

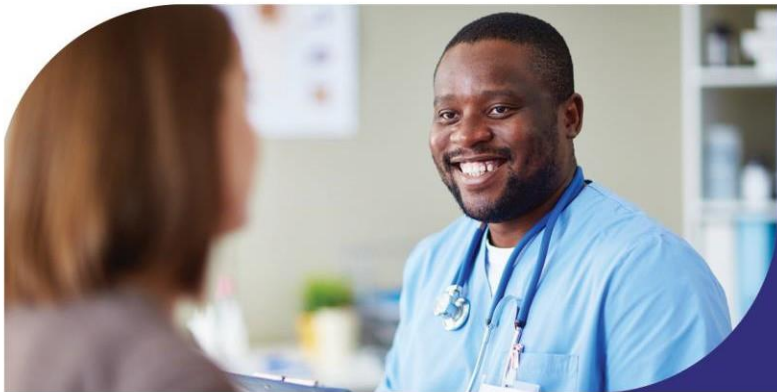


# HSA

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Health and Safety Authority

## Consultation and Safety Representatives Survey – Summary Findings/Charts

30 October 2024



# Overview

1. Safety consultation and safety representation
2. Survey objectives
3. Survey design/participation
4. Summary findings
  - Section 2: respondent profile
  - Section 3: company profile
  - Section 4: consultation and safety representatives
  - Section 5: safety representative role at company
  - Section 6: experience of active safety representatives
  - Section 7: HSA resources and supports

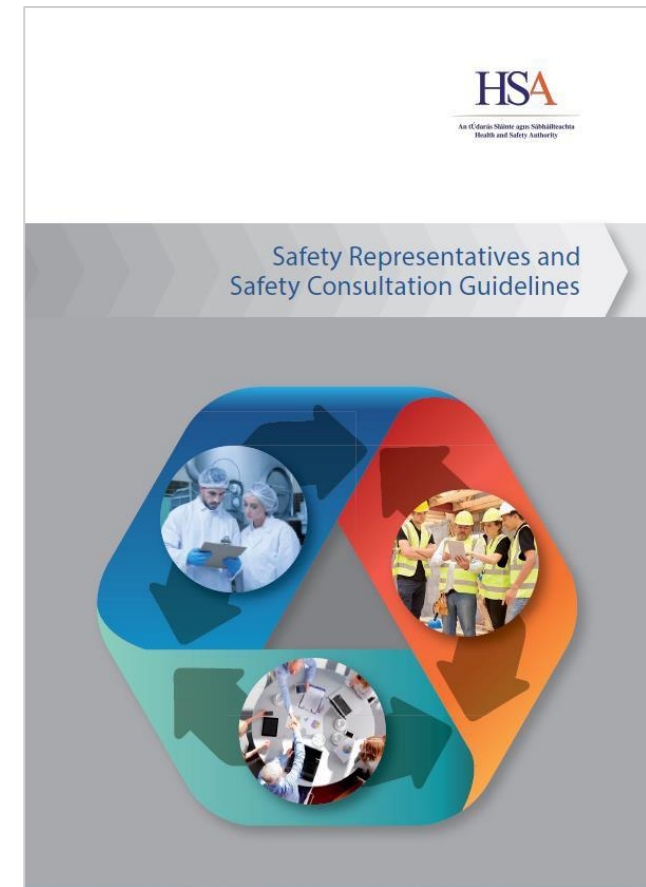
# Part 1



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# Safety Consultation

- **Consultation happens with the workforce**
- Consultation means both (1) providing your workers with information and (2) obtaining feedback and input before making decisions affecting worker health and safety.
- **Safety consultation**
  - Employers must consult their employees about establishing arrangements to secure co-operation on safety, health and welfare in the workplace (Section 26, SHWW Act 2005)
  - Safety Committee is a mechanisms for consultation
- **All companies are required to establish arrangements for consultation**



# Safety Representation & Safety Representatives

- Employees have the right to decide on, select and appoint a safety representative or, by agreement with their employer, more than one safety representative to represent them in consultations with the employer on matters of safety, health and welfare at the place of work (Section 25, SHWW Act 2005).
- **Role of safety representative** is to consult with and make representations to the employer on safety, health and welfare matters relating to the employees in the place of work.
- Workers may choose not to appoint a safety representative. **However, there are specific arrangements for construction ≥ 20 employees.**
- If Safety Committee exists in the workplace, it can be used for this consultation process (Section 26, SHWW Act 2005).
- **Not all companies have a safety committee and/or safety representative(s).** However, employers still need to establish mechanisms for consulting with workers on safety matters.

The graphic is a vertical information sheet titled "Safety Representative: Information Sheet" with the HSA logo at the top right. It features a photograph of two women in a meeting. The text is organized into sections: "What is a Safety Representative?" with three bullet points, "Important information" with a sub-section "A Safety Representative" and one bullet point, and a diagram at the bottom showing a cycle between "Employers" and "Employees" with a "SAFETY REPRESENTATIVES" icon. Contact information for HSA is provided in a dark blue box at the bottom right.

**Safety Representative: Information Sheet**

**What is a Safety Representative?**

- They are a worker that represents employees on all matters related to health, safety and welfare to management in the workplace.
- They are selected by their fellow employees and workers.
- They provide a direct link between employees and employers on health and safety issues identified through direct communication with fellow workers.

**Important information**

**A Safety Representative**

- Is **not** a Safety Officer or Safety Advisor, and is protected against penalisation (Section 27 of the Safety, Health and Welfare at Work Act 2005)

**Employers**

**Employees**

**0818 289 389**  
**contactus@hsa.ie**  
**hsa.ie**

# Part 2



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# Survey Objectives

- **Understand safety consultation and safety representation**
  - Role and perception of safety representatives by different actors/roles across a variety of sectors, company sizes and contexts (including company trade union recognition).
  - Elicit 'operational' information about the experiences of active safety representatives (i.e., training, access to resources, interaction with HSA inspectors etc).
- **Obtain actionable insights to inform our strategy and programme of work.**



# Part 3



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# HSA Survey Design & Participation

- **Anonymous online survey**
- Stakeholder engagement and review (survey design)
- Administered April to the end June 2024.
- N=854 respondents
- Data cleaning
- **Anonymous dataset available to download on the HSA website**



# Survey Sections, Logic & Participation

- **Completed by All (n=854)**
  - *Section 1: consent*
  - Section 2: respondent profile
  - Section 3: company profile
  - Section 4: consultation and safety representatives
  - Section 7: HSA resources and supports
- **Completed if have a SR at your company (n=721)**
  - Section 5: safety representative role at company
- **Completed if a SR (n=309)**
  - Section 6: experience of active safety representatives



# Part 4



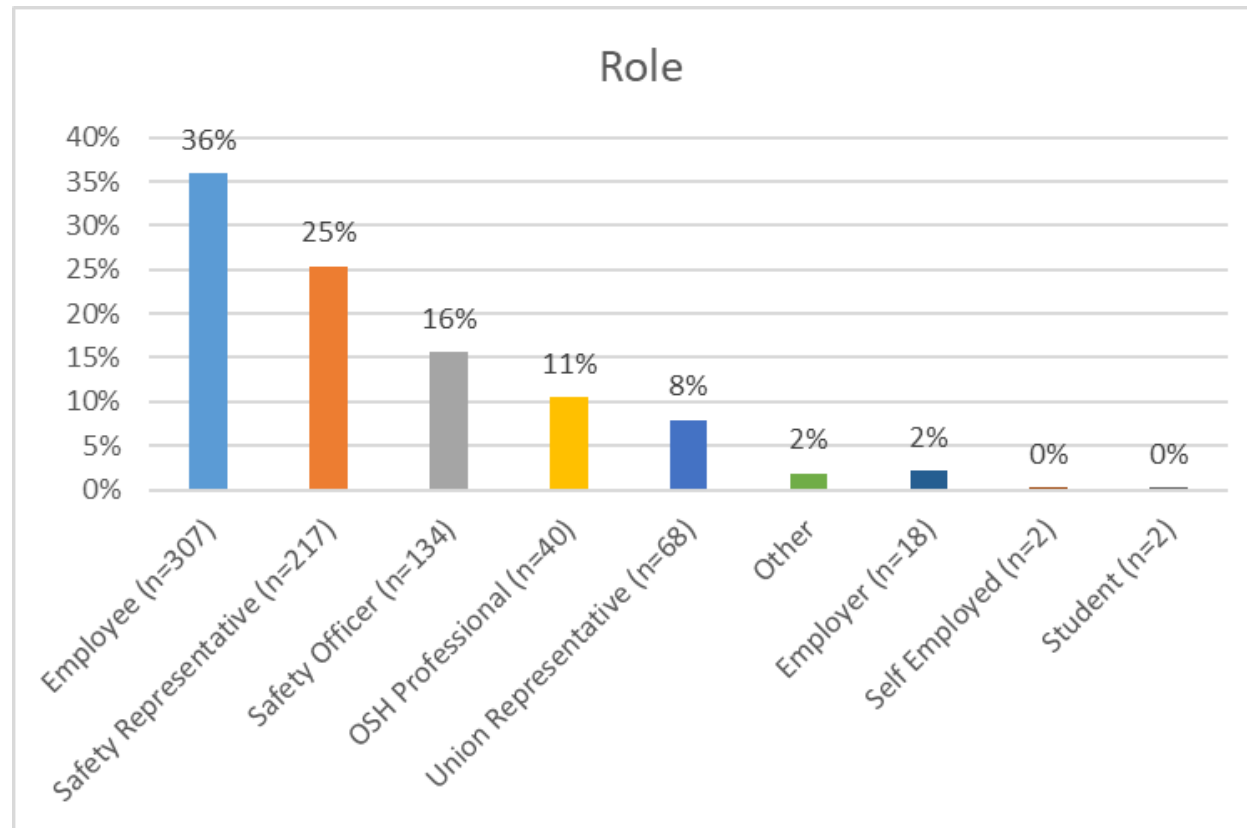
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# Survey Part 2: Respondent Profile

