaviour.

Confident workers include those who manage/supervise three or more workers (86% cf. 78%), had health and safety training in the last 12 months (82%) and work in businesses with two to five people (87%). Workers and employers in building completion services are less likely to agree with this measure.

DOES BUSINESS SIZE HAVE AN IMPACT?

As business size increases, the proportion of employers who are confident workers will raise issues with co-workers drops – 77% with one to five workers agree compared with 60% of those with 20 or more workers. Similarly, those with six or more contractors are less likely to agree with this measure (58% cf. 74%).

"Employers and employees being informed and educated and up to date with hazards and procedures in the workplace. Staff members being mindful and using common sense. Keeping communication open and not being afraid to speak up. Employers taking staff needs and concerns seriously.”

Employer, bricklaying, building structure services
TWO-WAY COMMUNICATION

INFORMATION AND FEEDBACK

<table>
<thead>
<tr>
<th>INFORMATION SHARED</th>
<th>WORKERS/EMPLOYERS%</th>
<th>POINT DIFFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>72% of workers AND 86% of employers</td>
<td>agree that relevant health and safety information and updates are always shared.</td>
<td>14 pts</td>
</tr>
<tr>
<td>EASY TO UNDERSTAND</td>
<td></td>
<td></td>
</tr>
<tr>
<td>69% of workers AND 88% of employers</td>
<td>agree that workers are always given health and safety information that is easy to understand.</td>
<td>19 pts</td>
</tr>
<tr>
<td>TOLD HOW VIEWS WERE CONSIDERED</td>
<td></td>
<td></td>
</tr>
<tr>
<td>55% of workers AND 84% of employers</td>
<td>agree that workers are always told how their views have been considered</td>
<td>29 pts</td>
</tr>
</tbody>
</table>

INFORMATION SHARED, EASY TO UNDERSTAND

Seven in ten workers agree that relevant information is always shared (72%) and that it is easy to understand (69%). While the proportion who say it is always shared has remained stable, those who say it is easy to understand has slightly increased over time from 63% in 2015 to 69% in 2017. These are both similar to the four priority sector results overall.

Workers who have worked on two to four sites in the last three months are more satisfied than Construction workers overall with the health and safety information shared (82% cf. 72%) and how easy it is to understand (79% cf. 69%).

Employers whose business has been operating between six and 20 years, employ one or more migrant workers and at least half of their workers have had recent health and safety training are more likely than Construction employers overall to agree they share relevant information (91%, 93% and 94%, respectively cf. 86%).

Employers in building installation services are less likely than Construction employers overall to say the information they share is easy to understand (77% cf. 88%).

There are no significant differences by worker or contractor numbers, or sites owned or worked on. However, as worker numbers increase the proportion of employers saying the health and safety information they share is relevant also increases slightly.

TOLD HOW VIEWS WERE CONSIDERED

Only 55% of Construction workers agree that they are always told how their views have been considered compared with more than eight in ten (84%) employers. There have been no significant changes over time.

As with most of the engagement and participation measures, workers who have had recent training are more likely to agree that their views are always considered (63% cf. 55%). Recent worker training is also an influence on employers’ views – 91% of employers with at least half of their workforce recently trained always tell workers how their views have been considered compared with 84% of Construction workers overall.

Employers who operate in building completion services or who engage six or more contractors are less likely than Construction employers overall to say the information they share is easy to understand (77% cf. 88%). As with contractors, employers agreeing with this measure decreases as the number of workers increases slightly.

OVERALL OPPORTUNITIES FOR IMPROVEMENT

Employers can help to improve workers’ perceptions by:

- regularly reminding workers in different ways that they can and should speak if they see something that is unsafe
- testing communications with workers to ensure that they are easy to understand for their particular workforce
- regularly feeding back to workers in different ways telling them how their views have been considered
- ensuring that all workers participate in health and safety training.
Different questions about health and safety training were asked of workers and employers:

Workers were asked:
• When was the last time you had some formal training on health and safety (e.g. did a course, online training, induction training)? This does not include a first aid course.

Employers were asked:
• When was the last time you, as an employer, had some formal training on health and safety (e.g. did a course, online training)? This does not include a first aid course.
• In the last 12 months, what proportion of your business's workers have had formal training relating to health and safety (e.g. training course, online training, induction training)? This does not include a first aid course.
TRAINING OVERVIEW

Workers are more likely to have had health and safety training in the last six months than employers, with employers more likely to never have had training.

Two-thirds of workers (66%) had formal health and safety training in the last 12 months, the highest proportion of the four priority sectors. Despite a slight decrease from 70% of workers in 2016, it is also significantly higher than 2014 (59%).

Given the importance of recent health and safety training on factors such as worker engagement and participation, it is important to ensure this level does not drop any lower. However, as the proportion of workers who say they have never had any formal training (at 10%) has remained stable over the last two years, potentially some businesses have reached a saturation point.

TRAINING IN LAST 12 MONTHS

Workers more likely to have had health and safety training in the last 12 months include those who:

- work with migrant workers (84% cf. 66%)
- manage or supervise three or more workers (82%)
- work in a business with 20 or more workers (87%)
- work in heavy and civil engineering (87%) or non-residential building construction (75%)
- work as an electrician (90%) or in professional services (77%).

Those less likely to have had health and safety training in the last 12 months include those in residential building construction (57%) and building structure services (44%).

PROPORTION OF WORKFORCE UNDERTAKING TRAINING

Almost one-quarter of employers say no workers in their business had formal health and safety training in the last year.

![Bar chart showing the percentage of workers who had health and safety training in the last 12 months, broken down by duration.](chart)

- In the last 6 months: 30% for workers, 25% for employers
- 6 - 12 months ago: 25% for workers, 14% for employers
- 13 months - 3 years ago: 19% for workers, 10% for employers
- More than 3 years ago: 7% for workers, 10% for employers
- I've never had formal training: 18% for workers, 10% for employers

![Bar chart showing the percentage of workers who had training in the last year: employers.](chart)

- 2014: 59%
- 2015: 64%
- 2016: 70%
- 2017: 66%

![Bar chart showing the proportion of workers who had training in the last year: employers.](chart)

- All: 30%
- Most of them: 18%
- Half: 6%
- Some, but less than half: 16%
- None: 24%
- Don't know: 6%

54% at least half of workers
30% none or don't know
The Construction sector performs well against other priority sectors in terms of formal health and safety training. More Construction workers received training in the last 12 months than those in the other priority sectors. Construction employers have the second highest level of training behind Forestry employers.

### Workers and Employers Who Had Training in the Last 12 Months by Sector: 2017

<table>
<thead>
<tr>
<th>Sector</th>
<th>Workers</th>
<th>Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>66%</td>
<td>55%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>28%</td>
<td>31%</td>
</tr>
<tr>
<td>Forestry</td>
<td>58%</td>
<td>63%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>53%</td>
<td>38%</td>
</tr>
<tr>
<td>Other</td>
<td>47%</td>
<td>34%</td>
</tr>
</tbody>
</table>

Base: Workers (Construction, n=445; Agriculture, n=511; Forestry, n=357; Manufacturing, n=553; Other sector, n=1029)

Base: Employers (Construction, n=337; Agriculture, n=377; Forestry, n=221; Manufacturing, n=363; Other sector, n=425)

### Overall in the Construction sector…

**Employers recognise the need for and value of health and safety training…**

“Health & safety needs to be taught to people before starting in the work place. Too many people are influenced by others when they start work especially in building and construction industry.”

Concrete repair, earthquake strengthening, Building structure services

“Increasing the education and capability across our industry. There is a large difference and a skills shortage. Our training industry has a long way to go to be consistent and targeted at the right levels.”

Concrete repair, earthquake strengthening, Building structure services

**But some say it is too expensive and not always financially viable…**

“Having access to targeted training that is affordable to all businesses that allows on going H&S education to continually improve all workers understanding, participation and practice.”

Employer, residential landscaping

“Offering access to targeted training that is affordable to all businesses that allows on going H&S education to continually improve all workers understanding, participation and practice.”

Employer, landscaping, building structure services

“If health and safety training and courses were paid for i.e. government funding. We are excited about health and safety and wish to really push this in our business. But it's tricky when you have 5 or 6 people that need training and the courses are so expensive. As most of our workers are contractors it's hard to convince them that it's worth spending their money on this. If it was cheaper or free they would be much more likely to participate.”

Employer, landscaping, building structure services
5. RISK MANAGEMENT
INTRODUCTION

Workers and employers were asked questions relating to their views, knowledge and experience of risk:

Workers were asked:
- How does the risk of someone getting seriously hurt in their industry compare with other industries?
- How would you rate the risk that you or someone you work with will be seriously hurt at work in the next 12 months?
- Overall, how safe do you feel at work?
- Whether they have the resources and information to deal with risk
- How confident they are in their knowledge and skills to deal with risk
- Frequency of risk behaviours in their workplace
- Response of management to workers taking shortcuts
- Frequency with which positive behaviours take place in the workplace.

Employers were asked:
- How does the risk of people getting seriously hurt in their industry compare with other industries?
- How would you rate the risk that one of your workers in your business will be seriously hurt at work in the next 12 months?
- Whether workers have the resources and information to deal with risk
- Frequency of workers involvement in risky behaviours
- Frequency with which positive behaviours take place in the workplace.
Workers are more likely to believe there is at least a moderate risk of a worker being seriously hurt in their workplace in the next 12 months compared with employers. While both have remained relatively stable over time, the proportion of workers who rate the risk as at least moderate has decreased slightly from 18% in 2014.

**PERCEIVED MODERATE RISK IN THE WORKPLACE OVER TIME**

**WORKERS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Risk Perception</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>18% (n=615)</td>
</tr>
<tr>
<td>2015</td>
<td>14% (n=525)</td>
</tr>
<tr>
<td>2016</td>
<td>13% (n=561)</td>
</tr>
<tr>
<td>2017</td>
<td>13% (n=445)</td>
</tr>
</tbody>
</table>

**EMPLOYERS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Risk Perception</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>8% (n=346)</td>
</tr>
<tr>
<td>2015</td>
<td>6% (n=391)</td>
</tr>
<tr>
<td>2016</td>
<td>6% (n=272)</td>
</tr>
<tr>
<td>2017</td>
<td>6% (n=338)</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector

Q46(W) How would you rate the risk that you or someone you work with will be seriously hurt at work in the next 12 months? (5-point scale where 1=very low risk and 5=very high risk)

Experience of a serious harm or near miss in the last 12 months has an impact on both worker and employer perceptions of risk in their workplace.

