Health & Safety Index
Case Study & Validation Study Results
August 2020

“Culture eats strategy for breakfast”
Peter Drucker
Poll
Hypothesis

Hypothesis?

High Performance Safety
n=22

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High Employee Engagement
n=22
What is the Health & Safety Index?

A simple (<10 min!) online survey enabling organisations to receive feedback at scale.
Why use the Health & Safety Index?

Helps target areas of focus to enable a high-performance culture!

- **Measure**: ✓ Simple, ✓ Wholistic, ✓ Integrated, ✓ Validated
- **Focus**: ✓ Positives, ✓ Blind Spots, ✓ Drivers, ✓ Priorities
- **Act**: ✓ One spot, ✓ Engaging, ✓ Comparable, ✓ Repeatable
Case Study: Dashboard Results

Overall Index

- **Strong**: Strong leadership behaviours, systems and experiences with certain areas needing attention to enable health & safety continuous improvement.

85% Overall Index

Dimensions

- **Care & Concern**
- **Clear Expectations**
- **Recognise & Respond**
- **Decision Making & Courage**
- **Execute with Excellence**

Aspects

- **Safety Systems**: 86%
- **Safety Leadership**: 88%
- **Health & Wellbeing**: 86%
- **Safety Engagement**: 82%

Outcomes

- **Sleep**: On average had trouble sleeping in the previous 4 weeks
  - 3 in 5

- **Project Mgt. vs Contract Mgt.**: Work has an adverse affect on my health & wellbeing
  - 10%
Case Study: Demographic Highlights

**At Risk Behaviours**

Overall = 12% I have seen my work colleagues compromise safety in order to take a shortcut.

Overall = 13% I have been subjected to or witnessed unjustified criticism, verbal abuse, humiliation or other forms of workplace bullying.

**Positive Behaviours**

Overall = 79% Senior management visiting my workplace and having meaningful safety conversations with my team.

Overall = 81% My supervisor gives team members praise and recognition for positive health and safety behaviours.
Summary of Key Questions

Highest vs Lowest

- Safety Belief: 94
- Empowered to stop work: 93
- Supervisor adherence to safety: 93
- Team deadlines: 77
- Induction expectations: 75
- Consulted on change: 75
- My time pressures: 74
- My job adversely affects my health and wellbeing: 74
- Trouble sleeping in previous 4 weeks: 69
- Conflicting expectations: 54

Summary Sample: 10 of 53 questions. Lowest seven (scored < 77%) and highest three results (scored > 90%)
Health & Safety Index Validation Study

Data Scientist | Psychologist Researcher

Psych (Hons), M Psych (Org) PhD (Org Psych)

Hypothesis...

High Performance Safety
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Health & Safety Index Study

Context of Study

Murdoch Uni PhD Empirical Validation

**Aim** = To evaluate psychometric properties of the H&S Index using empirical validation.

**Why** = To trust H&S Index design and results to enable WHS improvement.

n = 471

Reliability

- Aspects Reliability = “Excellent” >0.9
- Dimension Reliability = >0.76

>0.9

Outcomes

Statistically reliable survey predict:

- Blindspot’s
- Insightful trends
- Strategic focus areas

Integrated

The only known statistically reliable survey globally to evaluate:

- Safety Systems
- Safety Leadership
- Health & Wellbeing
- Safety Engagement
Health & Safety Index Study

**HIGHLIGHTS**

**TIME PRESSURE** 75%
I have realistic time pressures

**CONSULTATION ON CHANGE** 73%
I am consulted about planned workplace changes and how they will affect me.

**PRAISE & RECOGNITION** 78%
My supervisor gives team members praise and recognition for positive health and safety behaviours

**INDUCTION EXPECTATIONS** 75%
Health & safety induction expectations are clear

**EFFECTIVE SAFETY CONVERSATION** 74%
Senior management visiting my work have effective safety conversations

**CONSTRUCTIVE FEEDBACK** 78%
My supervisor provides me with clear and constructive feedback.

**OUTCOMES**

**SLEEP** 72%
In the last 4 weeks I had trouble sleeping

**HEALTH & WELLBEING** 76%
My job has an adverse effect on my health and wellbeing

www.healthandsafetyindex.com.au
Hypothesis
Correlation

Correlations with an identical question set have a perfect relationship (r=1.0). Values +/- 0.096 statistically significant at an alpha level of 0.05.
Top Correlations\(^2\)

Linkages

**Job Satisfaction**

- Clear link with job and company goals: 0.50
- Teamwork: 0.47
- Teams speaking honestly and openly: 0.48

**Job Adversely Impacting Health & Wellbeing**

- Sleep: 0.52
- Bullying: 0.4
- Productive and safe conditions: 0.37

**Taking Shortcuts**

- Observed colleagues violate safety rules: 0.50
- Feeling pressured to compromise safety: 0.62

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\(^2\)Pearsons r

Correlations with an identical question set have a perfect relationship \((r=1.0)\)

Values +/- 0.096 statistically significant at an alpha level of 0.05
Levers
Safety Engagement
Supportive Environment
Accountability
Expectations
Values & Beliefs
Equipment & Conditions
Communication

Questions
2. Solutions, not blame
3. Right Information
4. Colleagues show care & concern
5. Team accountability
6. Accountability for unacceptable behaviour
7. Induction clear expectations
8. Pressure to compromise safety to get the job done
9. Safety integrity
10. Tools and equipment fit for purpose
11. Productive work environment
12. Organisation communication
13. Safety responsibility communication
14. Safety performance communication

Levers and Questions
Levers

92% Supportive Environment
84% Accountability
77% Expectations
81% Values & Beliefs
45% Equipment & Conditions
67% Communication

Sample Only
What’s Next?

Helps target areas of focus to enable a high-performance culture!

Measure
- Simple
- Wholistic
- Integrated
- Validated

Focus
- Positives
- Blind Spots
- Drivers
- Priorities

Act
- One spot
- Engaging
- Comparable
- Repeatable