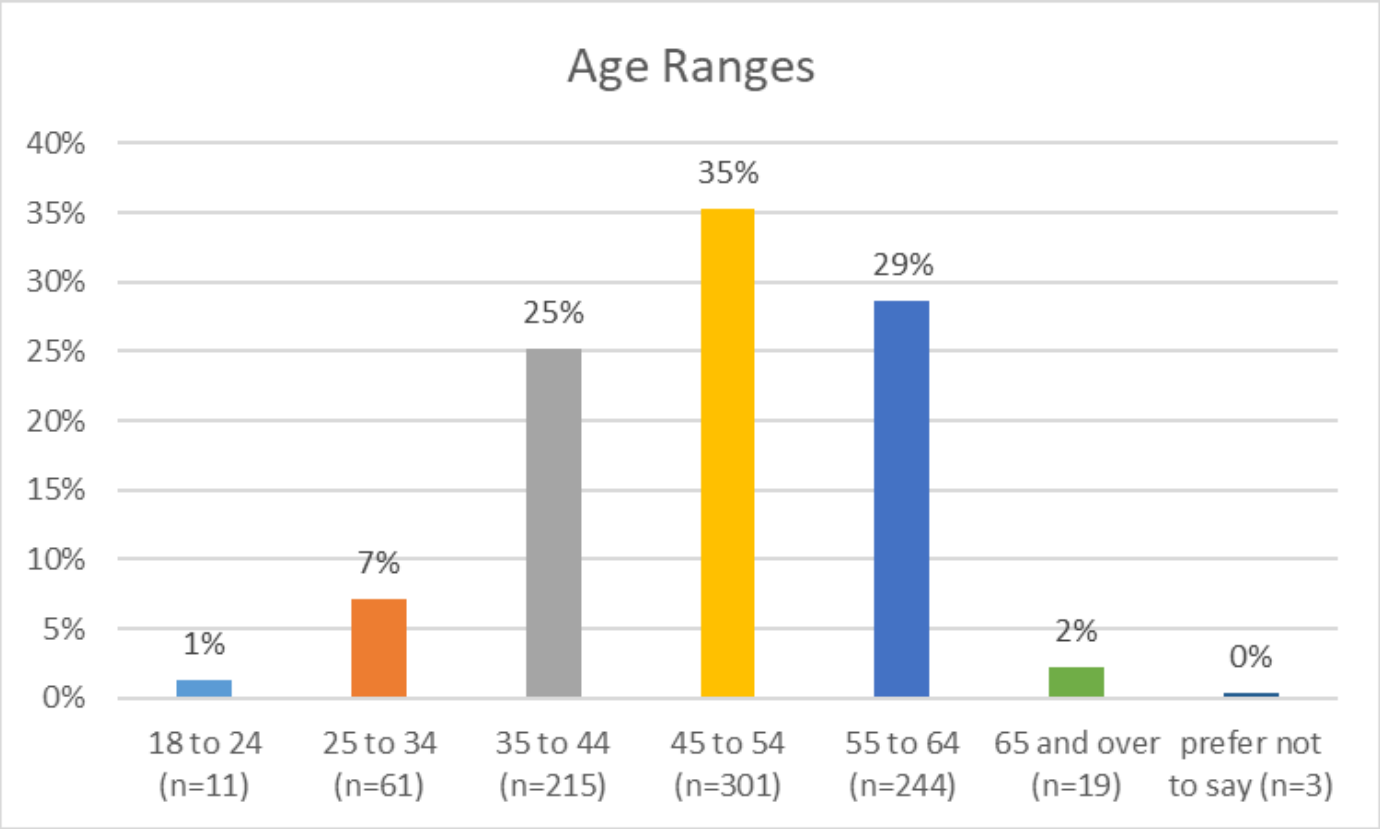


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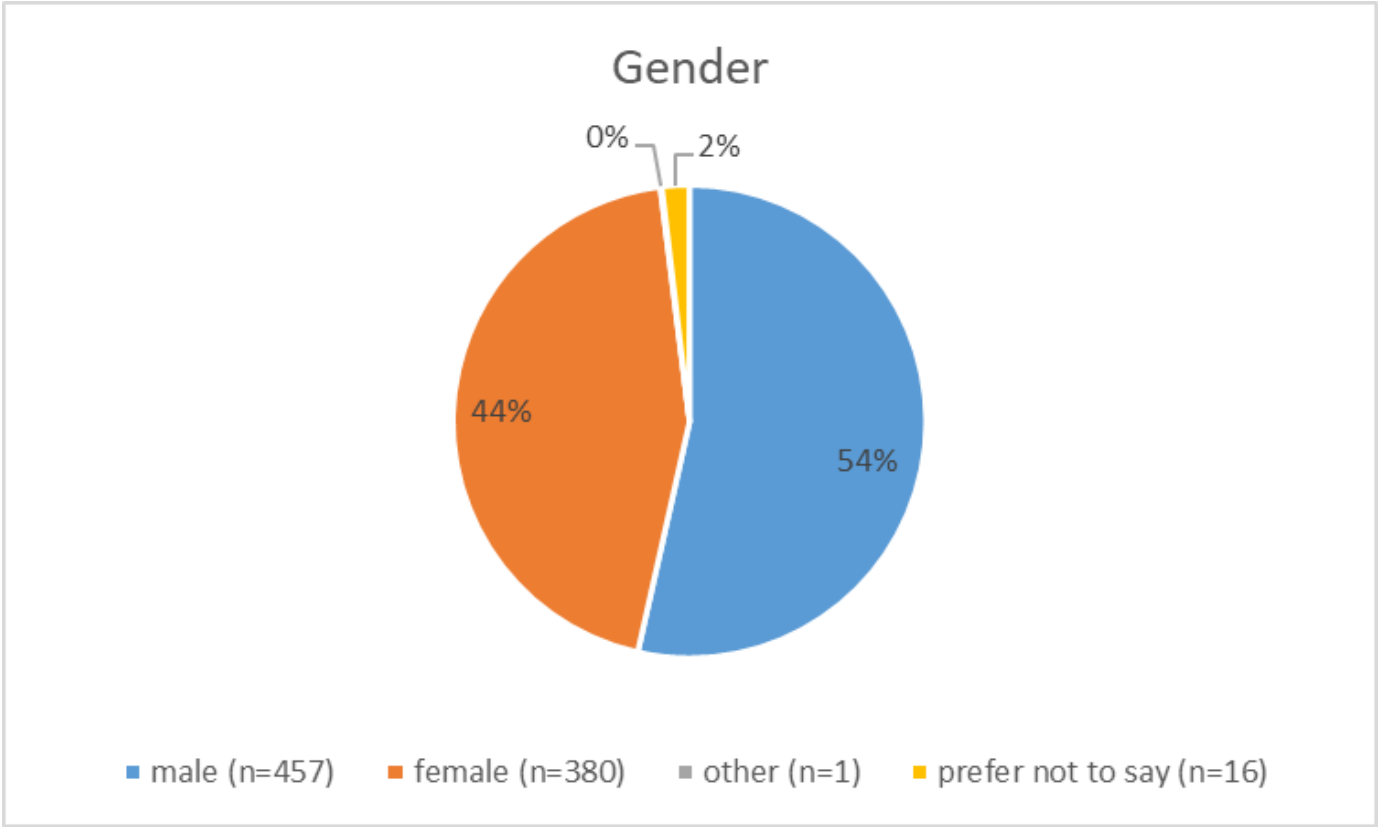
# Respondent Roles