**WORKERS MORE/LESS LIKELY TO PERCEIVE RISK**

- Workers who had a near miss in the last 12 months are more likely to say there is at least a moderate risk (23% cf. 9% no near miss).
- Workers who work in companies with 10 to 19 workers and those working with mobile plants are also more likely to say there is at least a moderate risk (24% and 27% cf. 13% workers overall).
- Workers who are aged 45 to 54 years old, those who work 40 hours or less and those where there are one to five workers in the business are less likely to say there is a high risk of a worker being seriously injured in the next 12 months (7%, 8% and 7%, respectively cf. 13% overall).

**WORKERS FEEL SAFE AT WORK...**

53% of Construction workers feel very safe at work. This has increased slightly from 47% in 2014 and is higher than Manufacturing workers, but lower than those in Forestry and Agriculture. Only 2% of Construction workers say they feel very unsafe at work.

<table>
<thead>
<tr>
<th>Year</th>
<th>NET Safe</th>
<th>NET Unsafe</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>95%</td>
<td>5%</td>
</tr>
<tr>
<td>2017</td>
<td>97%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector (2016, n=561; 2017, n=446)

Q45(W) Overall, how safe do you feel at work? (Level of safety on 4-point scale where 1=very unsafe and 4=very safe)
Around six in ten workers and half of employers perceive the risk of a worker getting seriously hurt in Construction as higher than other industries. This is second highest of the four priority sectors behind Forestry.

Workers in medium sized businesses (20-49 workers) and those who manage or supervise others are more likely to think Construction is riskier than other industries.

Workers more likely to perceive high risk compared with other industries:
- are aged 25-34 years (71% cf. 59% overall)
- manage/supervise three or more workers (68%)
- work with migrant workers (72%)
- say their boss is never on site (73%)
- work in companies with 20-49 people (80%)
- work in team leader/supervisor (78%) or professional services (74%) roles
- work in non-residential building construction (75%).

While a number of Construction workers feel their industry is riskier than other industries, some believe health and safety has improved.

“Safety has improved drastically around scaffolding and roof protection. I think Construction is a very safe industry.”

Worker, finishing (e.g. painting, plastering), residential building construction
RESOURCES AND KNOWLEDGE

RESOURCES AND INFORMATION TO DEAL WITH RISK

WORKERS/EMPLOYERS %

<table>
<thead>
<tr>
<th>TOOLS AND EQUIPMENT</th>
<th>88% of workers AND 94% of employers agree that workers/everyone has the tools and equipment they need to do their job safely.</th>
</tr>
</thead>
<tbody>
<tr>
<td>INFORMATION</td>
<td>72% of workers AND 91% of employers agree workers and supervisors are told everything/have the information they need to work safely.</td>
</tr>
</tbody>
</table>

SUCCESES

Nine out of ten (88%) workers agree that they have the tools they need to do their job safely.

This is in line with the proportion of employers (94%) who agree that everyone in their business has the tools and equipment they need. Both measures have been stable since 2014.

Workers who have worked on only one site in the last three months are less likely to say they have the tools they need (77% cf. 88% Construction workers overall). There are no significant changes with employers for either measure based on number of workers or contractors, sites owned or worked on.

OCCUPATIONAL HEALTH AND SKILLS TO DEAL WITH RISK

<table>
<thead>
<tr>
<th>REPORTING INCIDENTS</th>
<th>87% of workers are confident they know how to report a hazard, near miss or accident to workmates and to management.</th>
</tr>
</thead>
<tbody>
<tr>
<td>KEEPING SAFE</td>
<td>95% of workers are confident they have the knowledge and skills to keep safe at work.</td>
</tr>
<tr>
<td>STAYING HEALTHY</td>
<td>86% of workers are confident they have the knowledge and skills to make sure you don’t get long-term health problems from your work.</td>
</tr>
</tbody>
</table>

2016

<table>
<thead>
<tr>
<th>REPORTING INCIDENTS</th>
<th>92%</th>
</tr>
</thead>
<tbody>
<tr>
<td>KEEPING SAFE</td>
<td>96%</td>
</tr>
<tr>
<td>STAYING HEALTHY</td>
<td>84%</td>
</tr>
</tbody>
</table>

OPPORTUNITIES FOR IMPROVEMENT

There is a gap between employer and worker perceptions in terms of the information workers are told.

While 91% of employers say workers and supervisors have the information they need, this drops to 72% of workers who agree that they are told everything they need to know to do their job safely, although this is significantly higher than 2014 (62%). The gap between employers and workers has been consistent over the past four years. As with the participation measures, this gap could be addressed with changes to communication delivery.

RECENT HEALTH AND SAFETY TRAINING INCREASES CONFIDENCE REPORTING INCIDENTS...

92% of workers who had health and safety training in the last 12 months are confident that they know how to report a hazard, near miss or accident to workmates and to management. This drops to 65% for those who have never had health and safety training.

Some employers believe training would make a difference to their industry...

“Education and training of workers to provide a better understanding of how to identify hazards.”

Employer, other specialist trade, landscaping, demolition, asbestos removal, excavations, heavy and civil engineering
RISKY BEHAVIOURS

In spite of the fact that a high proportion of workers say they have the skills and knowledge to perform their jobs safely, risky behaviour in the workplace appears to be commonplace. However, employers are less likely to say a particular behaviour occurs in their workplace from ‘time to time’ or ‘a lot’ compared with workers.

TOP RISKY BEHAVIOURS

Nearly half of workers (45%) say there are people at their workplace who work when they are sick or injured. A further 39% say workers make a mistake by being careless and 38% say they work when overtired. These results have remained stable since 2015.

DIFFERENCE BETWEEN WORKERS AND EMPLOYERS

Employers perceive a much lower level of risky behaviour occurring in the workplace compared with workers, particularly around workers taking a risk or short-cut or working when sick or injured or overtired. This suggests that employers are not completely aware of what is going on in their business.

The only behaviour where workers and employers believe the level of occurrence is similar is getting put at risk by something outside of their control (e.g. a freak accident) (19% of workers and 14% employers).

“Regulated hours. Our industry works very long hours and it’s hard to cut back as it makes it difficult to compete with competitors on speed of getting job done and price. Also operators will go to companies where they can get more hours of work. I think fatigue is the biggest risk to our industry and so a mandatory upper limit of working hours would be helpful.”

Employer, machine operation, residential construction, land development and site preparation

“Need more people to randomly turn up on sites around Canterbury to inspect as far too many people take chances and are being pushed by their employers.”

Worker, drain layer, various Construction sub-sectors

RISKY BEHAVIOURS IN THE WORKPLACE OCCURRING FROM TIME TO TIME OR A LOT: WORKERS AND EMPLOYERS 2017

- Work when sick or injured: 45% (Workers), 16% (Employers)
- Make a mistake by being careless or not having our minds on the job: 39% (Workers), 27% (Employers)
- Work when overtired: 38% (Workers), 33% (Employers)
- Take a risk or short-cut on purpose (e.g. to save time): 14% (Workers), 14% (Employers)
- Make a mistake from being under pressure to get the job done: 12% (Workers), 12% (Employers)
- Make a mistake because of working too long or too hard without a break: 28% (Workers), 22% (Employers)
- Get put at risk by working in conditions where work should have been stopped (e.g. bad weather): 6% (Workers), 21% (Employers)
- Get put at risk by not using the right personal protective equipment: 8% (Workers), 20% (Employers)
- Get put at risk by something outside of our control (e.g. a freak accident): 19% (Workers), 14% (Employers)
- Workers do a risky job that they don’t have the right skills for: 14% (Workers), 18% (Employers)
- Get put at risk because our processes or ways we are told to do things are not safe: 3% (Workers), 14% (Employers)
- Get put at risk from not having proper supervision: 4% (Workers), 12% (Employers)
- Work when hung-over or stoned: 12% (Workers), 3% (Employers)
- Get put at risk by a machinery or equipment fault or breakdown: 3% (Workers), 10% (Employers)

Base: Workers from the Construction sector (2017, n=439-442)
Employers from the Construction sector (2017, n=336-337)

Q36(W) How often does someone in your workplace (you or anyone you work with)....?
Q30(E) How often does a worker in your business (you or anyone you work with)....?
### POSITIVE BEHAVIOURS IN THE WORKPLACE OCCURRING ALL OF THE TIME: CONSTRUCTION WORKERS AND EMPLOYERS 2016-2017

<table>
<thead>
<tr>
<th>WORKERS</th>
<th>EMPLOYERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>2017</td>
</tr>
<tr>
<td>59%</td>
<td>62%</td>
</tr>
<tr>
<td>55%</td>
<td>54%</td>
</tr>
<tr>
<td>53%</td>
<td>51%</td>
</tr>
<tr>
<td>51%</td>
<td>44%</td>
</tr>
<tr>
<td>35%</td>
<td>33%</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector excluding doesn’t apply (2016, n=512-557; 2017, n=396-439)

Q53(W) How often does each of the following happen in your workplace?

### SUCCESSES

Employers who say action is always taken straight away when a potential hazard is identified is up from 67% in 2016 to 75%, the highest it has been since measurement began. However, only half (54%) of workers say action is always taken immediately, which is similar to 2016.

As with engagement and participation, having the boss on site and recent health and safety training is a positive influence on the way workers act and the behaviours they report.

### OPPORTUNITIES FOR IMPROVEMENT

Only half of workers (51%) and fewer than three in five employers (57%) say personal protective equipment is always used when it should be. Some employers said they find it difficult to get workers to use the equipment.

“How does an employer force an employee to wear the correct PPE gear all of the time. Threats are not an option when there is a shortage of decent qualified tradespeople.”

Employer, general construction, foundation and ground preparation, landscaping, residential building construction, building completion services
6. MACHINERY AND EQUIPMENT
Safer use of vehicles on Construction worksites is a key area of focus for WorkSafe NZ due to the high number of fatalities and serious harm incidents involving vehicles.