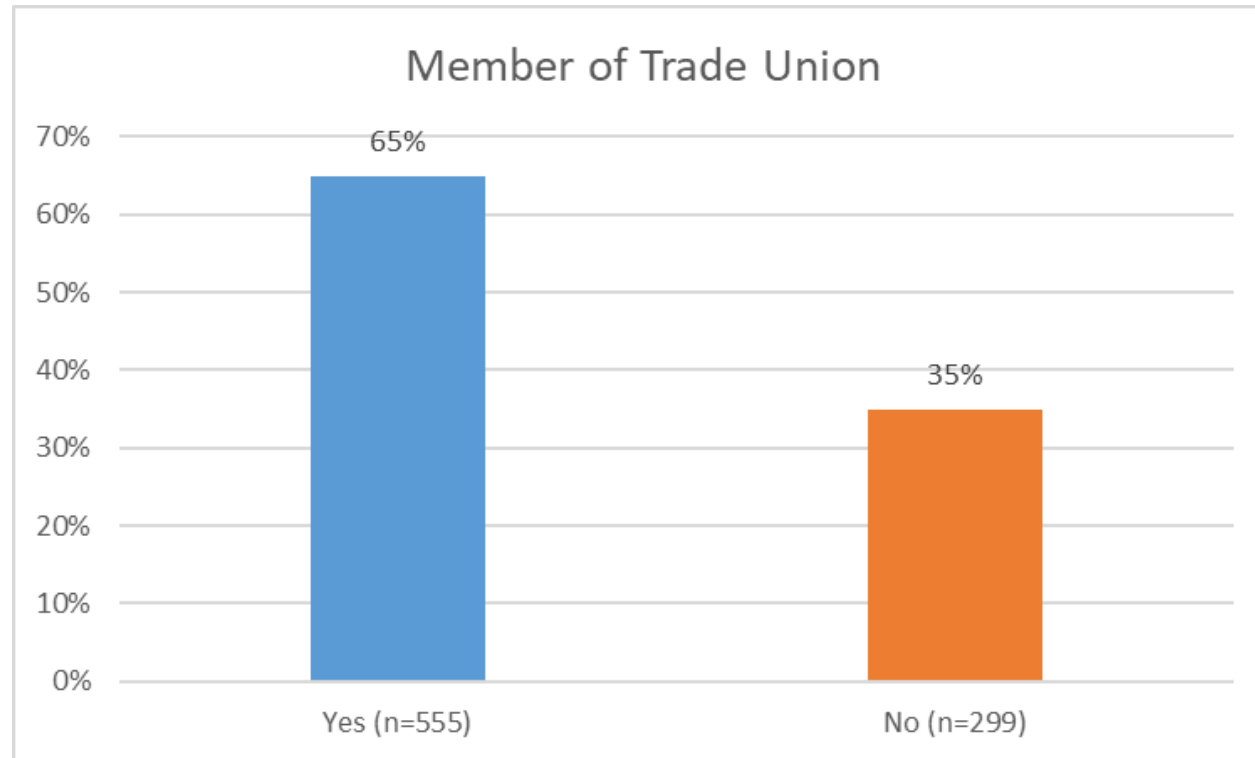
# Respondent Age Ranges



# Respondent Gender

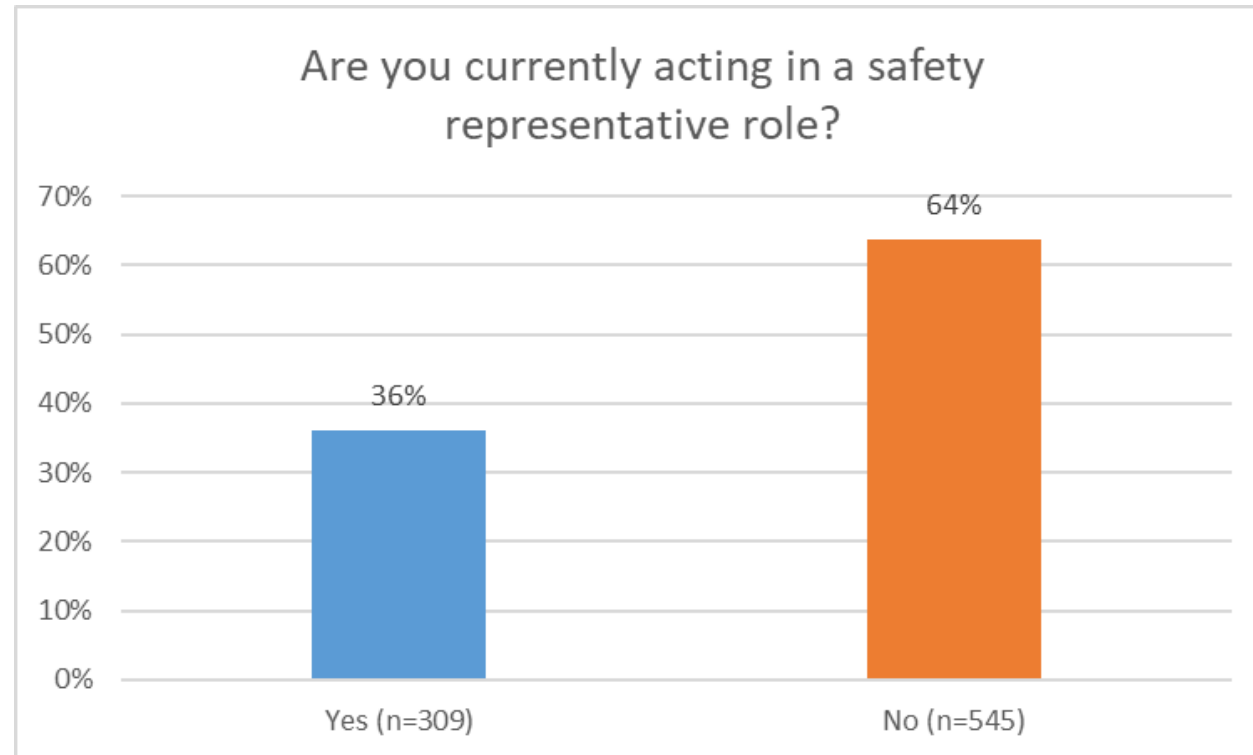


# Respondent: Member of Trade Union





# Respondent: Safety Representative

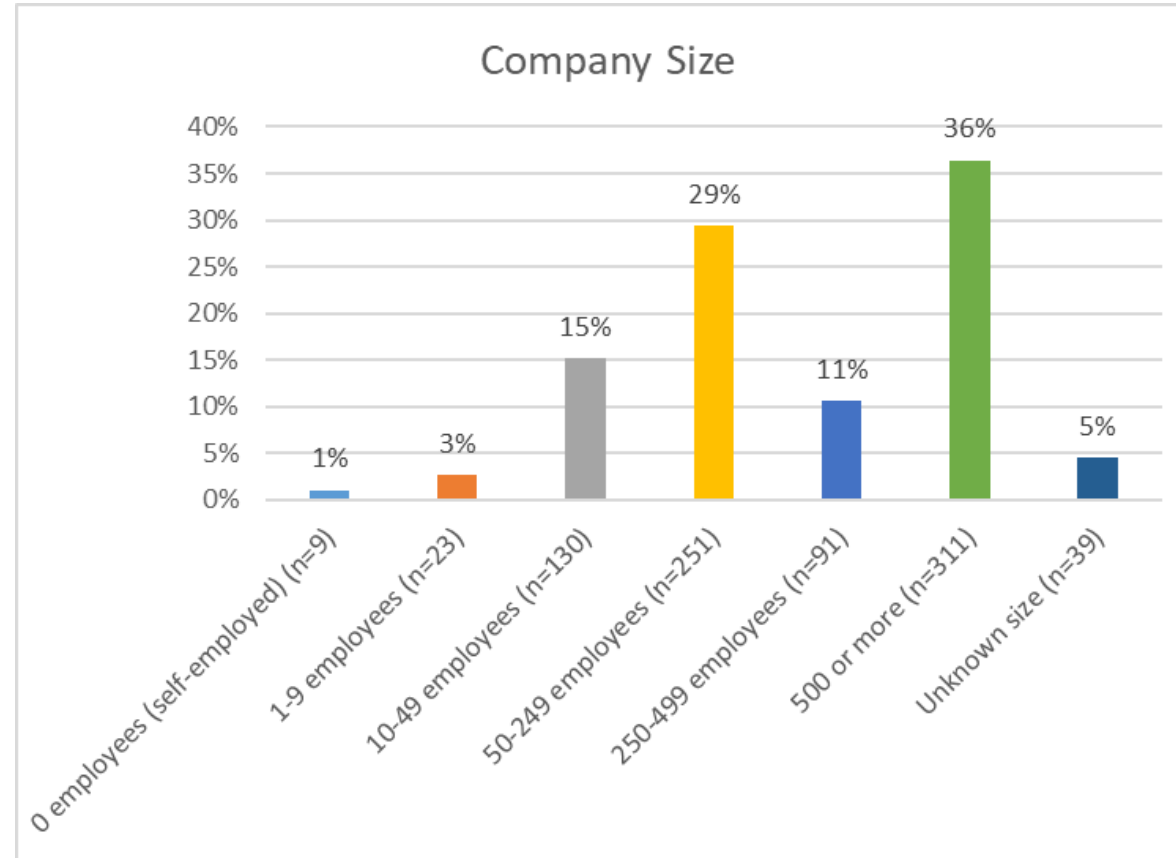


# Survey Part 3: Company Profile

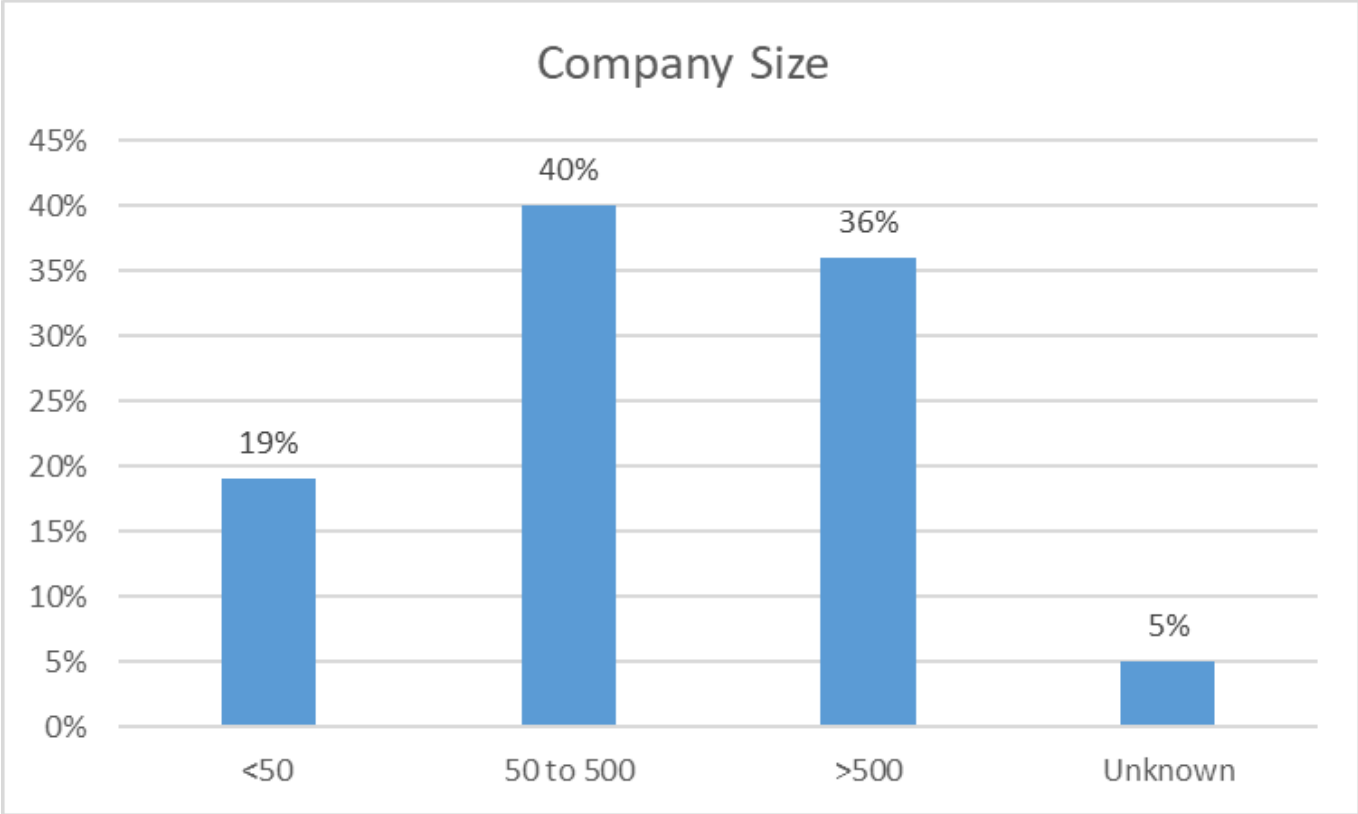


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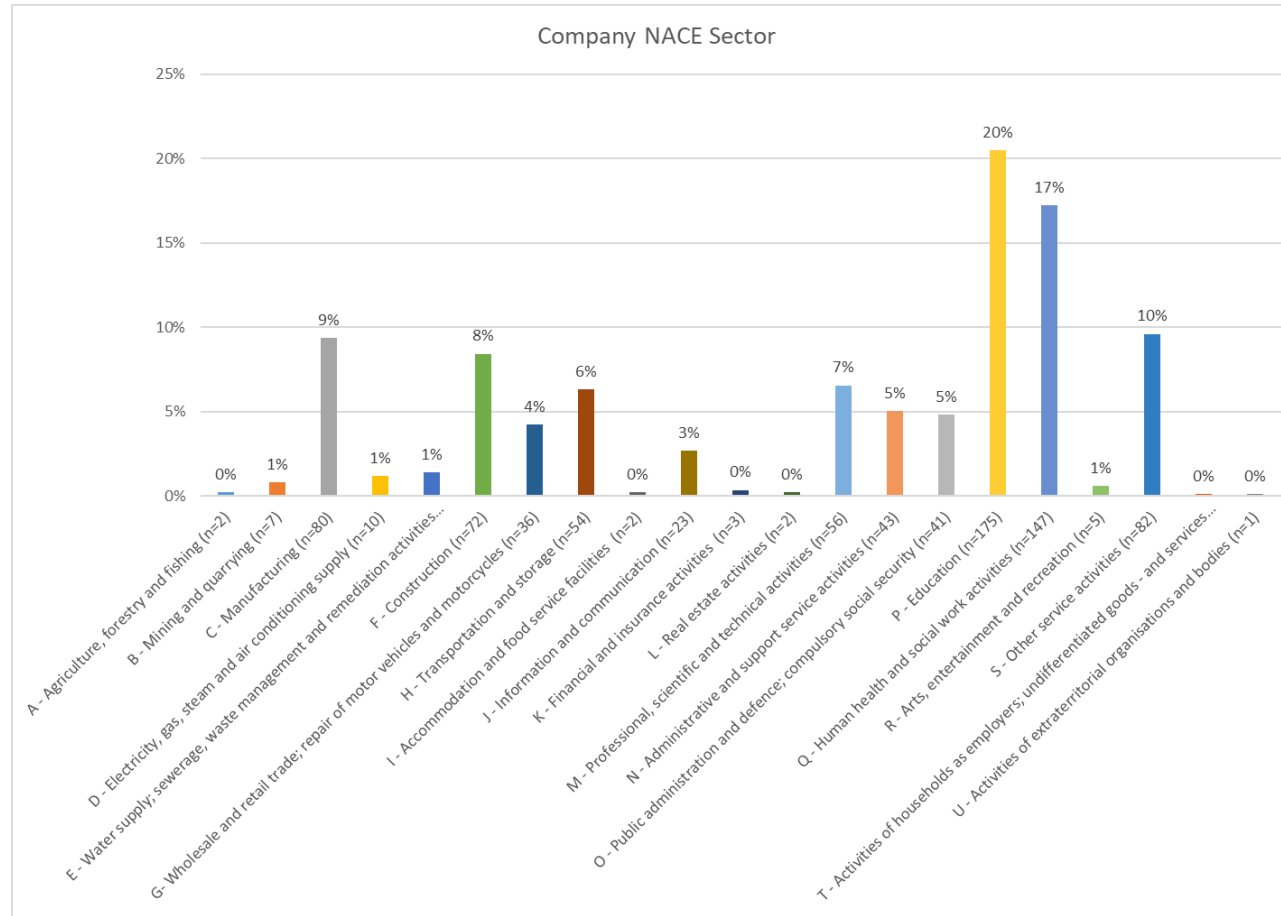
# Company Size



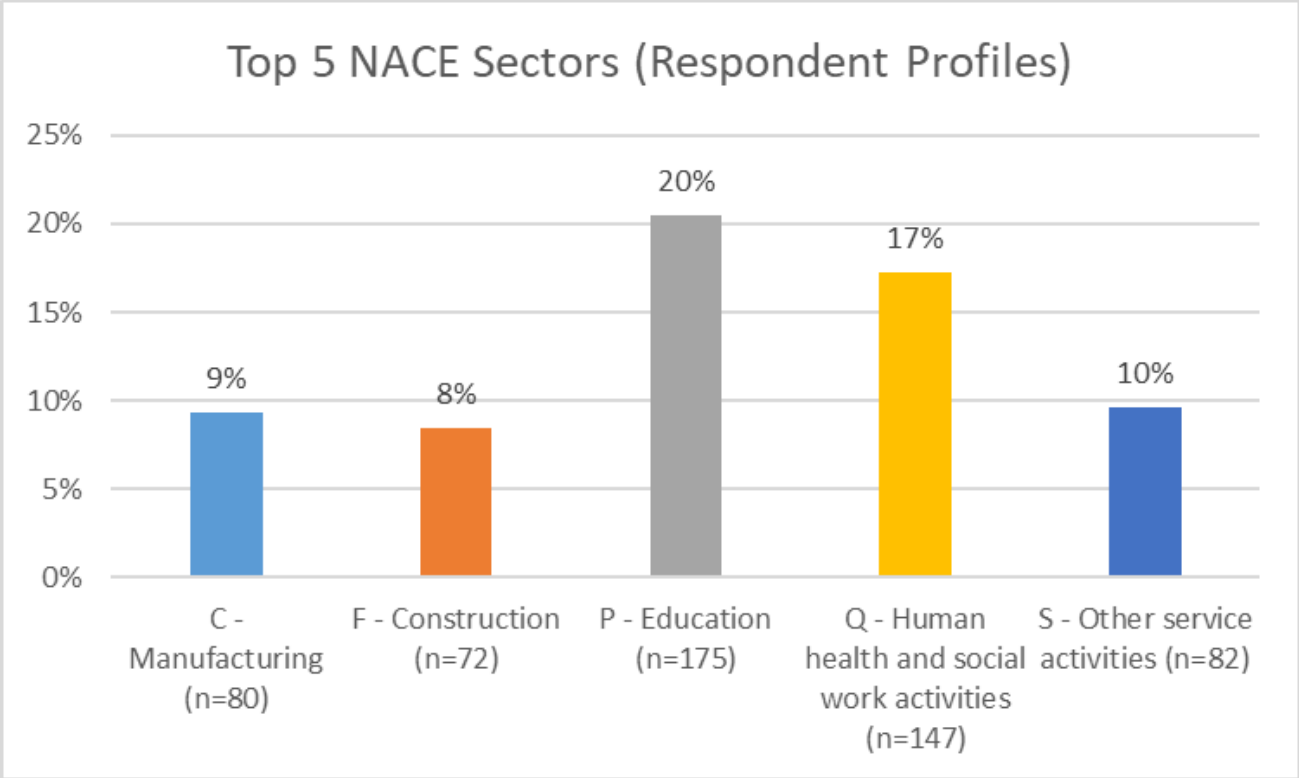
# Company Size (Simplified)



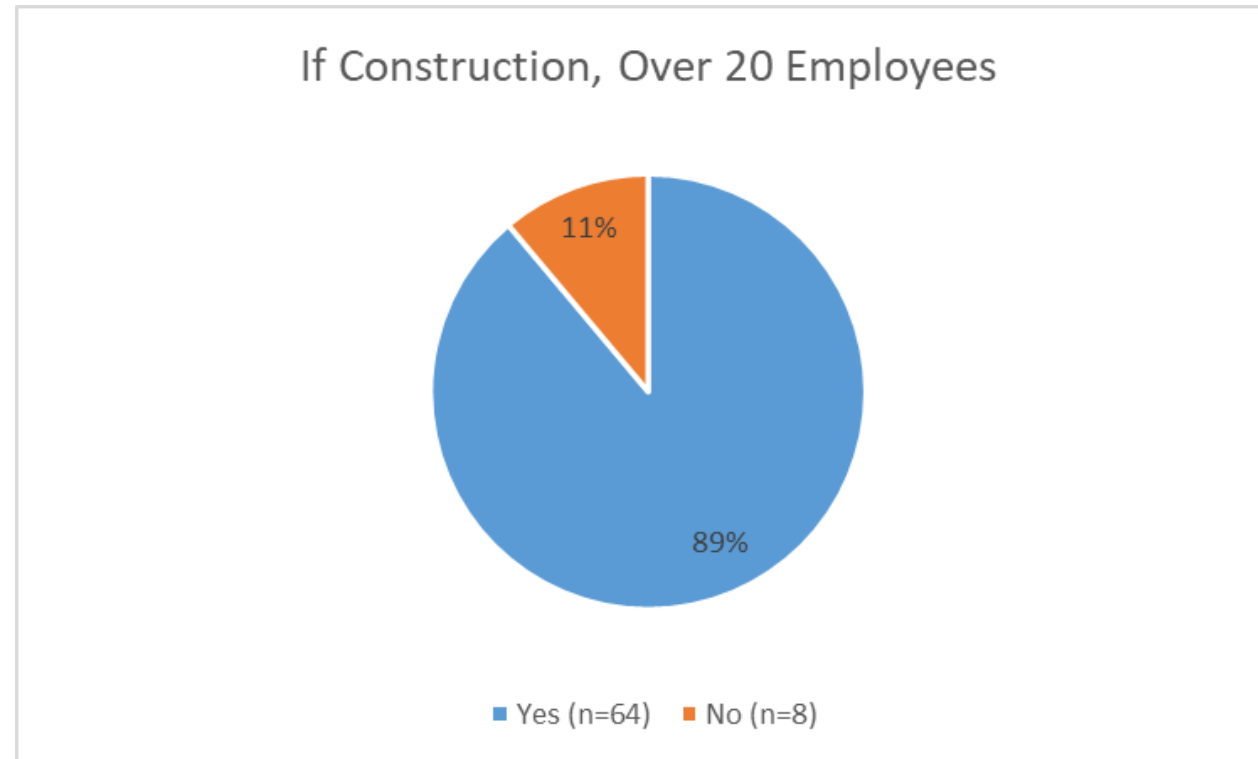
# Company NACE Sector



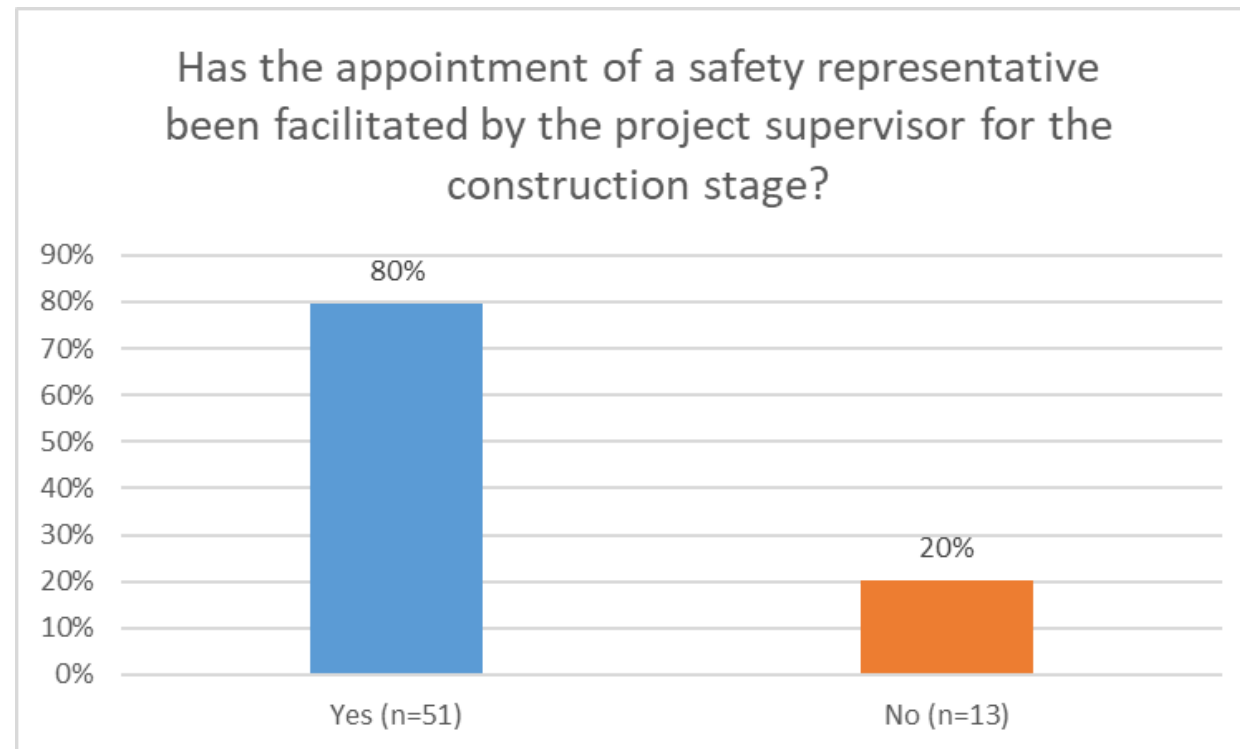
# Top 5 Sectors (Respondent Profiles)



# Does your construction company have more than 20 employees?

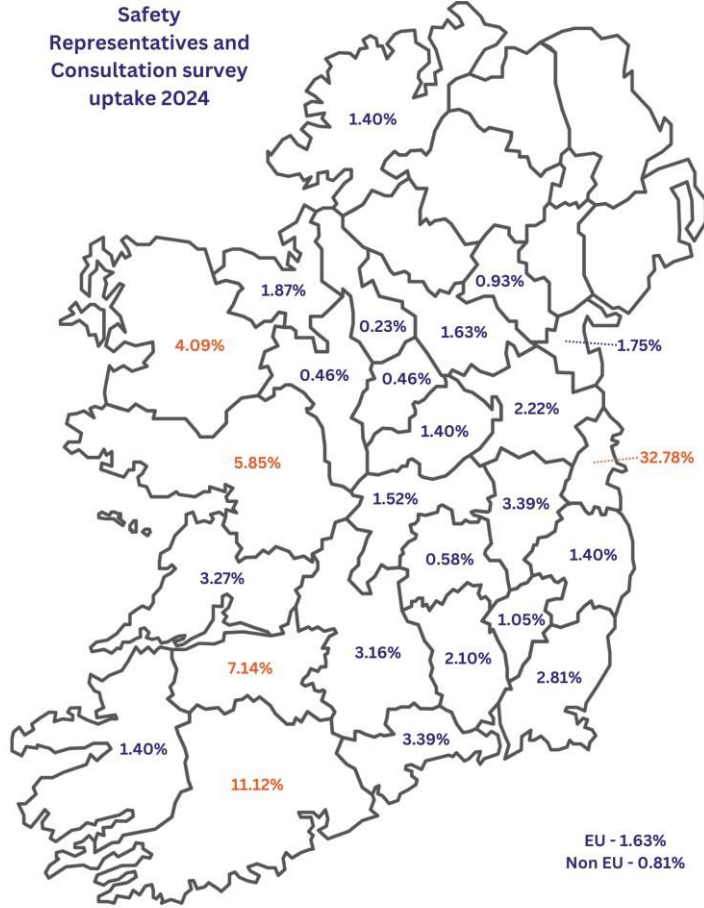


# If Construction and over 20, has the appointment of a safety representative been facilitated by the project supervisor for the construction stage?

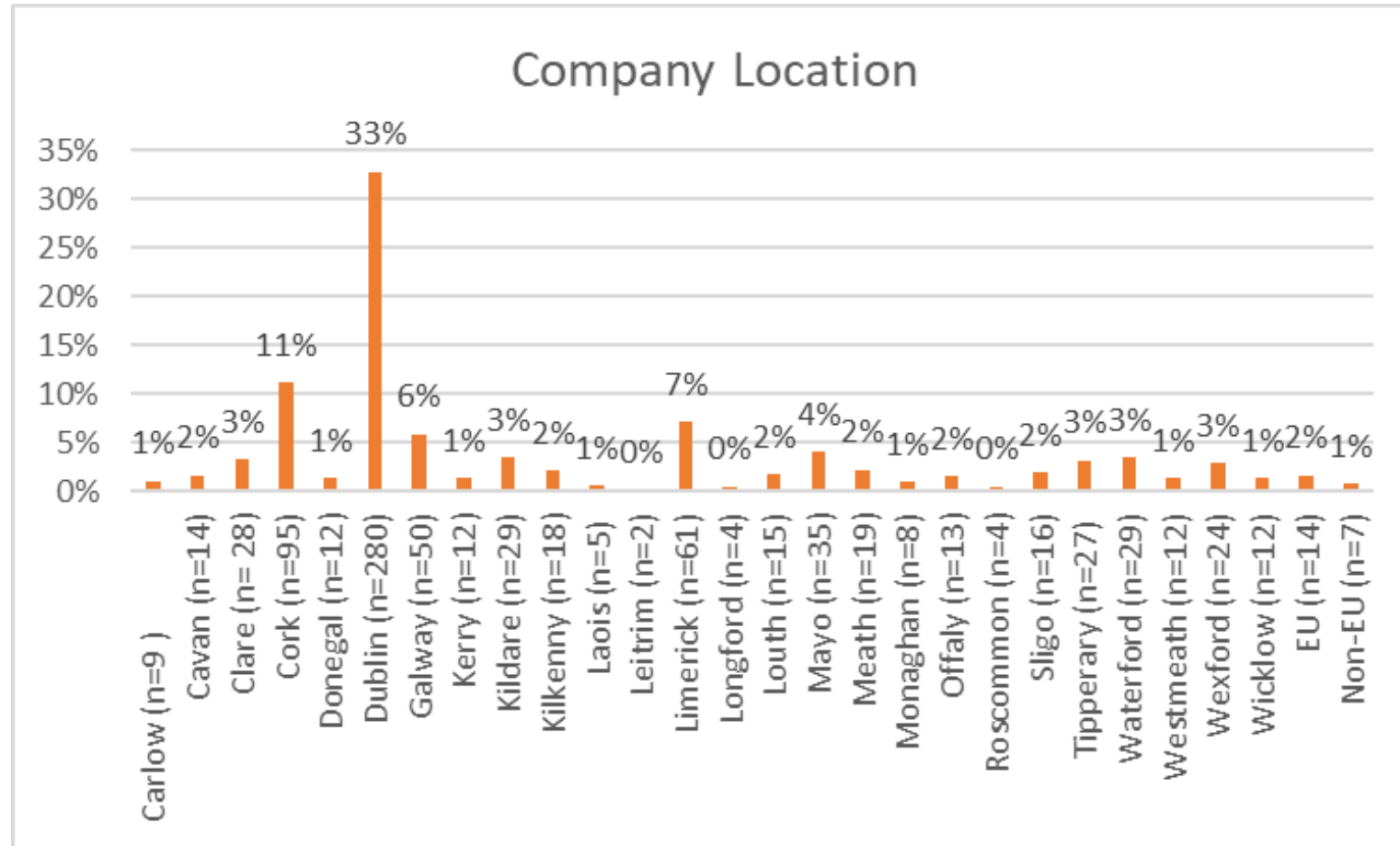




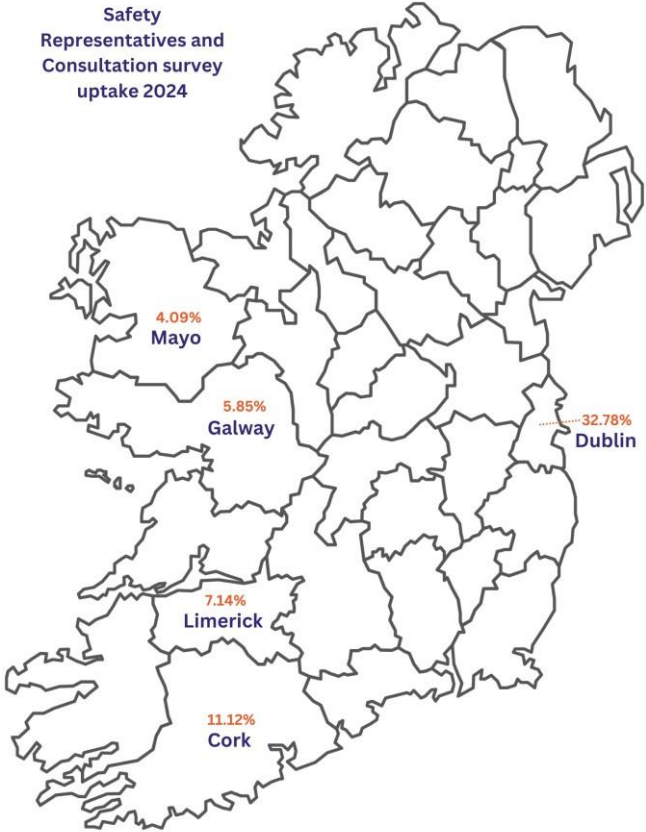
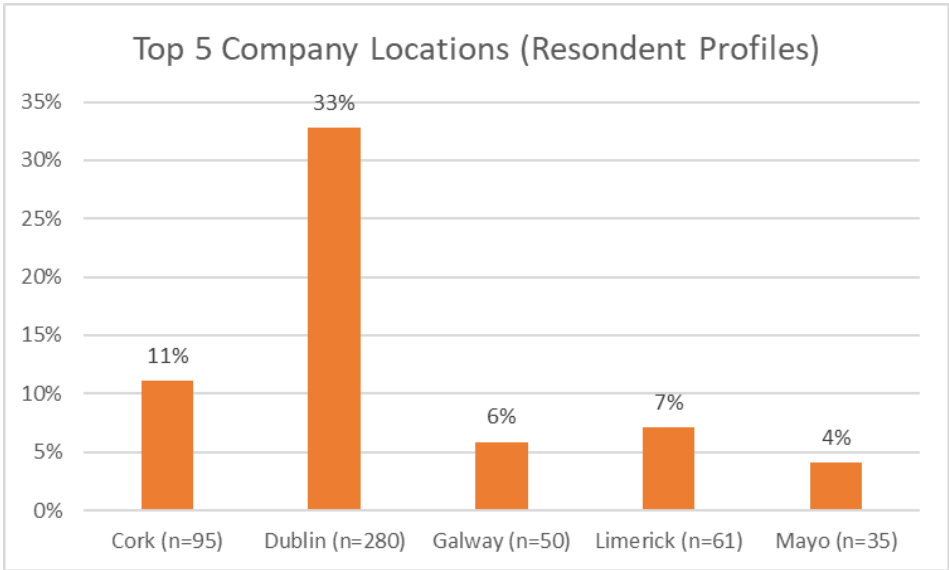
# Company Location