While the survey does not directly ask about vehicle use, there are a number of questions about machinery and equipment.

Both workers and employers were asked:

- How frequently workers are put at risk by machinery or equipment fault or breakdowns
- How frequently machinery and equipment is well maintained
- How frequently machinery and equipment is fully checked before it is used
- How frequently safety devices are fitted to machinery and equipment when they should be (e.g. safety guards on machinery).
While the proportion of workers saying that the risk of someone getting hurt due to a machinery or equipment fault or breakdown is relatively low, those reporting that machinery and equipment is always well maintained and checked before use is also low.

<table>
<thead>
<tr>
<th>WORKERS</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers get put at risk by a machinery or equipment fault or breakdown from time to time to a lot</td>
<td>13%</td>
<td>10%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>POSITIVE BEHAVIOURS</th>
<th>WORKERS</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Machinery and equipment is always well maintained</td>
<td>51%</td>
<td>44%</td>
<td></td>
</tr>
<tr>
<td>Machinery and equipment is always fully checked before it is used</td>
<td>35%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>Safety devices are always fitted to machinery and equipment when they should be</td>
<td>59%</td>
<td>62%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EMPLOYERS</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers get put at risk by a machinery or equipment fault or breakdown from time to time to a lot</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>POSITIVE BEHAVIOURS</th>
<th>EMPLOYERS</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Machinery and equipment is always well maintained</td>
<td>61%</td>
<td>71%</td>
<td></td>
</tr>
<tr>
<td>Machinery and equipment is always fully checked before it is used</td>
<td>40%</td>
<td>49%</td>
<td></td>
</tr>
<tr>
<td>Safety devices are always fitted to machinery and equipment when they should be</td>
<td>73%</td>
<td>77%</td>
<td></td>
</tr>
</tbody>
</table>

RISK FROM FAULTS OR BREAKDOWNS

One in ten workers (10%) say they or someone at their work get put at risk in their workplace by a machinery or equipment fault or breakdown from time to time or a lot compared with fewer than one in twenty employers (3%).

Positively, the proportion of workers who say this is significantly lower than 2014 (15%), while employers’ results have remained stable.

Workers more likely to say this behaviour occurs include Māori workers (22% cf. 10%), those in heavy and civil engineering (20%) and other specialist trades such as gas fitting (22%).

FULL CHECKS POSSIBLY NOT SEEN AS NECESSARY ALL THE TIME

Only one-third (33%) of workers and half (49%) of employers say machinery and equipment is always fully checked before it is used. However, when including those who say full checks often happen, this jumps to 79% of workers and 88% of employers. The proportion of workers saying checks occur often or always has increased from 72% in 2014, while the proportion of employers has remained stable over time.

GAP BETWEEN WORKERS AND EMPLOYERS

The number of employers reporting safe behaviours around machinery and equipment is significantly higher than workers for all three measures, and that gap has widened since 2016.

The largest discrepancy is around the maintenance of equipment and machinery – 71% of employers say they are always well maintained, an increase from 61% in 2016, whereas only 44% of workers say this is the case (slightly down from 51% in 2016).

Fitting safety devices is the most reported behaviour of the three measures around machinery and equipment. Six in ten (62%) workers and almost eight in ten (77%) employers say safety devices are always fitted to machinery and equipment when they should be. This increases to 92% of workers and 95% of employers saying this happens often or always.

Given the focus on vehicles and machinery in the Construction industry, it is increasingly important that machinery and equipment maintenance and checks are an established part of any health and safety programme.
WHO IS MORE LIKELY TO REPORT POSITIVE BEHAVIOUR?

Having a boss on site and recent worker health and safety training leads to machinery and equipment being checked and well maintained more often.

FACTORS IMPROVING MACHINE SAFETY

For workers, having a boss on site most to all of the time increases the likelihood of maintenance and checks, with:

- 60% reporting machinery and equipment is always well maintained (cf. 32% boss is never on site)
- 44% reporting machinery and equipment is always fully checked (cf. 20% boss never on site).

Those who work longer hours (51 hours or more per week) are more likely to say safety devices are always fitted and machinery is well maintained.

Positively, workers whose main role is a machinery operator, are more likely to say safety devices are always fitted (74% cf. 62% workers overall).

BUSINESS SIZE

There appears to be a link between the number of workers and contractors employers have and positive practices. The proportion of employers who say machinery and equipment is always well maintained decreases as the number of workers, contractors and recent migrants increases. Almost three-quarters (73%) of employers of very small businesses (one to five workers) say this happens compared with fewer than three in five (56%) employers of medium to large businesses (20 or more workers). Those who say safety devices are always fitted also drop as the number of contractors a business has increases.

HEALTH AND SAFETY TRAINING AND INCIDENTS

As with all engagement and participation measures, workers and employers who report that workers have had recent health and safety training are more likely to report positive practices around equipment and machinery.

Both workers and employers who report a recent near miss or serious harm are less likely than those who have not experienced either to report positive practices around machinery and equipment.

WORKERS COMMENT ON A RANGE OF ISSUES TO DO WITH VEHICLES, MACHINERY AND COMPANY CULTURE

“Work vans should have tough WOF standards. I am sick of working out of dodgy vans!”
Worker, specialist trade e.g. gasfitter, building completion services

“A WorkSafe NZ inspector was visiting our site, but each time he visited he was "guided" around by the workshop manager and workers did not get a chance to speak to him confidentially. Also before he arrives, everything is made to look "by the book" when in reality everybody drives the forklift, people openly smoke in the workshop, unsafe/untrained people are operating equipment, i.e. the. workshop crane, unsafe lifting techniques, and carrying out unsafe working practices.”
Worker, machine operator, welder/fitter, welding/constructing fuel tanks/ancillaries

“Revise the training for working with cranes - too many people are getting the tickets that can’t do it safely.”
Worker, working with mobile plant, non-residential building, building structure services

“Ban extension leads and power tools on site, only use battery powered equipment.”
Worker, general construction, manual labour, working at heights, non-residential building construction, building installation services

“In a contracting role a number of months ago, we had a very near miss. Everyone carried on as if nothing had happened. I had literally just been inducted to this business and hours later a 1500mm round pipe, maybe 10 or 20 meters long, rolled off the forklift forks, while being manoeuvred into position. I mentioned it at the end of the day and was finished up later that week. The guys don’t officially have any near misses, but in reality, have lots. I was black marked for mentioning it and have no more work from them. The forklift had no breaks and management wasn’t interested. The H&S rep was an idiot who wanted to climb the ladder. They employed mainly immigrant workers. Part of the induction was being told of the company rule about not being allowed to disclose pay rates. Awful company culture.”
Worker, manual labour, building installation services
7. SERIOUS HARM EVENTS, NEAR MISSES AND HAZARDS
INTRODUCTION

The next section focuses on the level of serious harm events (injury and sickness), near misses and hazards experienced in the Construction sector. We also cover what actions are taken as a result of experiencing or noticing these issues.

Both workers and employers were asked about the level of serious harm injuries or near misses at their workplace or business:

For workers:
- In the last 12 months, which of the following have you had from your work? (list of incidents)
- In the last 12 months, how many times have you personally had a near miss at work where you could have been seriously hurt?
- Have you noticed a new hazard at work recently?

For employers:
- In the last 12 months, which of the following [list of injuries and medical problems] has happened to anyone who works in your business while they were at work (including employees and contractors)?
- In the last 12 months, as far as you know, how many times has someone working in your business had a near miss where they could have been seriously hurt at work?
- Have you noticed a new hazard at work recently?

They were also asked what happened after experiencing/hearing about the serious harm injury, near miss or noticing the hazard
- And what happened the last time you were seriously hurt or unwell/had a near miss/noticed a new hazard at work? (list of actions).
INCIDENCE OF SERIOUS HARM EVENTS

Workers reporting serious harm incidents increased slightly from 2016 following a significant decrease from 2015. Employers report a slight year on year decrease in incidents since 2015.

WORKERS WHO EXPERIENCED SERIOUS HARM IN THE WORKPLACE IN THE LAST 12 MONTHS: WORKERS AND EMPLOYERS OVER TIME

<table>
<thead>
<tr>
<th></th>
<th>WORKERS</th>
<th></th>
<th>EMPLOYERS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>19%</td>
<td>13%</td>
<td>20%</td>
</tr>
<tr>
<td>2015</td>
<td>n=523</td>
<td>2016</td>
<td>n=544</td>
</tr>
<tr>
<td></td>
<td>15%</td>
<td>17%</td>
<td>n=437</td>
</tr>
<tr>
<td>2017</td>
<td>n=437</td>
<td></td>
<td>n=337</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector
Q38(W) In the last 12 months, which of the following have you had from your work?

Base: Employers from the Construction sector who had serious harm incidents in the last 12 months
Q31(E) In the last 12 months, which of the following has happened to anyone who works in your business while they were at work?

Workers and employers report similar levels of serious harm incidents in 2017.

SERIOUS HARM INCIDENTS

The proportion of workers who say they had been seriously harmed at work in the last 12 months increased slightly from 13% in 2016, but is still lower than 2015 (19%).

The number of employers reporting serious incidents has decreased slightly over time, dropping from 20% in 2015 to 17% in 2017.

COMMENTS REFLECT A CALL FOR BETTER COMPLIANCE TO PREVENT INCIDENTS

“We think there should be more policing done to ensure the codes and standards are maintained. We see a lot of people from competitive companies not using the correct safety equipment. Rather than wait for a serious accident to happen, companies should be in a preventative mode.”

Employer, landscaping, landscape garden maintenance
# INCIDENCE OF SERIOUS HARM EVENTS

Fewer than one in ten (8%) employers report a deep cut or wound requiring stitches, dropping from 13% in 2015. This is the highest serious harm incident reported by both workers (4%) and employers.