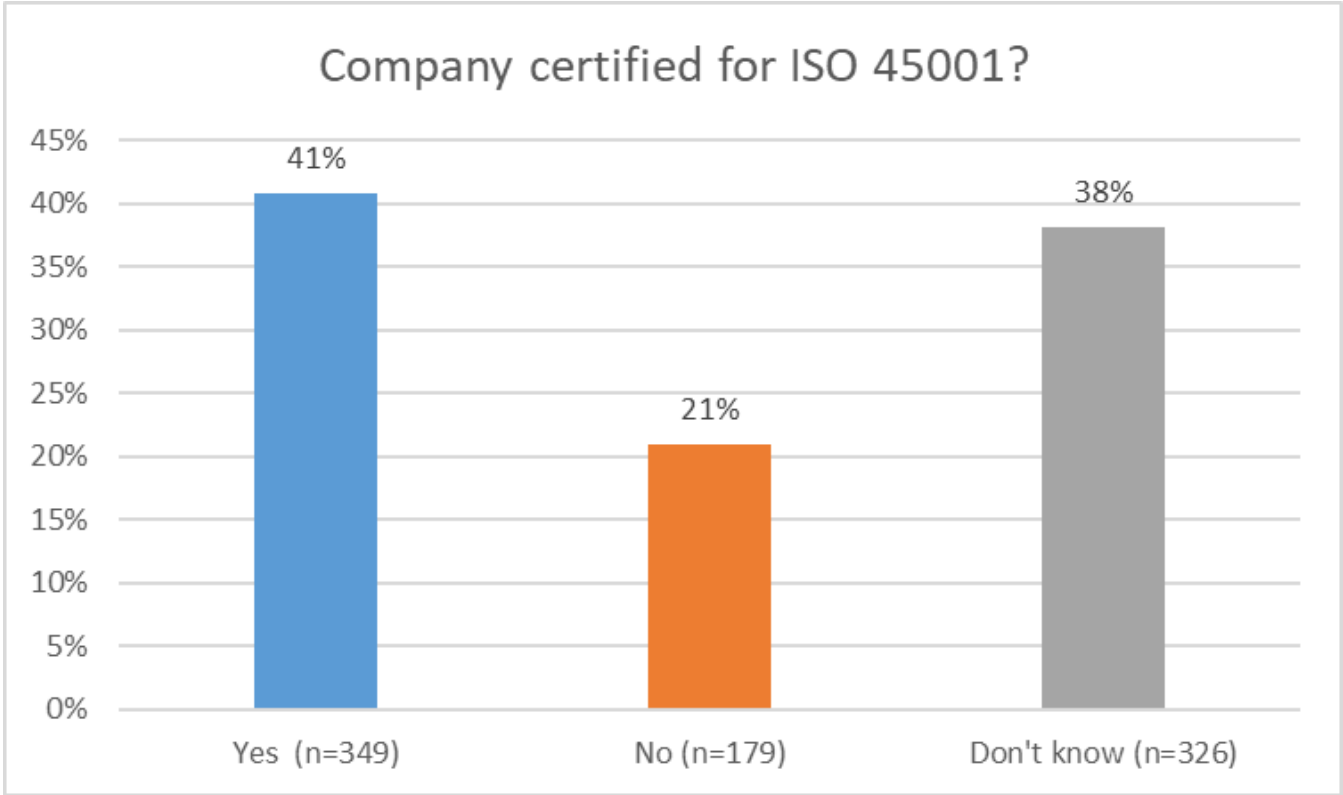
# Company Location



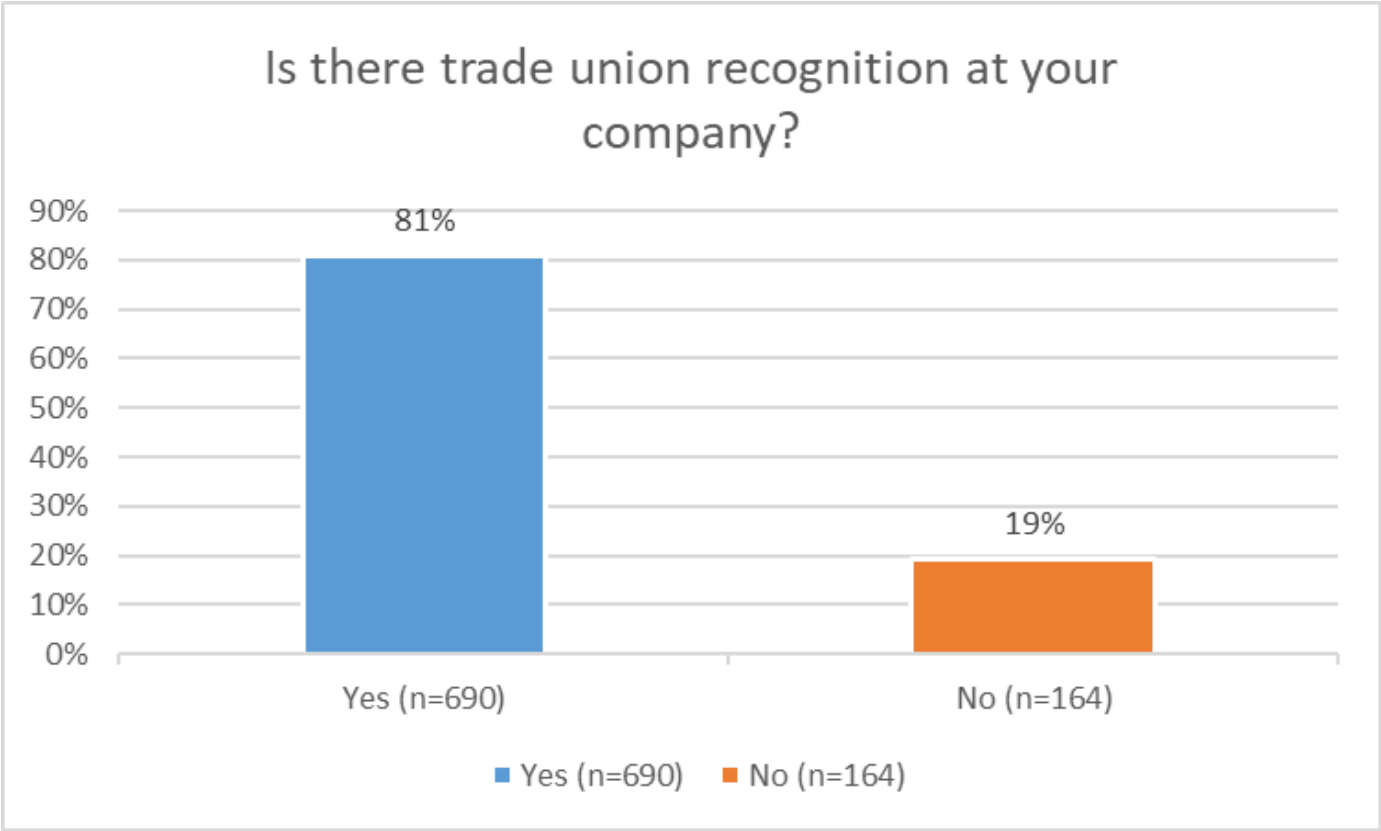
# Top 5, Company Location (Respondent Profiles)



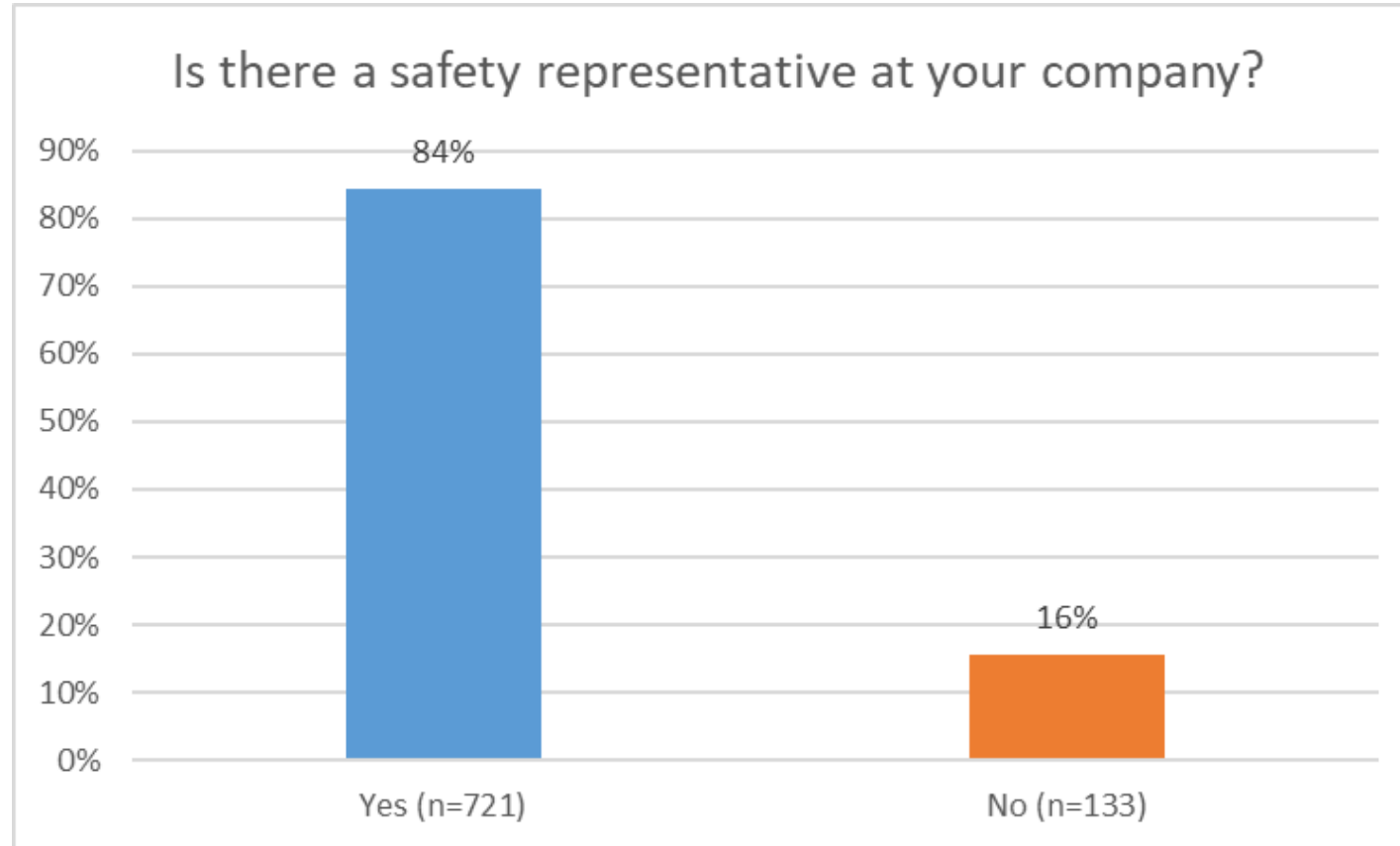
# Is your company certified for ISO 45001



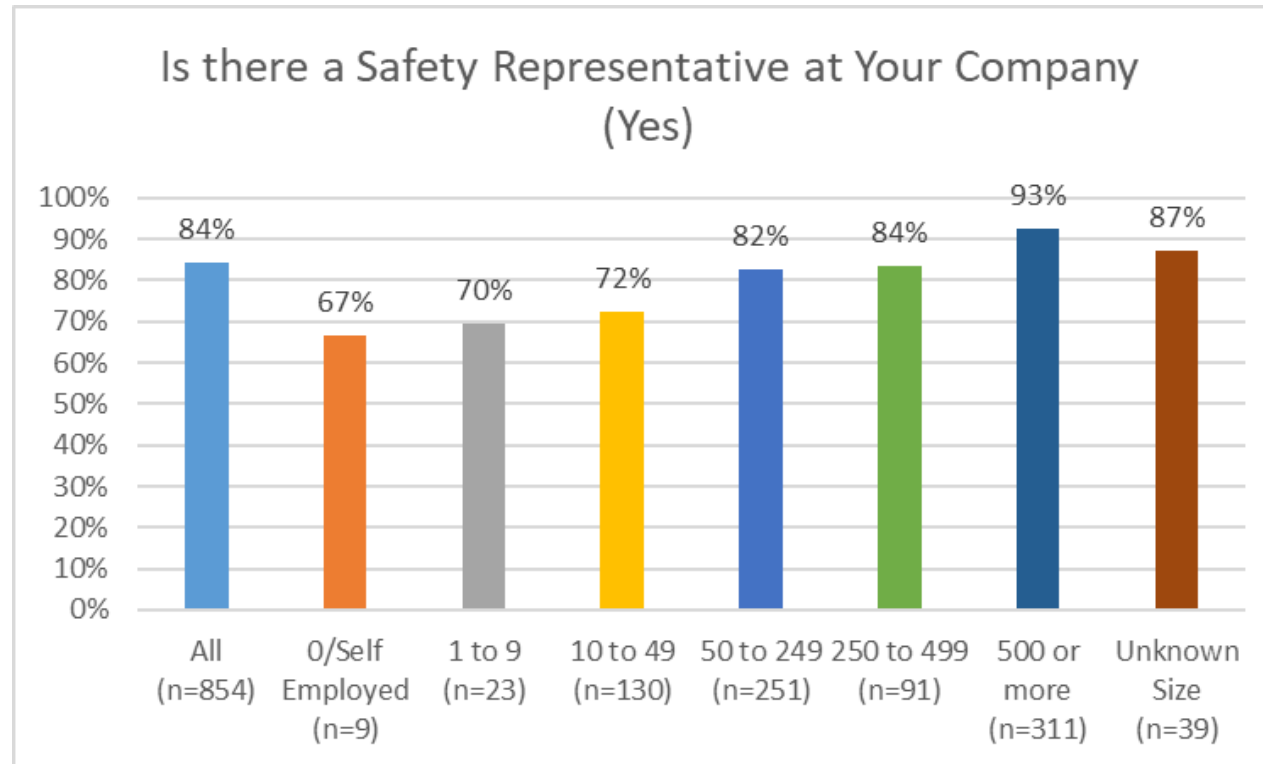
# Trade Union Recognition at Company



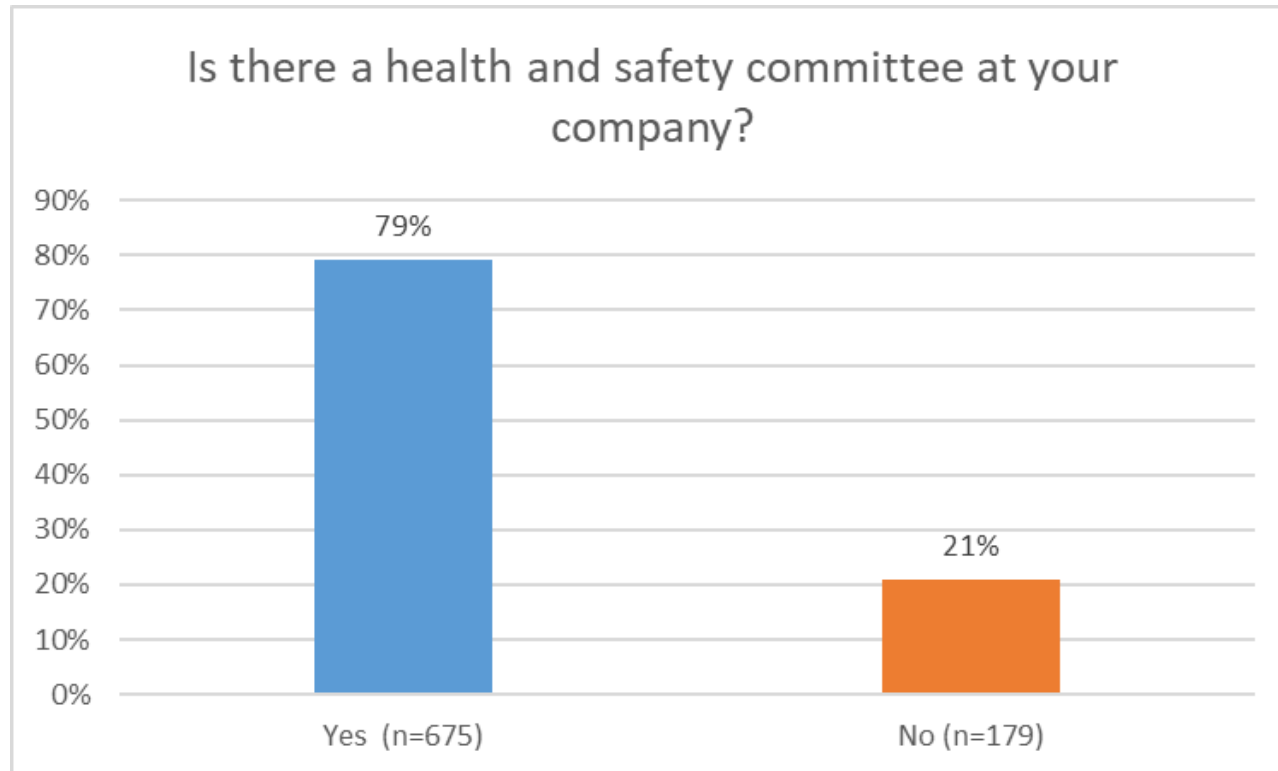
# Safety Representative at Company



# Safety Representative at Company - Yes (Company Size)

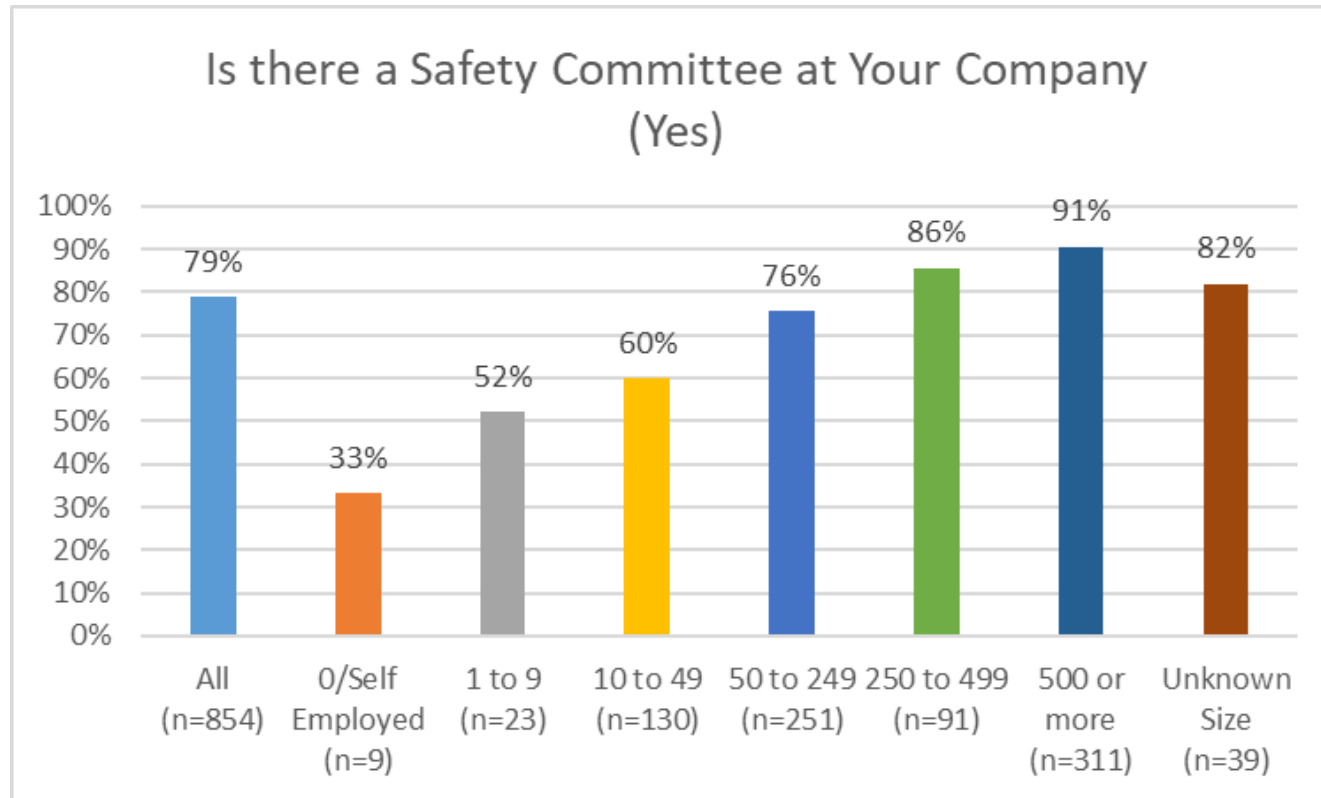


# Health and Safety Committee at Company

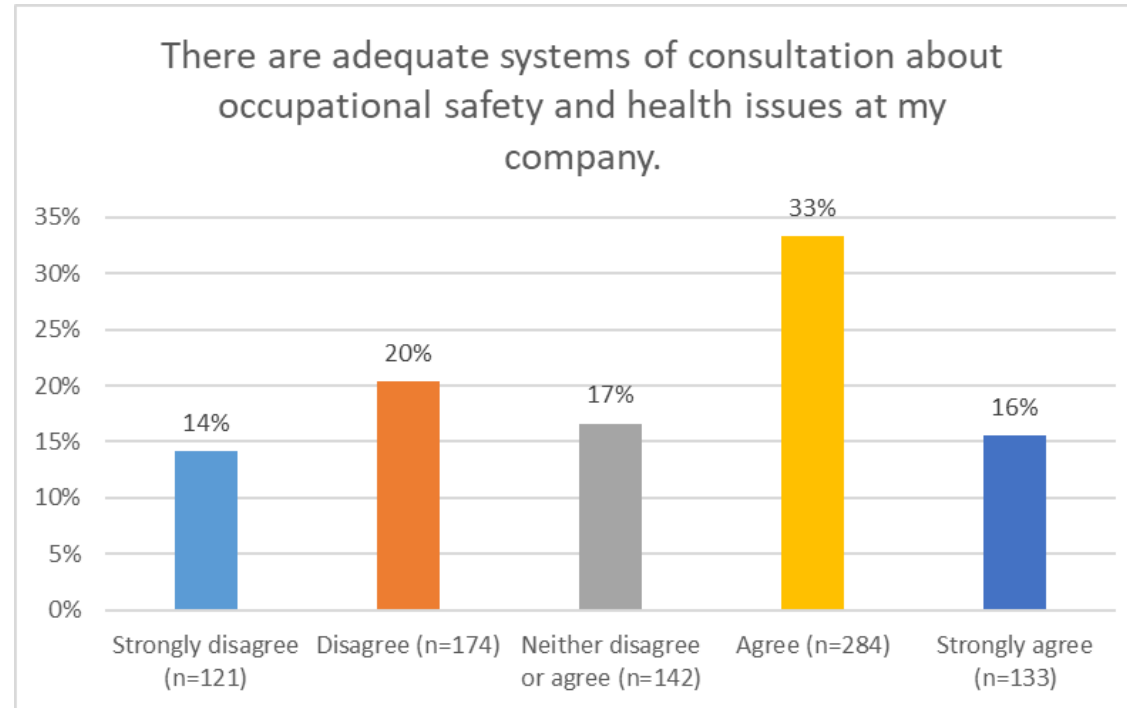




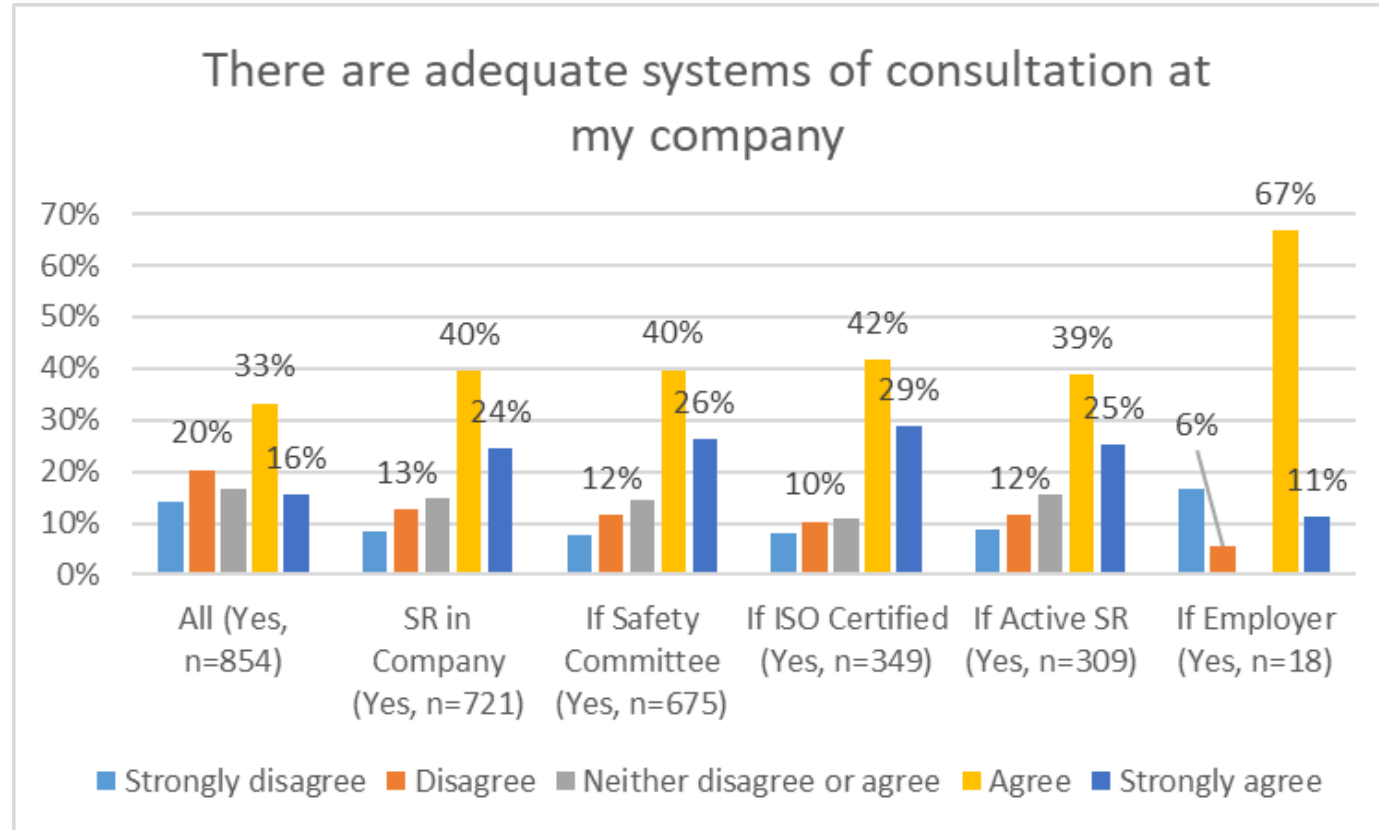
# Health and Safety Committee at Company – Yes (Company Size)



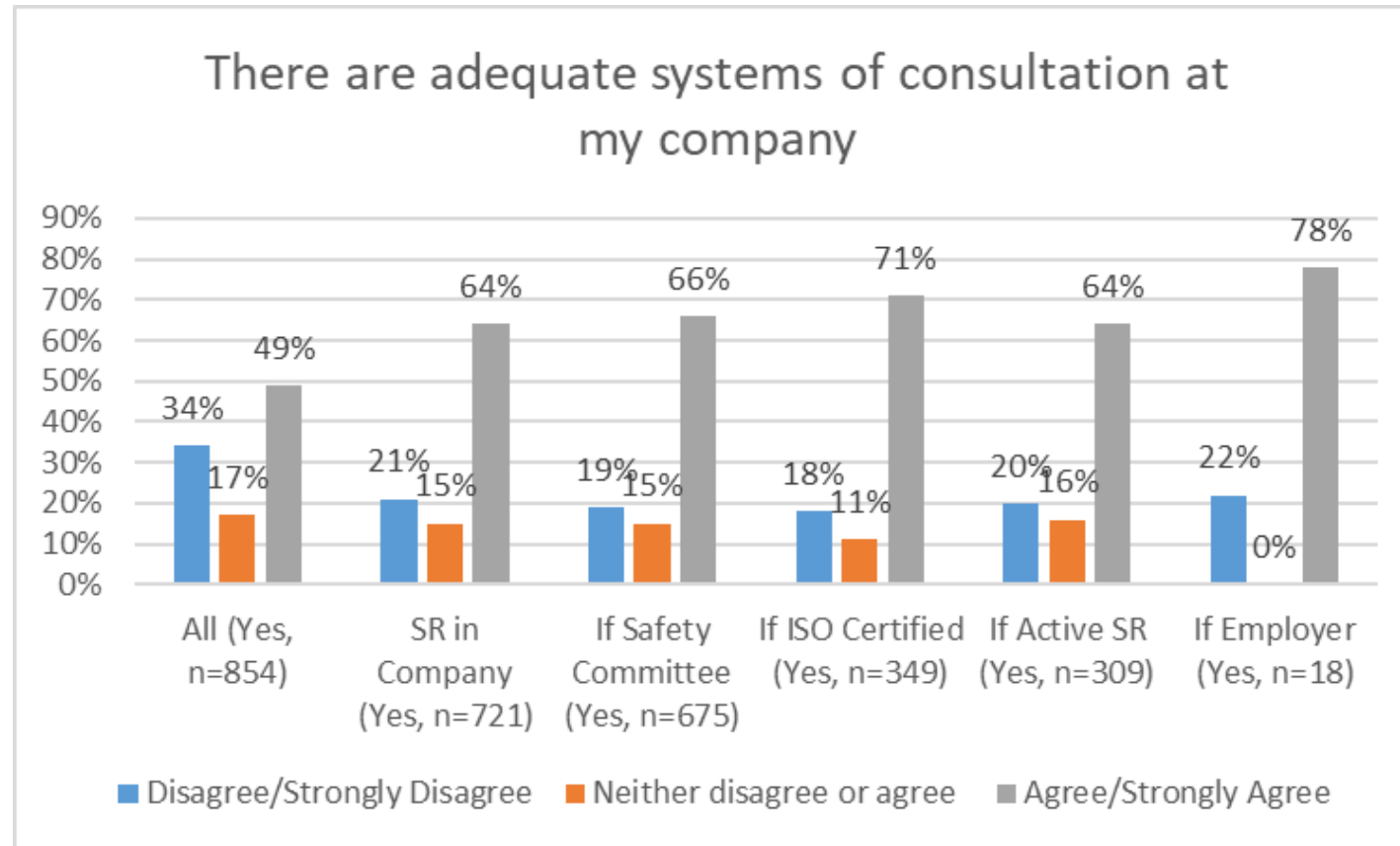
# Adequate Systems of Consultation



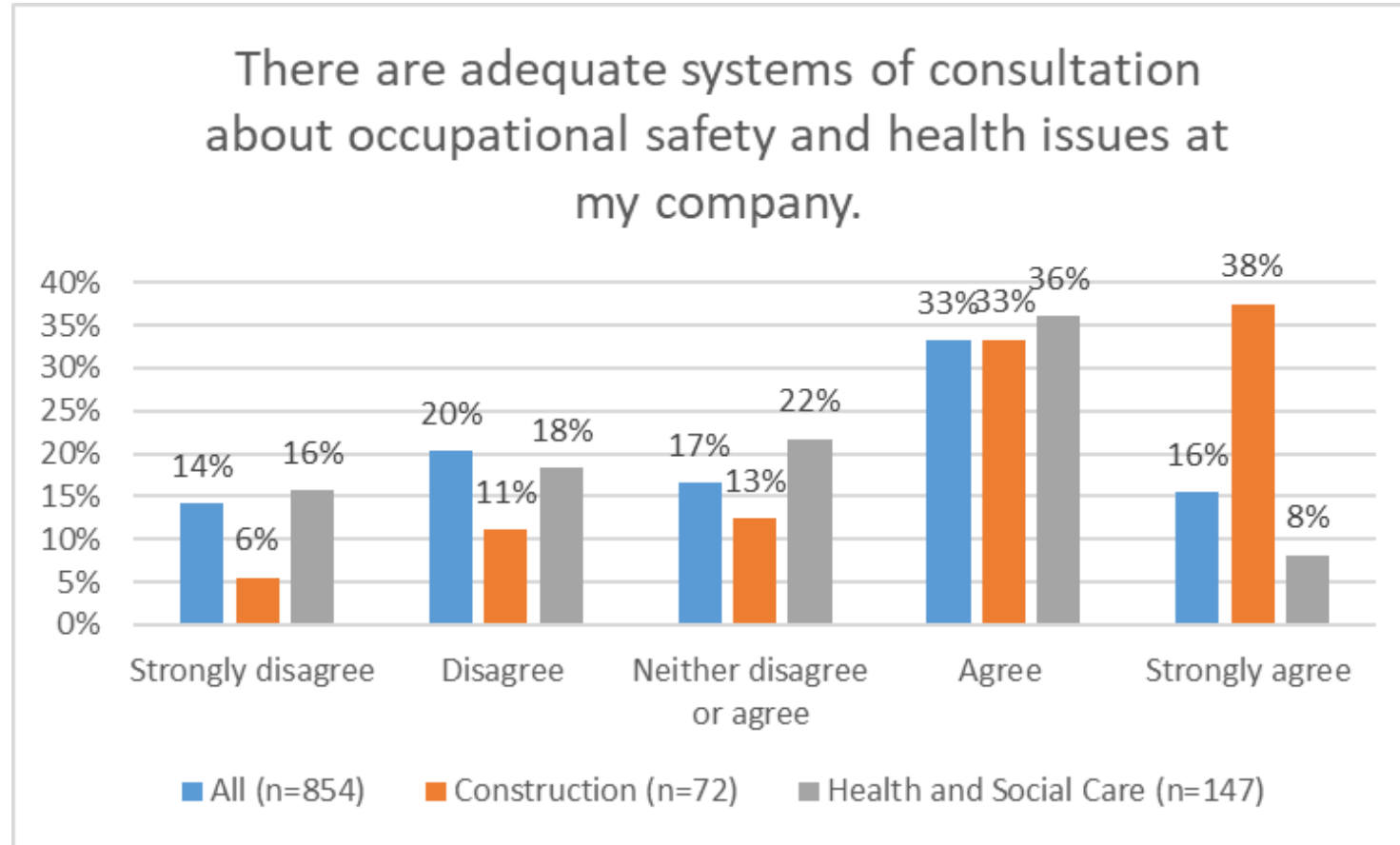
# Adequate Systems of Consultation (Profiles)