## TYPES OF SERIOUS HARM EVENTS IN THE WORKPLACE IN THE LAST 12 MONTHS

<table>
<thead>
<tr>
<th>Event</th>
<th>WORKERS (happened to me)</th>
<th>EMPLOYERS (across the business)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2016 (n=544)</td>
<td>2017 (n=437)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2016 (n=273)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2017 (n=337)</td>
</tr>
<tr>
<td>A deep cut or wound that required stitches</td>
<td>4%</td>
<td>9%</td>
</tr>
<tr>
<td>An eye injury</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>Permanent loss of hearing from exposure to noise</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Temporary, but serious loss of hearing from exposure to noise</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>Long-term breathing problems</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>A broken bone/fracture</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>An injury from crushing</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Burns requiring medical attention</td>
<td>&lt;0.5%</td>
<td>1%</td>
</tr>
<tr>
<td>Other work related injury, disease or illness that resulted in serious temporary damage</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Serious head or brain injury, including concussion</td>
<td>1%</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Been hurt, or became sick and was put in hospital for more than 48 hours</td>
<td>1%</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Other work related injury, disease or illness that has resulted in a permanent health problem</td>
<td>2%</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Became unconscious as a result of physical injury or lack of oxygen</td>
<td>-</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>Would rather not say</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>None of these</td>
<td>86%</td>
<td>84%</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector
Q38(W) In the last 12 months, which of the following have you had from your work?

Base: Employers from the Construction sector who had serious harm incidents in the last 12 months
Q31(E) In the last 12 months, which of the following has happened to anyone who works in your business while they were at work?

## ISSUES EMPLOYERS LESS LIKELY TO NOTICE

While employers generally report higher levels of serious harm events across their business than workers report about just themselves, employers seem less aware of hearing loss and long-term breathing problems, presumably as workers may not need or seek immediate attention for these issues as opposed to other serious harm events.

## SUGGESTIONS TO MINIMISE RISK...

"Making sure all PPE is easily accessible and of good quality. Guidelines on how to set up worksite to ensure workers and public are safe. Assess every site before starting any work."

Employer, working on utilities, building installation services
A similar proportion of workers and employers report health issues in their workplace or business, although the proportions of various injuries and issues differ. Strains, sprains or dislocation is the most common injury reported by both workers and employers.

45% of workers suffered from at least one health issue due to their work in the last 12 months.

44% of employers say that at least one health issue was experienced by someone in their business in the last 12 months.

### TYPES OF HEALTH PROBLEMS IN THE WORKPLACE IN THE LAST 12 MONTHS: CONSTRUCTION WORKERS AND EMPLOYERS 2016-2017

<table>
<thead>
<tr>
<th>Types of Health Problems</th>
<th>Workers (happened to me)</th>
<th>Employers (across the business)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprain, strain or dislocation</td>
<td>29% (n=557)</td>
<td>29% (n=274)</td>
</tr>
<tr>
<td>A stress-related or mental illness</td>
<td>12% (n=557)</td>
<td>6% (n=274)</td>
</tr>
<tr>
<td>Short-term breathing problems or irritation of the airways from temporary exposure to particles, fumes, smoke, sprays or other harmful substances</td>
<td>13% (n=557)</td>
<td>4% (n=274)</td>
</tr>
<tr>
<td>Suffered from heat strain or heat stroke (i.e. overheating to the point of feeling dizzy, nauseous, faint or losing concentration)</td>
<td>- (n=557)</td>
<td>- (n=274)</td>
</tr>
<tr>
<td>Exposure to asbestos</td>
<td>8% (n=557)</td>
<td>6% (n=274)</td>
</tr>
<tr>
<td>Skin conditions (e.g. rashes, eczema, dermatitis)</td>
<td>10% (n=557)</td>
<td>8% (n=274)</td>
</tr>
<tr>
<td>Would rather not say</td>
<td>1% (n=557)</td>
<td>1% (n=274)</td>
</tr>
<tr>
<td>Don’t know</td>
<td>- (n=557)</td>
<td>2% (n=274)</td>
</tr>
<tr>
<td>None of these</td>
<td>51% (n=557)</td>
<td>57% (n=274)</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector

Q115(W) In the last 12 months, which of the following have happened to you because of your work?

Base: Employers from the Construction sector who had serious harm incidents in the last 12 months

Q106(E) In the last 12 months, which of the following has been experienced at work by anyone who works in your business?

### COMPARISON WITH OTHER SECTORS

Construction workers report a slightly higher proportion of health issues than the overall four priority sectors (45% cf. 43%). This rate is the second highest of the four sectors behind Manufacturing workers (50% ).

“Less time pressure to complete tasks, the industry is very busy at the moment and workers are under a lot of pressure and stress.”

Employer, erection and assembly/scaffolding

### BOSS ON SITE REDUCES INCIDENTS

Having a boss on site most to all of the time seems to reduce the number of serious harm incidents. One-quarter of workers (25%) who say their boss is always on site report at least one incident compared with 45% of those who say their boss is on site some of the time and 51% who never have a boss on site.
STRESS AND MENTAL HEALTH ISSUES

One in ten workers report a stress-related or mental health issue, which is higher than the proportion of employers who report that someone in their business suffers from this issue.

WORKERS REPORTED STRESS-RELATED OR MENTAL HEALTH ISSUES

One in ten (11%) workers report a stress-related or mental illness caused by work. This is similar to 2016 (12%) but higher than the proportion of employers reporting this issue (7%).

Rates of stress-related or mental illness reported by construction workers are similar to Agriculture and Forestry workers, but slightly lower than those in manufacturing. Manufacturing and Forestry employers both report 10% of workers in their business suffer from stress-related or mental health issues, with Agriculture employers reporting the fewest (5%).

WHO IS MORE/LESS LIKELY TO SUFFER FROM A MENTAL HEALTH ISSUE

Workers who are employed by businesses with 6-19 workers are more likely to say they have had a stress-related or mental health issue than overall Construction workers (18% cf. 11%). Only 1% of workers in businesses with 20-49 workers report this issue.

Older workers (55 years and over) are less likely to say they suffered from stress or mental health issues due to work (5% cf. 11%).

While not significantly higher, other factors that seem to be involved in workers being less likely to report a stress-related or mental health issue include working in the industry for more than 20 years, working fewer hours (31-40 hours a week), having their boss on site most to all of the time and working on five or more sites in the last three months.

STRESS-RELATED RISKY BEHAVIOURS

More than four in ten workers (45%) say there is often someone in their workplace who is working while sick or injured. Those more likely to say this happens often include workers who:

- have been in the industry for 20 or more years (51%) compared with those who have been in the industry five years or fewer (35%)
- say the boss is never on site (64% cf. 32% boss is mostly or always on site)
- work in building structure services (61% cf. overall Construction 45%)
- work in manual labour (59%) or other specialist trades such as gasfitter or steel erector (61%).

There are some similarities between Construction workers who are more likely to say they or someone at their workplace often work when they are overtired, make mistakes due to being under pressure and working too long or hard without a break. These include workers from larger organisations (20 workers or more), those working with migrant workers and those who have reported a near miss in the last 12 months

Some feel the amount of compliance involved in health and safety is leading to workplace stress...

“I think there is an over burdening of workers with too many checklists, SOP/SWPs, JSA/TAs, procedures, pre-starts etc. on a daily basis which has stressed the worker to the point where their brains are in fight or flight mode. As a business we are required/compelled to prove, provide evidence of workers understanding/competence and compliance with best industry practise should something go wrong yet WorkSafe are now saying that we should move beyond compliance and measure culture. I’m not sure how you can measure culture without a level of compliance. But we need to do something to free up our workers’ brains so they think rather than just react and follow what’s written like robots (they’re not). I’m still looking for a solution”

Employer, various trades, residential and non-residential building, building installation services, lines management
INCIDENCE OF NEAR MISSES

Around three in ten workers and one-third of employers report at least one near miss at work in 2017. Workers are referring to their own personal experience while employers are commenting on their business as a whole.

NEAR MISSES IN THE CONSTRUCTION WORKPLACE/BUSINESS OVER TIME: WORKERS AND EMPLOYERS

<table>
<thead>
<tr>
<th></th>
<th>WORKERS</th>
<th>EMPLOYERS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014 (n=607)</td>
<td>2014 (n=330)</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>32%</td>
</tr>
<tr>
<td>2015</td>
<td>31%</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>(n=525)</td>
<td>(n=381)</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>37%</td>
</tr>
<tr>
<td>2016</td>
<td>(n=543)</td>
<td>(n=270)</td>
</tr>
<tr>
<td></td>
<td>29%</td>
<td>35%</td>
</tr>
<tr>
<td>2017</td>
<td>(n=433)</td>
<td>(n=331)</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector Q41(W) In the last 12 months, how many times have you personally had a near miss at work where you could have been seriously hurt?

Base: Employers from the Construction sector Q36(E) In the last 12 months, how many times has someone working in your business had a near miss where they could have been seriously hurt at work?

NEAR MISSES OVER TIME

There have been no major changes in the proportion of workers saying they have had a near miss over time. While the proportion of employers saying they had at least one near miss dropped slightly from 37% in 2016 to 35% in 2017, it is still significantly higher than in 2015 (25%).

WHO IS MORE LIKELY TO HAVE HAD A NEAR MISS?

Workers and employers who are mostly machinery operators and who mainly work in non-residential building construction say they are more likely to have had a near miss in the last 12 months. Employers in land development and site preparation and civil and heavy engineering are also more likely to report at least one near miss, as are workers in specialist trades.

The levels of serious harm incidents and near misses reported by Construction workers fall around the middle of the priority sectors, both slightly higher than the Agriculture sector. Manufacturing reports the highest proportion of serious harm incidents while Forestry reports the most near misses.

LEVEL OF SERIOUS HARM INCIDENTS AND NEAR MISSES BY SECTOR: WORKERS 2017

<table>
<thead>
<tr>
<th></th>
<th>CONSTRUCTION (n=433-437)</th>
<th>AGRICULTURE (n=503-510)</th>
<th>FORESTRY (n=360-361)</th>
<th>MANUFACTURING (n=544-552)</th>
<th>OTHER SECTOR (n=1014-1016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced a serious harm event</td>
<td>15%</td>
<td>12%</td>
<td>14%</td>
<td>17%^</td>
<td>8%^</td>
</tr>
<tr>
<td>Experienced a near miss</td>
<td>29%</td>
<td>25%^</td>
<td>45%^</td>
<td>32%^</td>
<td>16%^</td>
</tr>
</tbody>
</table>

^ significantly higher than total; * significantly lower than total
More than one in ten workers say they did not tell anyone about a recent serious harm incident or near miss. Both of these proportions increased slightly from 2016.

### Actions Taken as a Result of Serious Harm Incidents and Near Misses in the Construction Workplace/Business: Workers

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Serious Harm Incidents</strong></td>
<td>(n=133)</td>
<td>(n=98)</td>
<td>(n=53)</td>
<td>(n=52)</td>
</tr>
<tr>
<td>Nothing, I Didn’t Tell Anyone</td>
<td>6%</td>
<td>4%</td>
<td>8%</td>
<td>12%</td>
</tr>
<tr>
<td>Reported But No Action</td>
<td>9%</td>
<td>9%</td>
<td>20%</td>
<td>6%</td>
</tr>
<tr>
<td>Workers Blamed</td>
<td>2%</td>
<td>4%</td>
<td>5%</td>
<td>1%</td>
</tr>
<tr>
<td>Action Taken Recorded</td>
<td>41%</td>
<td>39%</td>
<td>32%</td>
<td>39%</td>
</tr>
<tr>
<td>Action Taken Reported</td>
<td>43%</td>
<td>46%</td>
<td>60%</td>
<td>45%</td>
</tr>
<tr>
<td>Action Taken (e.g. discussed to stop happening again, changed the way we did something)</td>
<td>57%</td>
<td>55%</td>
<td>51%</td>
<td>54%</td>
</tr>
<tr>
<td>ACC Claim Made</td>
<td>-</td>
<td>42%</td>
<td>33%</td>
<td>46%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Near Misses</strong></td>
<td>(n=194)</td>
<td>(n=159)</td>
<td>(n=167)</td>
<td>(n=123)</td>
</tr>
<tr>
<td>Nothing, I Didn’t Tell Anyone</td>
<td>20%</td>
<td>17%</td>
<td>7%</td>
<td>13%</td>
</tr>
<tr>
<td>Reported But No Action</td>
<td>11%</td>
<td>5%</td>
<td>11%</td>
<td>8%</td>
</tr>
<tr>
<td>Workers Blamed</td>
<td>2%</td>
<td>1%</td>
<td>2%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Action Taken Recorded</td>
<td>35%</td>
<td>29%</td>
<td>46%</td>
<td>45%</td>
</tr>
<tr>
<td>Action Taken Reported</td>
<td>49%</td>
<td>46%</td>
<td>57%</td>
<td>44%</td>
</tr>
<tr>
<td>Action Taken (e.g. discussed to stop happening again, changed the way we did something)</td>
<td>58%</td>
<td>67%</td>
<td>59%</td>
<td>67%</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector who have experienced serious harm incident or health problems/near miss at work in the last 12 months

Q40(W)/Q43(W) And what happened the last time you were seriously hurt or unwell at work? What happened the last time you had a near miss at work?

**Workers Generally Report Incidents**

In general, workers are reporting incidents – in 2017 12% did not report a serious harm incident and 13% did not report a near miss. Generally, some action is taken after reporting (6% said that no action was taken after a serious incident and 8% said no action was taken after a near miss was reported).

**Recording Incidents Lower**

The level of recording incidents is quite low – only 39% of serious incidents and 45% of near misses were recorded in 2017.

There is a low level of workers being blamed for these events – this accounted for 1% of serious incidents and 0.5% of near misses in 2017.
Employers report a high level of recording serious harm events and near misses. Action taken was high for both, with action following a near miss showing a significant improvement since 2014.

### ACTIONS TAKEN THE LAST TIME A SERIOUS HARM INCIDENT OR NEAR MISS OCCURRED: CONSTRUCTION EMPLOYERS

<table>
<thead>
<tr>
<th>CONSTRUCTION EMPLOYERS</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SERIOUS HARM INCIDENTS</strong></td>
<td>(n=132)</td>
<td>(n=108)</td>
<td>(n=75)</td>
<td>(n=79)</td>
</tr>
<tr>
<td>NOTHING</td>
<td>2%</td>
<td>7%</td>
<td>7%</td>
<td>2%</td>
</tr>
<tr>
<td>NET RECORDED</td>
<td>69%</td>
<td>67%</td>
<td>71%</td>
<td>80%</td>
</tr>
<tr>
<td>NET ACTION</td>
<td>67%</td>
<td>77%</td>
<td>70%</td>
<td>85%</td>
</tr>
<tr>
<td>NET INVESTIGATED</td>
<td>38%</td>
<td>42%</td>
<td>29%</td>
<td>58%</td>
</tr>
<tr>
<td>DISCIPLINE AGAINST WORKER</td>
<td>7%</td>
<td>7%</td>
<td>12%</td>
<td>8%</td>
</tr>
<tr>
<td>MEDICAL ASSISTANCE SOUGHT</td>
<td>75%</td>
<td>72%</td>
<td>60%</td>
<td>79%</td>
</tr>
<tr>
<td>ACC CLAIM FILED</td>
<td>-</td>
<td>40%</td>
<td>47%</td>
<td>59%</td>
</tr>
<tr>
<td><strong>NEAR MISSES</strong></td>
<td>(n=139)</td>
<td>(n=146)</td>
<td>(n=131)</td>
<td>(n=142)</td>
</tr>
<tr>
<td>NOTHING</td>
<td>3%</td>
<td>-</td>
<td>-</td>
<td>1%</td>
</tr>
<tr>
<td>NET RECORDED</td>
<td>58%</td>
<td>69%</td>
<td>70%</td>
<td>74%</td>
</tr>
<tr>
<td>NET ACTION</td>
<td>85%</td>
<td>91%</td>
<td>90%</td>
<td>90%</td>
</tr>
<tr>
<td>DISCIPLINE AGAINST WORKER</td>
<td>11%</td>
<td>13%</td>
<td>15%</td>
<td>12%</td>
</tr>
</tbody>
</table>

Base: Employers in the Construction sector whose employees have experienced serious harm incident or health problems/near miss in the last 12 months.

### TAKING ACTION AFTER INCIDENTS

Employers report a high level of taking action as a consequence of serious harm incidents and near misses occurring (85% and 90% respectively in 2017). The proportion of employers saying action had been taken following a serious incident increased from 67% in 2014 to 85% in 2017.

The proportion of serious incidents investigated increased from 29% in 2016 to 58% in 2017 and this is significantly higher than 2014 (38%).

“When non-compliant work is reported, proper feedback should be given and compliancy in our industry should be enforced in a much stricter manner. Companies still get away every day with non-compliant work and it affects our business.”

Employer, erection and assembly/scaffolding, residential building construction, land development and site preparation services
HAZARDS IN THE WORKPLACE

More workers than employers noticed hazards in the workplace. Half of workers and a third of employers say they took immediate action to remove the hazard.

HAZARDS IN THE WORKPLACE: CONSTRUCTION WORKERS AND EMPLOYERS 2017

Workers have noticed hazards: 79%  
Employers have noticed hazards: 66%

Base: Workers from the Construction sector (n=444)  
Employers from the Construction sector (n=337)

Q44(W) What happened the last time you noticed a new hazard at work?  
Q39(E) What happened the last time you noticed a new hazard at your business?

ACTIONS TAKEN THE LAST TIME NEW HAZARD NOTICED AT WORK

CONSTRUCTION WORKERS 2017  
CONSTRUCTION EMPLOYERS 2017

<table>
<thead>
<tr>
<th>HAZARDS</th>
<th>2017</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>HAVEN’T NOTICED ANY</td>
<td>21%</td>
<td>34%</td>
</tr>
</tbody>
</table>
| DID SOMETHING IMMEDIATELY  
(e.g. stopped work till hazard removed) | 51% | 35% |
| CHANGED WAY WE DID SOMETHING  
(e.g. changed process to eliminate hazard) | 32% | 43% |
| WRITTEN INTO HAZARD BOARD/REGISTER | 32% | 31% |
| REPORTED BUT NO ACTION | 5% | DISCUSSED AT MEETING | 3% |
| OTHER | 1% | OTHER | 2% |
| NOTHING, I DIDN’T TELL ANYONE | 2% | NOTHING HAPPENED | 0.5% |

TAKING ACTION AFTER HAZARDS

Workers are more likely to say action was taken immediately after noticing a hazard although employers are more likely to say the business changed their processes.

A similar proportion of workers and employers say the hazard was written on the hazard board or into the register, although it is a significant drop for employers from 42% in 2016 to 31% in 2017, taking it back to a similar level as 2014 (27%).
The next section focuses on loud noise in the Construction sector: workers exposure to loud noise, hearing loss and protection against loud noise. These were new questions in the 2017 survey, so trends are not available.

Workers were asked about their own experience:

- **Exposure to loud noise:** Are you ever exposed to loud noise in your everyday work? That is, noise at a level where you would have to raise your voice to speak to someone a metre (3 feet) away from you?

- **Serious harm injuries:** Which of the following have you had from your work and which was the most recent incident? (Permanent loss of hearing from exposure to noise, Temporary, but serious loss of hearing from exposure to noise)

- **Things done to protect against loud noise:** During the last 12 months which, if any, of the following have you done, or has your employer done to protect you against exposure to loud noise (list of ten things)

- **How often would you say you wear hearing protection (e.g. ear plugs or ear muffs) when exposed to loud noise in your workplace?** Which of the following applies to your hearing protection (e.g. ear plugs or ear muffs)? (list of five responses including It has been fitted to you individually).

Employers were asked similar questions from the perspective of their business as a whole.
EXPOSURE TO LOUD NOISE AND HEARING LOSS

More than eight out of ten Construction workers are sometimes exposed to loud noise. A small proportion of workers and only one employer reported hearing loss due to exposure to loud noise.

One-quarter (25%) of Construction workers say they are exposed to loud noise most of the time in their day-to-day work, with a further three in five (58%) exposed to loud noise some of the time.

Just under one in five (17%) workers say they are not exposed to loud noise in their everyday work.