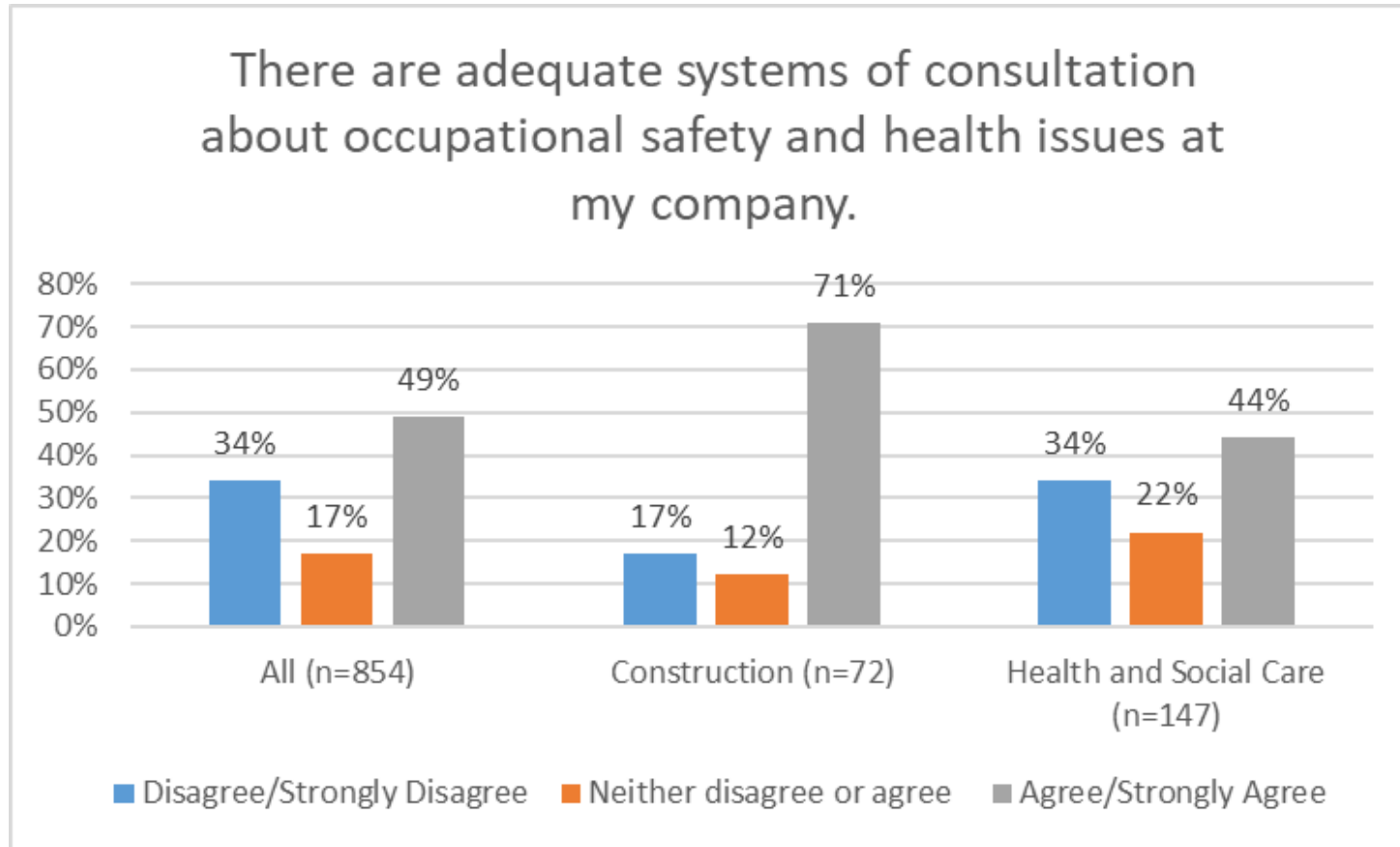
# Adequate Systems of Consultation (Profiles) – Simplified 3 Points



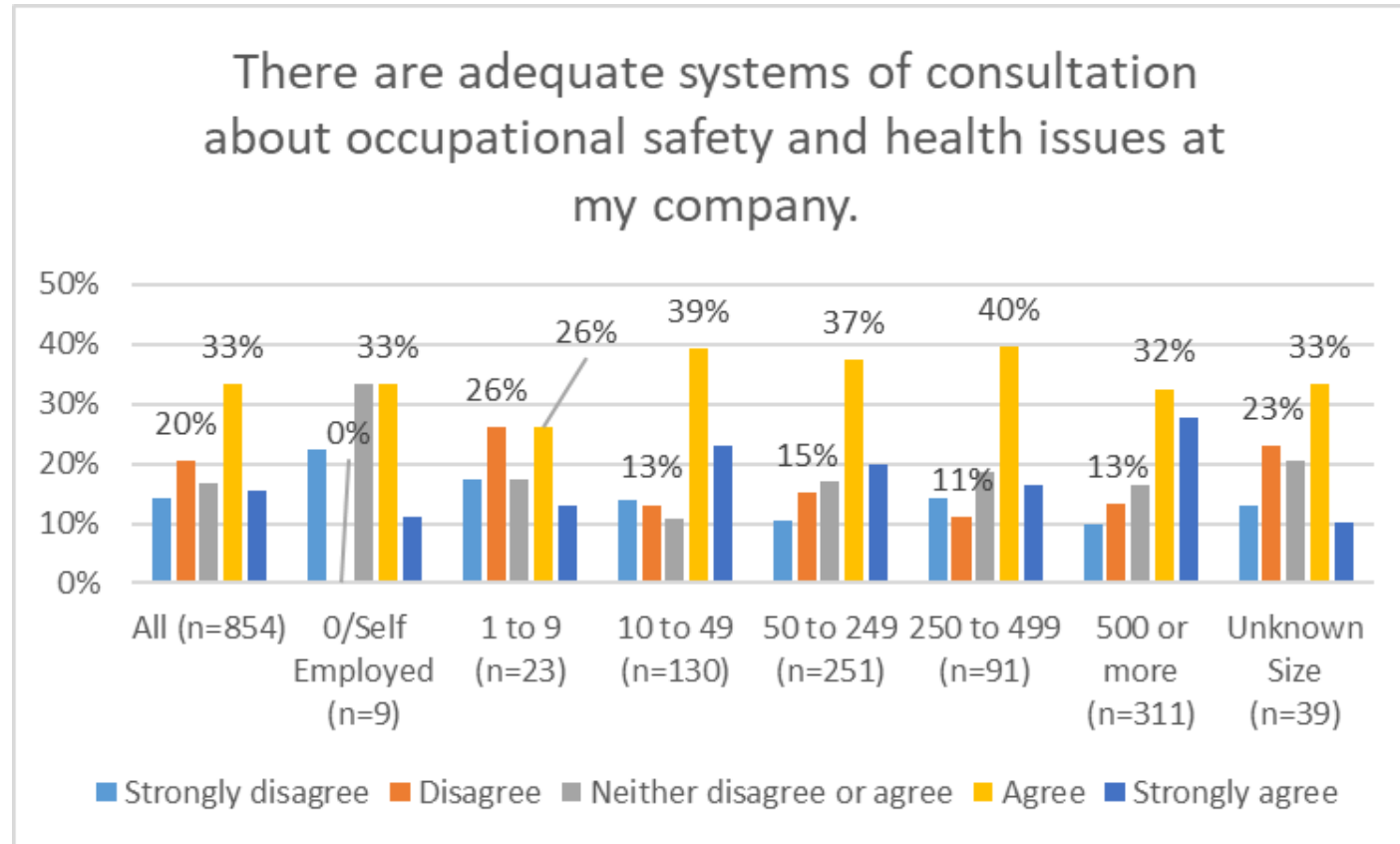
# Adequate Systems of Consultation (Sector)



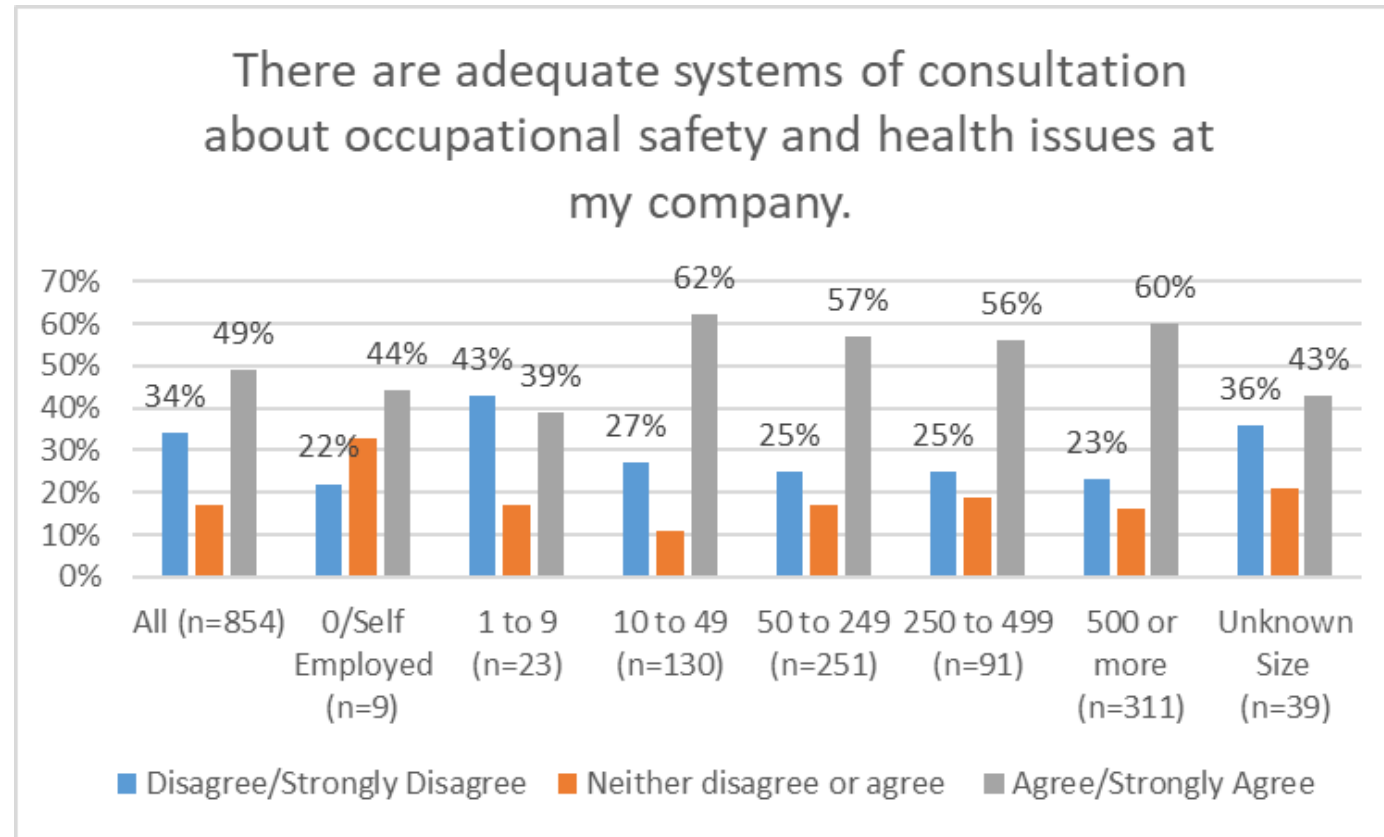
# Adequate Systems of Consultation (Sector) - Simplified 3 Points