EXPOSURE TO LOUD NOISE IN EVERYDAY WORK: CONSTRUCTION WORKERS 2017

<table>
<thead>
<tr>
<th>Exposure to Loud Noise</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, Most of the Time</td>
<td>25%</td>
</tr>
<tr>
<td>Yes, Some of the Time</td>
<td>58%</td>
</tr>
<tr>
<td>No</td>
<td>17%</td>
</tr>
</tbody>
</table>

EXPOSURE TO NOISE BY SECTOR

Construction workers are exposed to more noise in their everyday work than Agricultural workers but less noise than those in Manufacturing and Forestry.

EXPOSURE TO LOUD NOISE MOST OF THE TIME BY SECTOR: WORKERS 2017

<table>
<thead>
<tr>
<th>Sector</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>44%</td>
</tr>
<tr>
<td>Forestry</td>
<td>40%</td>
</tr>
<tr>
<td>Construction</td>
<td>25%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>10%</td>
</tr>
</tbody>
</table>

CONSTRUCTION WORKERS MORE LIKELY TO BE EXPOSED TO LOUD NOISE MOST OF THE TIME:

- Been working in the industry 6-19 years (32% cf. Construction workers overall 25%)
- Personally had a serious harm (38%) or near miss (36%) in the last year
- Workplace has 10-19 people currently employed (38%)
- Work in the building structure services (41%) or building completion (35%) sub-sector
- Main job type - builder (33%), manual labour (38%), interior fitter (40%), working with mobile plant (40%) or working at heights (36%).

WORKERS REPORTING HEARING LOSS

While 2% of Construction workers reported permanent or temporary but serious hearing loss, fewer than 0.5% of employers reported serious hearing loss in their business.

PROPORTION OF CONSTRUCTION WORKERS WITH HEARING LOSS FROM EXPOSURE TO LOUD NOISE IN THE LAST YEAR: CONSTRUCTION WORKERS 2017

- Permanent hearing loss: 2%
- Temporary but serious hearing loss: 2%
A very high proportion of both workers and employers report that at least one action has taken place in their workplace to protect against exposure to loud noise. The main actions taken to protect workers are hearing protection being provided and identifying ‘noise’ as a workplace hazard.

Workers and employers mostly have similar views around what businesses do for their workers to protect them against loud noise.

More than eight in ten workers (82%) and nine in ten employers (90%) say they are provided with hearing protection such as ear plugs or ear muffs.

The biggest difference between workers and employers is recognising noise as a workplace hazard that needs to be managed. Two-thirds of employers (66%) say that they identified noise as a hazard in their workplace compared with 50% of workers. This discrepancy is consistent with other measures to do with reporting and hazard identification, with employers more likely to say that these things happen than workers.
HOW OFTEN WORKERS USE HEARING PROTECTION AND THE HELP THEY RECEIVE

More than eight out of ten Construction workers mostly or always wear hearing protection when exposed to loud noise at work. However, almost one in five do this less often. Two-thirds of workers feel they have the right level of protection for the noise they are exposed to.

Workers and employers are in close agreement about how often workers wear hearing protection when exposed to loud noise at work – 83% of workers and 86% of employers say this happens at least most of the time. Similarly, 17% of workers and 14% of employers say it happens about half the time or less.

WORKERS LESS LIKELY WEAR PROTECTION MOSTLY OR ALWAYS:

- Aged 45-54 years (74% cf. 83% Construction workers overall)
- Manage/supervise three or more workers (75%)
- Never had health and safety training (65%)
- Work in building structure services (66%).

HOW OFTEN WORKERS WEAR HEARING PROTECTION WHEN EXPOSED TO LOUD NOISE IN THE WORKPLACE: CONSTRUCTION WORKERS AND EMPLOYERS, 2017

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Workers</th>
<th>Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>47%</td>
<td>47%</td>
</tr>
<tr>
<td>Most of the time</td>
<td>36%</td>
<td>39%</td>
</tr>
<tr>
<td>About half</td>
<td>8%</td>
<td>8%</td>
</tr>
<tr>
<td>Less than half</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Never</td>
<td>4%</td>
<td>1%</td>
</tr>
</tbody>
</table>

MOSTLY OR ALWAYS
Workers 83% Employers 86%

LESS OFTEN
Workers 17% Employers 14%

64% OF WORKERS feel they have the right level of protection for the noise that they are exposed to.

Almost half (46%) of employers believe they have the right level of protection for the noise that their workers are exposed to.

Replacing ear muffs or ear plugs when they are damaged or worn out happens is the most common practice reported. Seven in ten (71%) workers and employers say this practice occurs in their workplace/business.

ASSISTANCE PROVIDED RE HEARING PROTECTION: CONSTRUCTION WORKERS AND EMPLOYERS, 2017

<table>
<thead>
<tr>
<th>Assistance Provided</th>
<th>Workers</th>
<th>Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>It is replaced when it becomes worn out or damaged</td>
<td>71%</td>
<td>71%</td>
</tr>
<tr>
<td>I have/we provide the right level of hearing protection for the noise I'm/workers are exposed to</td>
<td>46%</td>
<td>64%</td>
</tr>
<tr>
<td>It is regularly maintained</td>
<td>24%</td>
<td>36%</td>
</tr>
<tr>
<td>It has been fitted to me/our workers individually</td>
<td>19%</td>
<td>30%</td>
</tr>
<tr>
<td>I have received/we provide training and/or supervision in the use of hearing protection</td>
<td>19%</td>
<td>19%</td>
</tr>
<tr>
<td>None of these</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>Not applicable - I don't use/our business does not provide hearing protection</td>
<td>3%</td>
<td>7%</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector (2017, n=359)
Employers from the Construction sector (2017, n=273)

Q127(W)/Q122(E) How often would you say you/your workers wear hearing protection (e.g. ear plugs or ear muffs) when exposed to loud noise in your workplace?

Q128(W)/Q123(E) Which of the following applies to your/do your business do for your workers’ hearing protection (e.g. ear plugs or ear muffs)?
SOURCES OF ADVICE AND COMMUNICATION
INTRODUCTION

This section of the report focuses on where workers and employers would go for advice about health and safety, their preferred mediums for receiving health and safety advice, what type of contact they have had with WorkSafe NZ in the last 12 months and what visitors to WorkSafe NZ’s website did while on the site.

Both workers and employers were asked:

- If you need advice in the next few weeks about something to do with health and safety, who would you go to?
- Which types of information would you find most useful for communicating health and safety messages?
- In the last 12 months, which of the following ways have you had contact with WorkSafe NZ or heard about them?
- What, if anything, did you do while or after visiting the website?
HEALTH AND SAFETY ADVICE

Construction workers are most likely to go to their boss for health and safety advice, followed by WorkSafe NZ and their workplace health and safety representative, whereas employers say they would go to WorkSafe NZ, followed by Site Safe and health and safety consultants.

The proportion of workers who would go to their boss for health and safety advice has remained relatively stable since 2014, maintaining its position as the most mentioned source of advice.

Two-thirds of employers (66%) say they would contact WorkSafe NZ for advice, a similar result to previous years. Four in ten (40%) workers say they would go to WorkSafe NZ, which has dropped from 47% in 2016 (although it is not significant).

A similar proportion of workers (26%) and employers (28%) say they would use the internet/Google to look for health and safety information. These are both significantly lower than 2016 (35% and 39%, respectively), with the worker’s result returning to the 2015 level (27%).

Site Safe is used more by employers than workers. More than two in five employers (43%) would go to Site Safe compared with one in five workers (20%). The proportion of workers saying they would go to Site Safe has dropped from 26% in 2016.

Workers and employers were both less likely to consult their peers than in 2016 – workers saying they would talk to a friend in the industry has dropped from 25% in 2016 to 16% and employers saying they would talk to other employers has dropped from 25% in 2016 to 12% in 2017.

Some employers would like a dedicated WorkSafe contact...

“It would be great if we had a rep from WorkSafe that we could contact if we had any issues or questions. It would be a lot easier to deal with just one person rather than multiple people.”

Employer, specialist trade, machine operation, residential construction, land development and site preparation services

WHO WOULD YOU GO TO FOR ADVICE: CONSTRUCTION WORKERS 2017-2016

<table>
<thead>
<tr>
<th>Source of Advice</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>My boss</td>
<td>45%</td>
<td>48%</td>
</tr>
<tr>
<td>WorkSafe NZ</td>
<td>40%</td>
<td>47%</td>
</tr>
<tr>
<td>Health and safety rep at my workplace</td>
<td>38%</td>
<td>42%</td>
</tr>
<tr>
<td>Internet/Google</td>
<td>26%</td>
<td>35%</td>
</tr>
<tr>
<td>Someone in management</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>Site Safe</td>
<td>20%</td>
<td>26%</td>
</tr>
<tr>
<td>Health and safety consultants</td>
<td>17%</td>
<td>2%</td>
</tr>
<tr>
<td>A friend who works in the same industry</td>
<td>16%</td>
<td>25%</td>
</tr>
<tr>
<td>My mentor/someone I work with that I trust</td>
<td>15%</td>
<td>18%</td>
</tr>
<tr>
<td>A government agency other than WorkSafe or WorkSafe NZ</td>
<td>6%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Base: Workers from the Construction sector (2016, n=560; 2017, n=447)

Q56(W) If you need advice in the next few weeks about something to do with health and safety, who would you go to?

WHO WOULD YOU GO TO FOR ADVICE: CONSTRUCTION EMPLOYERS 2017-2016

<table>
<thead>
<tr>
<th>Source of Advice</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>WorkSafe NZ</td>
<td>66%</td>
<td>65%</td>
</tr>
<tr>
<td>Site Safe</td>
<td>43%</td>
<td>46%</td>
</tr>
<tr>
<td>Health and safety consultants</td>
<td>34%</td>
<td>40%</td>
</tr>
<tr>
<td>Internet/Google</td>
<td>28%</td>
<td>39%</td>
</tr>
<tr>
<td>An industry organisation</td>
<td>22%</td>
<td>26%</td>
</tr>
<tr>
<td>A government agency other than WorkSafe or WorkSafe NZ</td>
<td>12%</td>
<td>17%</td>
</tr>
<tr>
<td>Other employers</td>
<td>12%</td>
<td>25%</td>
</tr>
<tr>
<td>Business.govt.nz</td>
<td>12%</td>
<td>14%</td>
</tr>
<tr>
<td>Training advisor or ITOs</td>
<td>7%</td>
<td>-</td>
</tr>
<tr>
<td>A trade supplier</td>
<td>6%</td>
<td>21%</td>
</tr>
</tbody>
</table>

Base: Employers from the Construction sector (2016, n=273; 2017, n=336)

Q53(E) If you need advice for your business in the next few weeks about something to do with health and safety, who would you go to?
WHICH INFORMATION FORMATS WOULD BE MOST USEFUL?

Around half of workers and employers say the type of information they or their business would find useful for health and safety communications is paper booklets/brochures. This is followed by online training courses.

### MOST USEFUL INFORMATION FORMATS FOR RECEIVING COMMUNICATION 2017

#### WORKERS
- Paper booklets/brochures: 51%
- Online training courses/learning: 41%
- Posters: 35%
- Mobile Apps: 34%
- Videos (e.g. for inductions): 34%
- Text reminders (e.g. weekly): 18%
- Case studies about how businesses: 18%
- YouTube clips: 17%
- Scripts for one-on-one or group: 17%
- Pocket cards: 13%

#### EMPLOYERS
- Paper booklets/brochures: 50%
- Online training courses/learning: 36%
- Mobile Apps: 33%
- Posters: 24%
- Text reminders (e.g. weekly): 24%
- Scripts for one-on-one or group: 22%
- Videos (e.g. for inductions): 20%
- YouTube clips: 18%
- Pocket cards: 15%
- Case studies about how businesses: 12%

Base: Workers from the Construction sector (2017, n=443)

Q112(W) From the list below, which types of information would you find most useful for communicating health and safety messages?

Base: Employers from the Construction sector (2017, n=336)

Q105(E) From the list below, which types of information would your business find most useful for communicating health and safety messages to your workers?

Given how important communication is to worker engagement, employers need to be mindful of workers’ preferred communication methods when delivering health and safety information.

Employers acknowledge the need to cater to different groups……

“Interaction with employees at the coalface needs to be with communication and visual aids and not too much written literature, also migrant workers who may speak English, but may interpret information differently.”

Employer, builder, general construction, foundation and ground preparation, non-residential, building completion services, electrical substations

“Easier online tools for the older generation of tradespersons or starter packs sent out to help them retrain.”

Employer, builder, residential building construction

Some say learning from peers would be beneficial…

“Workshops for peer groups within the same industry type, i.e. small business owners in earthworks/foreman/workers with targeted messages and also sharing initiatives.”

Employer, foundation and ground preparation, demolition, excavation, machine operation, non-residential building, building structure services
Eighty-five percent of workers and 89% of employers know at least a little about WorkSafe NZ. These respondents were asked what contact they had had with WorkSafe NZ in the last 12 months.

Eight in ten workers (82%) and nine in ten employers (92%) say they had at least some form of contact with WorkSafe NZ in the last 12 months.

Half of workers (48%) and employers (52%) say they saw information produced by WorkSafe NZ in the last 12 months - the most common way workers have had contact with WorkSafe. For workers, this has remained stable over time, but the proportion of employers has dropped from 59% in 2016 (although this is not significant).

A slightly higher proportion of employers (54%) say they visited WorkSafe NZ’s website, which is significantly higher than in 2015 (42%). Three in ten (28%) workers say they visited the website, which is up from 16% in 2014.

Employers saying they heard about WorkSafe NZ via the media has decreased from 35% in 2016 to 22% in 2017.

CONTACT WITH WORKSAFE NZ IN LAST 12 MONTHS

 Eight in ten workers (82%) and nine in ten employers (92%) say they had at least some form of contact with WorkSafe NZ in the last 12 months.

WEBSITE VISITORS...

Two-thirds of employers (67%) and six in ten (61%) workers who say they visited the WorkSafe NZ website in the last 12 months downloaded documents. This is the most mentioned activity, followed by printing documents (33% workers and 55% employers).

The proportion of workers who say they used a template dropped from 24% in 2016 to 11% in 2017. Employers who say they did a quiz increased from 5% in 2016 to 13% in 2017.

SOME WORKERS AND EMPLOYERS MAY NOT KNOW WHAT IS AVAILABLE ONLINE...

“If there isn’t already I would like more training for apprentices in H&S. As a foreman we try and give them as much as possible. But I think WorkSafe could help with online tests or quizzes. Start getting them used to H&S as early as possible.”

Worker, builder, residential building construction
The following is a profile of those working in the Construction sector and the businesses they work in from the perspective of both workers and employers. In broad summary, the workers surveyed tend to come from larger businesses and the employers from smaller businesses.
Construction workers are largely male, NZ European, aged 45 or more and experienced in the industry. The most common role type is a builder.

BY GENDER
Almost all workers (96%) are male

BY AGE
18 – 24 YEARS 7%
25 – 34 YEARS 21%
35 – 44 YEARS 20%
45 – 54 YEARS 21%
55+ YEARS 31%
An older age skew – half (52%) aged 45 or more and one-third (31%) aged 55 or more

BY ETHNICITY
Multiple responses allowed
NEW ZEALAND EUROPEAN 78%
MĀORI 10%
PACIFIC PEOPLES 2%
ASIAN 6%
OTHER EUROPEAN 6%

BY ROLE
Multiple responses allowed
BUILDER 27%
ROOFER 6%
electrician 13%
PLUMBER 3%
OTHER SPECIALIST TRADE 12%
working on utilities 5%
GENERAL CONSTRUCTION 18%
MANUAL LABOUR 15%
team leader / supervisor 19%
TRAINEE / APPRENTICE TRADES 3%
FOUNDATION AND GROUND 12%
erection and assembly 9%
EXTERIOR CLADDING 12%
INTERIOR FITTER 12%
FINISHING 11%
LANDSCAPING 5%
demolition 8%
ASBESTOS REMOVAL 1%
EXCAVATIONS 8%
MACHINE OPERATOR 7%
WORKING WITH MOBILE PLANT 14%
WORKING BELOW GROUND LEVEL 7%
WORKING AT HEIGHTS 19%
CONSTRUCTION SERVICES 6%
PROFESSIONAL SERVICES 17%
MANAGEMENT 1%
OTHER 1%

BY YEARS IN THE INDUSTRY
Multiple responses allowed
LESS THAN ONE YEAR 6%
1-2 YEARS 5%
3-5 YEARS 11%
6-9 YEARS 10%
10-19 YEARS 24%
20 YEARS OR MORE 44%
Two-thirds (68%) have worked ten or more years in the industry
Around seven out of ten Construction employers are male and around six out of ten are aged 40 to 59. Six out of ten are owner operators.

**BY GENDER**

- 71% Male
- 29% Female

Seven out of ten employers (71%) are male

**BY AGE**

- 18 – 29 YEARS: 5%
- 30 – 39 YEARS: 20%
- 40 – 49 YEARS: 26%
- 50 – 59 YEARS: 30%
- 60 + YEARS: 18%

Six out of ten employers (57%) are aged 40 to 59

**BY ROLE**

- OWNER OPERATOR: 60%
- CEO/MANAGING DIRECTOR/GM: 8%
- HEALTH & SAFETY MANAGER/DIRECTOR: 14%
- HUMAN RESOURCES MANAGER/DIRECTOR: 3%
- ADMINISTRATION MANAGER/ADMINISTRATION: 1%
- FACTORY/OPERATIONS/PRODUCTION/PROJECT MANAGER: 1%
- OFFICE MANAGER: 1%
- OTHER: 2%

Six in ten employers (60%) are owner operators
Half of Construction businesses that workers reported on are in the upper North Island. The largest sub-sector is residential building, followed by non-residential building. There is a good spread of business sizes.
There was an increase in employers of Construction businesses in the upper North Island responding to the survey in 2017. Residential building construction is the biggest sub-sector. The majority of businesses were relatively small with only 10% employing 20 or more workers. One-third of businesses have been operating for at least 20 years. Around one-quarter employed recent migrants, most commonly from the UK or South Africa.

**SUB-SECTOR**

- Heavy and Civil Engineering Construction: 11%
- Residential Building Construction: 41%
- Non-Residential Building Construction: 16%
- Land Development and Site Preparation Services: 14%
- Building Structure Services: 13%
- Building Installation Services: 18%
- Building Completion Services: 17%

**LOCATION**

- 62% Upper North Island (50% 2016)
- 16% Central & Lower North Island
- 26% South Island

**YEARS BUSINESS HAS BEEN OPERATING**

- Less than two years: 10%
- 2 to 5 years: 19%
- 6 to 9 years: 12%
- 10 to 19 years: 27%
- 20 years or more: 32%

One-third of businesses (32%) have been operating twenty or more years.

**MAIN COUNTRIES RECENT MIGRANTS ARE FROM**

- UK (other than Ireland): 26%
- South Africa: 18%
- India: 16%
- China: 15%
- Philippines: 14%
- Australia: 13%
- Samoa: 12%
- Tonga: 12%
- Other from Europe: 12%
- Ireland: 10%

**SIZE OF THE BUSINESS**

- None: 9%
- 1 to 5 workers: 63%
- 6 to 9 workers: 10%
- 10 to 19 workers: 9%
- 20 to 49 workers: 6%
- 50 to 99 workers: 3%
- 100 or more workers: 1%

Whereas the worker survey is skewed towards larger businesses, the employer survey mainly has smaller businesses with 63% having 1 to 5 workers.

**DOES THE BUSINESS HAVE RECENT MIGRANTS?**

- No: 77%
- Yes: 23%

Around one-quarter of businesses have employed recent migrants.
## APPENDIX I

### ENGAGEMENT AND PARTICIPATION MEASURES BY SECTOR: WORKERS

<table>
<thead>
<tr>
<th>Engagement measures by sector: Workers 2017</th>
<th>Agriculture (n=190-477)</th>
<th>Construction (n=278-437)</th>
<th>Forestry (n=286-355)</th>
<th>Manufacturing (n=493-543)</th>
<th>Other Sector (n=788-968)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers always have a say in health and safety decisions (% agree)</td>
<td>83%^</td>
<td>82%</td>
<td>88%^</td>
<td>65%^</td>
<td>62%^</td>
</tr>
<tr>
<td>Health and safety risks are discussed openly (% always or most of the time)</td>
<td>81%^</td>
<td>76%</td>
<td>88%^</td>
<td>70%^</td>
<td>70%^</td>
</tr>
<tr>
<td>Health and safety issues are reported by workers (% always or most of the time)</td>
<td>75%^</td>
<td>62%^</td>
<td>77%^</td>
<td>66%</td>
<td>70%</td>
</tr>
<tr>
<td>Workers really do make a difference to health and safety (% agree)</td>
<td>66%</td>
<td>65%</td>
<td>79%^</td>
<td>69%</td>
<td>64%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Work environment measures by sector: Workers 2017</th>
<th>Agriculture (n=182-416)</th>
<th>Construction (n=274-420)</th>
<th>Forestry (n=284-349)</th>
<th>Manufacturing (n=494-536)</th>
<th>Other Sector (n=778-859)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everyone from the boss down is always trying to improve safety (% agree)</td>
<td>67%</td>
<td>65%</td>
<td>80%^</td>
<td>60%^</td>
<td>60%</td>
</tr>
<tr>
<td>My boss and the workers work together to make sure everyone is safe at work (% agree)</td>
<td>79%</td>
<td>77%</td>
<td>87%^</td>
<td>71%^</td>
<td>75%</td>
</tr>
<tr>
<td>My boss encourages us to come up with ideas for how to make our work safer (% agree)</td>
<td>63%</td>
<td>70%</td>
<td>81%^</td>
<td>67%</td>
<td>61%^</td>
</tr>
<tr>
<td>I would feel confident about approaching the boss/site supervisor on the site I am working on now about a health and safety issue (% agree)</td>
<td>-</td>
<td>88%</td>
<td>92%^</td>
<td>83%^</td>
<td>83%</td>
</tr>
<tr>
<td>My boss would totally support me if I suggested we stop work because of a possible hazard (% agree)</td>
<td>69%</td>
<td>73%</td>
<td>77%^</td>
<td>60%^</td>
<td>67%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Communication measures by sector: Workers 2017</th>
<th>Agriculture (n=182-416)</th>
<th>Construction (n=274-419)</th>
<th>Forestry (n=284-349)</th>
<th>Manufacturing (n=494-536)</th>
<th>Other Sector (n=778-859)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My boss encourages us to speak up if we feel something is unsafe (% agree)</td>
<td>73%</td>
<td>77%</td>
<td>87%^</td>
<td>73%^</td>
<td>76%</td>
</tr>
<tr>
<td>I always tell my co-workers if they aren’t working safely (% agree)</td>
<td>78%</td>
<td>78%</td>
<td>86%^</td>
<td>77%</td>
<td>62%^</td>
</tr>
<tr>
<td>My boss always shares relevant health and safety information and updates with workers (% agree)</td>
<td>73%</td>
<td>72%</td>
<td>83%^</td>
<td>66%^</td>
<td>71%</td>
</tr>
<tr>
<td>My boss always gives workers health and safety information that is easy to understand (% agree)</td>
<td>69%</td>
<td>69%</td>
<td>78%^</td>
<td>64%^</td>
<td>68%</td>
</tr>
<tr>
<td>When my boss makes decisions about workplace health and safety, workers are always told how their views have been considered (% agree)</td>
<td>54%</td>
<td>55%</td>
<td>67%^</td>
<td>49%^</td>
<td>48%^</td>
</tr>
</tbody>
</table>

^ significantly higher than total; * significantly lower than total
### APPENDIX II

**WORKER PARTICIPATION PRACTICES BY SECTOR: WORKERS**

<table>
<thead>
<tr>
<th></th>
<th>AGRICULTURE (n=506)</th>
<th>CONSTRUCTION (n=445)</th>
<th>FORESTRY (n=361)</th>
<th>MANUFACTURING (n=556)</th>
<th>OTHER SECTOR (n=1029)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and safety is included as a regular team/group meeting item</td>
<td>38%*</td>
<td>59%*</td>
<td>77%^</td>
<td>62%^</td>
<td>47%^</td>
</tr>
<tr>
<td>Regular health and safety meetings</td>
<td>35%*</td>
<td>57%^</td>
<td>83%^</td>
<td>66%^</td>
<td>47%^</td>
</tr>
<tr>
<td>There is a health and safety committee in our workplace</td>
<td>12%*</td>
<td>33%</td>
<td>36%</td>
<td>61%^</td>
<td>49%^</td>
</tr>
<tr>
<td>We have an elected health and safety representative</td>
<td>23%*</td>
<td>44%</td>
<td>58%^</td>
<td>71%^</td>
<td>53%^</td>
</tr>
<tr>
<td>We have a health and safety champion</td>
<td>9%*</td>
<td>17%</td>
<td>33%^</td>
<td>24%^</td>
<td>25%^</td>
</tr>
<tr>
<td>Our workplace has a noticeboard, a website or another area where there is good up-to-date information about health and safety</td>
<td>27%*</td>
<td>43%</td>
<td>56%^</td>
<td>59%^</td>
<td>48%^</td>
</tr>
<tr>
<td>Formal safety audits are carried out regularly</td>
<td>18%*</td>
<td>40%</td>
<td>78%^</td>
<td>53%^</td>
<td>43%^</td>
</tr>
<tr>
<td>I have been given a health and safety mentor</td>
<td>10%*</td>
<td>15%</td>
<td>24%^</td>
<td>19%^</td>
<td>12%</td>
</tr>
<tr>
<td>Informal discussions about health and safety</td>
<td>5%</td>
<td>2%</td>
<td>3%</td>
<td>&lt;0.5%</td>
<td>1%</td>
</tr>
<tr>
<td>There is a health and safety policy (incl. Codes of Practice)</td>
<td>1%</td>
<td>1%</td>
<td>3%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>We are all experienced and use commonsense</td>
<td>1%</td>
<td>&lt;0.5%</td>
<td>1%</td>
<td>-</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td>We have a process to make sure staff are briefed on health and safety for every site they work on¹</td>
<td>&lt;0.5%</td>
<td>53%^</td>
<td>-</td>
<td>&lt;0.5%</td>
<td>-</td>
</tr>
<tr>
<td>Other ways to discuss or give feedback on health and safety in your workplace</td>
<td>2%</td>
<td>1%</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>None of these</td>
<td>31%^</td>
<td>12%^</td>
<td>6%^</td>
<td>11%^</td>
<td>15%</td>
</tr>
</tbody>
</table>

Base: Workers excluding self-employed

Q54 (W) Which, if any, of the following things happen at your workplace?

¹ Note: In 2016 separate response options were provided for elected health and safety representatives and champions. Previously, both of these options were combined. As such, no changes over time are presented.

1: Asked only of Construction

^ significantly higher than total; * significantly lower than total
## WORK PRACTICES AT YOUR BUSINESS BY SECTOR: EMPLOYERS

<table>
<thead>
<tr>
<th></th>
<th>Agriculture (n=374)</th>
<th>Construction (n=338)</th>
<th>Forestry (n=225)</th>
<th>Manufacturing (n=363)</th>
<th>Other Sector (n=425)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health and safety is a regular item at team/group meetings</strong></td>
<td>47%*</td>
<td>55%</td>
<td>85%^</td>
<td>60%^</td>
<td>44%^</td>
</tr>
<tr>
<td><strong>Regular health and safety meetings</strong></td>
<td>39%*</td>
<td>60%^</td>
<td>92%^</td>
<td>54%</td>
<td>37%*</td>
</tr>
<tr>
<td><strong>A health and safety committee</strong></td>
<td>4%*</td>
<td>11%</td>
<td>16%^</td>
<td>21%^</td>
<td>15%^</td>
</tr>
<tr>
<td><strong>We have an elected health and safety representative</strong></td>
<td>25%*</td>
<td>41%^</td>
<td>50%^</td>
<td>41%^</td>
<td>33%</td>
</tr>
<tr>
<td><strong>We have a health and safety champion</strong></td>
<td>7%*</td>
<td>10%</td>
<td>30%^</td>
<td>15%^</td>
<td>17%^</td>
</tr>
<tr>
<td><strong>A regular system for health and safety communications (e.g. noticeboard, website)</strong></td>
<td>33%*</td>
<td>43%</td>
<td>62%^</td>
<td>42%</td>
<td>34%</td>
</tr>
<tr>
<td><strong>Formal safety audits are carried out regularly</strong></td>
<td>36%*</td>
<td>53%^</td>
<td>84%^</td>
<td>52%^</td>
<td>47%</td>
</tr>
<tr>
<td><strong>A formal mentor system</strong></td>
<td>16%*</td>
<td>20%</td>
<td>46%^</td>
<td>21%</td>
<td>18%</td>
</tr>
<tr>
<td><strong>General/ongoing discussions (incl. informal, at smoko, while working, on site)</strong></td>
<td>6%</td>
<td>4%</td>
<td>3%</td>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td><strong>A process to make sure staff are briefed on health and safety for every site they work on</strong></td>
<td>-</td>
<td>66%^</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Internal communications (newsletters, intranet, email)</strong></td>
<td>&lt;0.5%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Whenever necessary/as hazards/situations arise</strong></td>
<td>2%</td>
<td>-</td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>One on one discussions/face to face</strong></td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>&lt;0.5%</td>
<td>&lt;0.5%</td>
</tr>
<tr>
<td><strong>Open door policy/encourage workers to report hazards/concerns</strong></td>
<td>1%</td>
<td>1%</td>
<td>0.5%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Accident register</strong></td>
<td>-</td>
<td>&lt;0.5%</td>
<td>1%</td>
<td>-</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Other ways to discuss health and safety with your workers or get feedback from them</strong></td>
<td>1%</td>
<td>1%</td>
<td>4%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td><strong>None of these</strong></td>
<td>21%^</td>
<td>9%*</td>
<td>6%*</td>
<td>11%*</td>
<td>21%^</td>
</tr>
</tbody>
</table>

Base: Employers

Q51(E) Which, if any, of the following does your business have? *Note: responses for ‘Formal safety audits are carried out regularly’ come from Q43. Formal safety audits at regular intervals are a normal part of our business

1 Note: In 2016 separate response options were provided for elected health and safety representatives and champions. Previously, both of these options were combined. As such, no changes over time are presented.

1: Asked only of Construction

^ significantly higher than total; * significantly lower than total