# Adequate Systems of Consultation (Company Size)

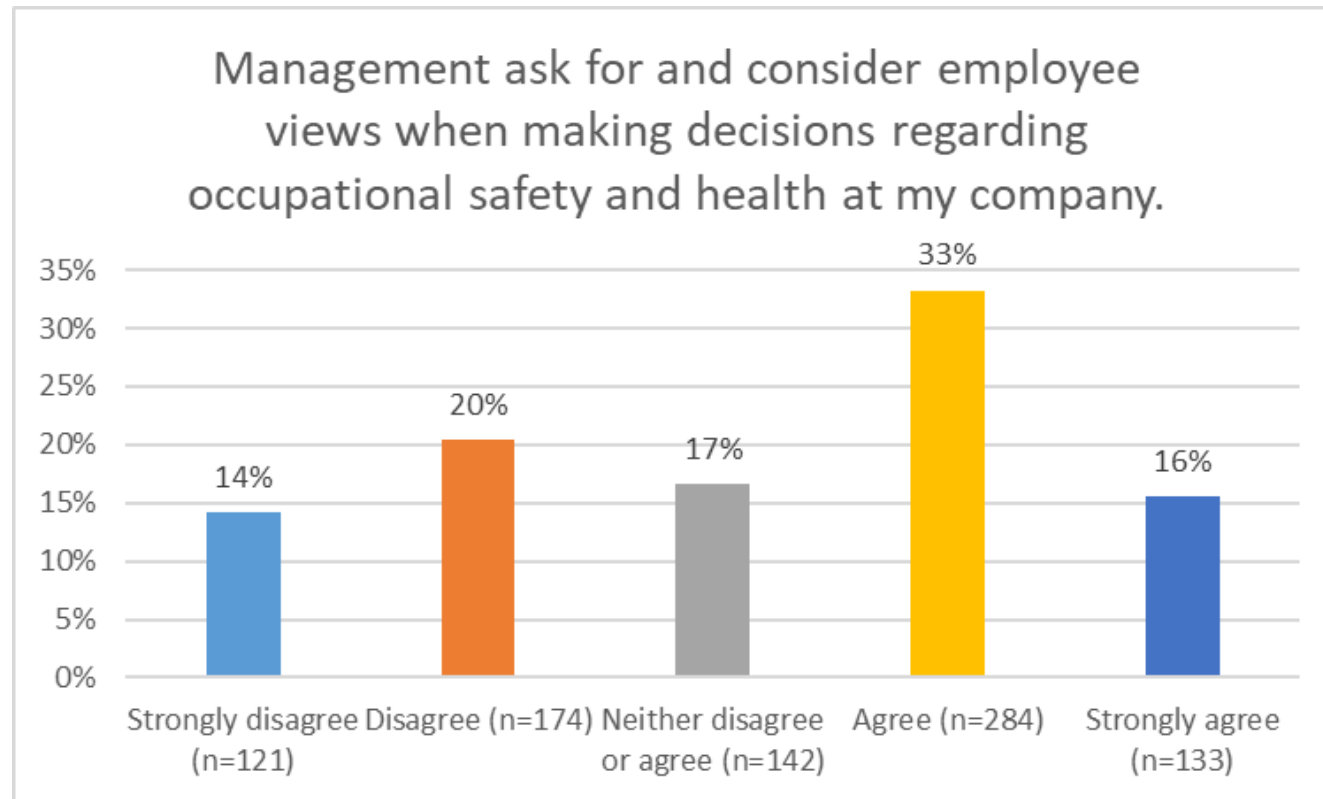


# Adequate Systems of Consultation (Company Size) - Simplified 3 Points

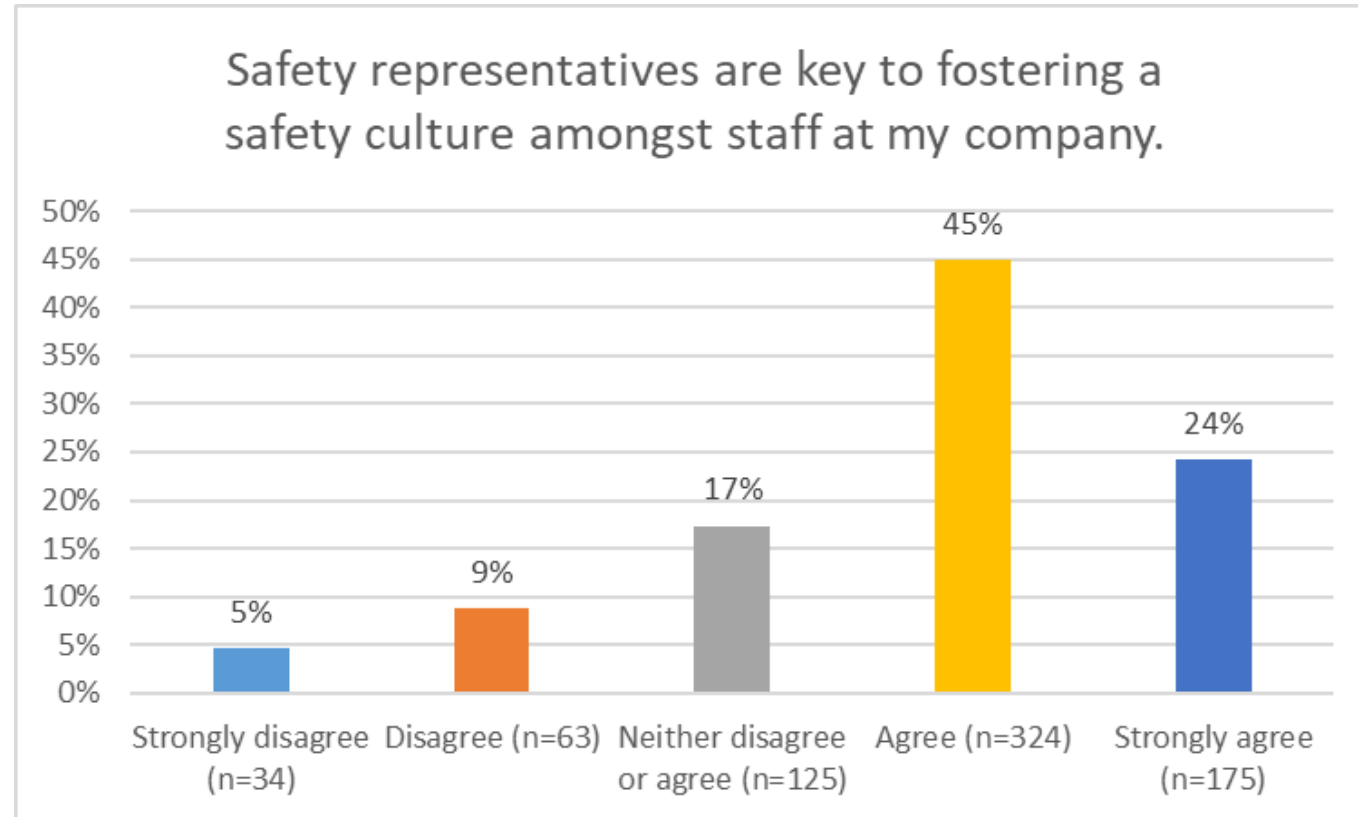




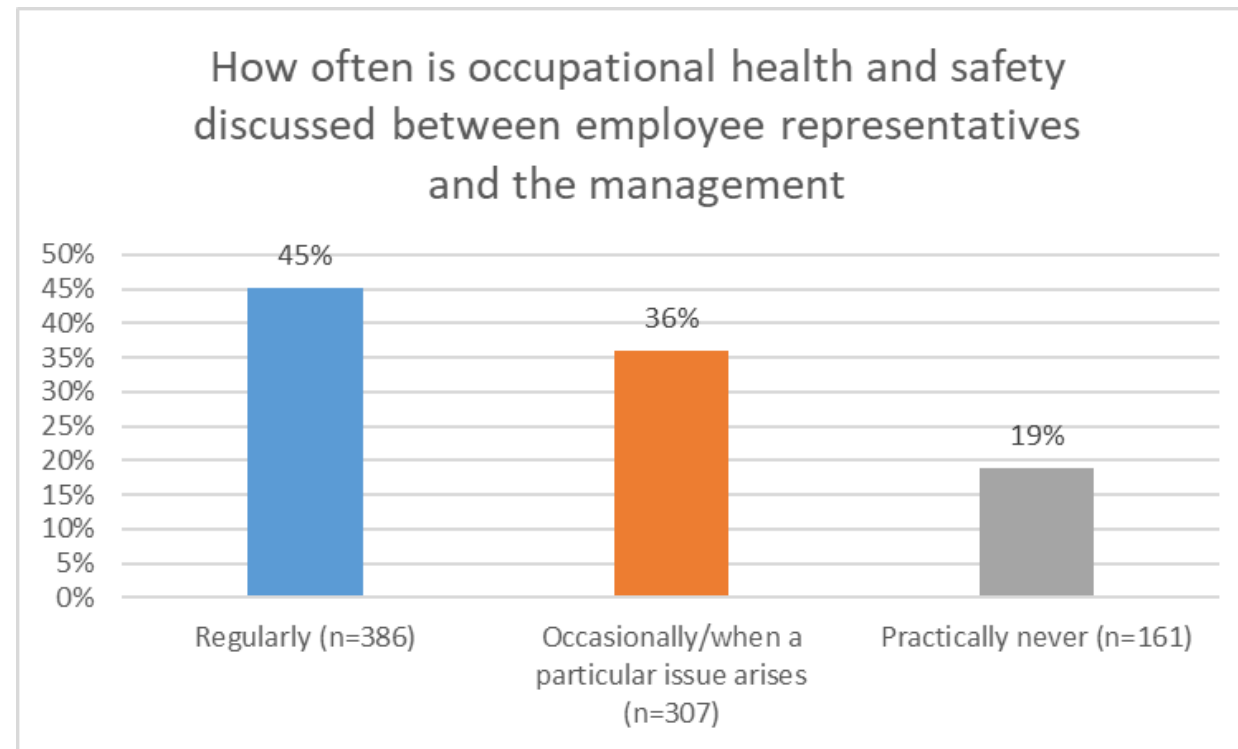
# Management Ask/Consider Views



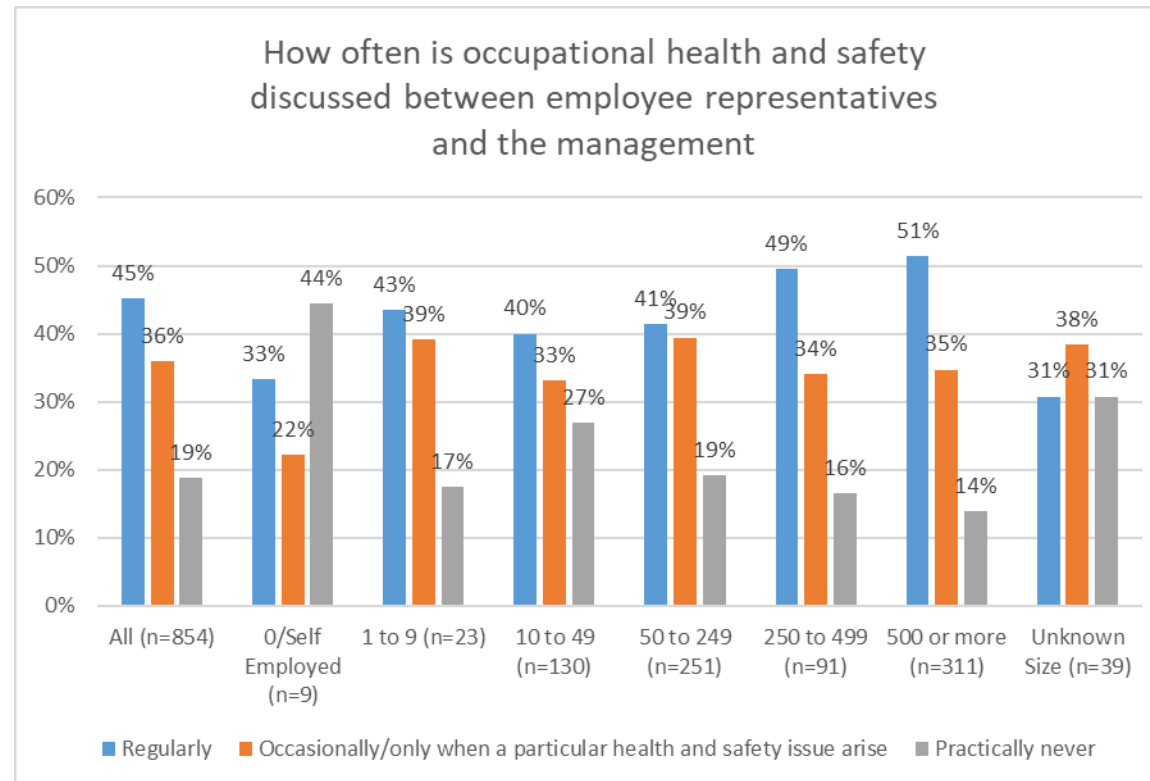
# Safety representatives are key to fostering a safety culture amongst staff at my company



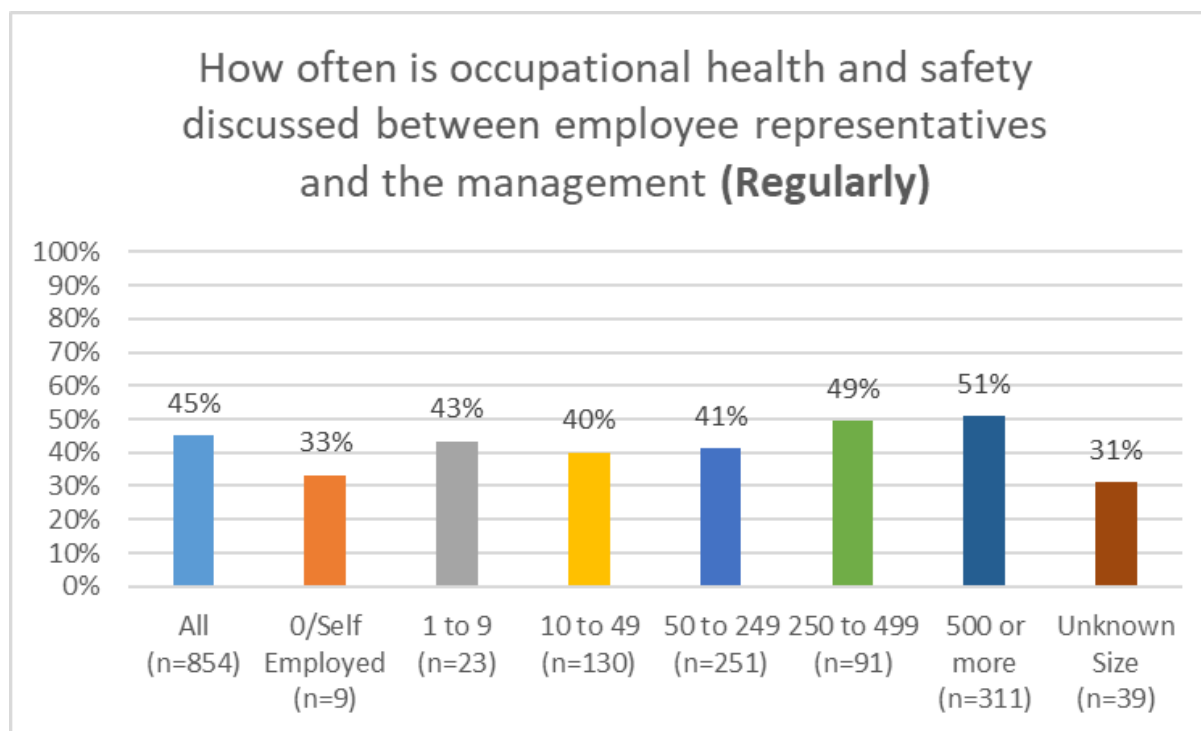
# How often is occupational health and safety discussed between employee representatives and the management



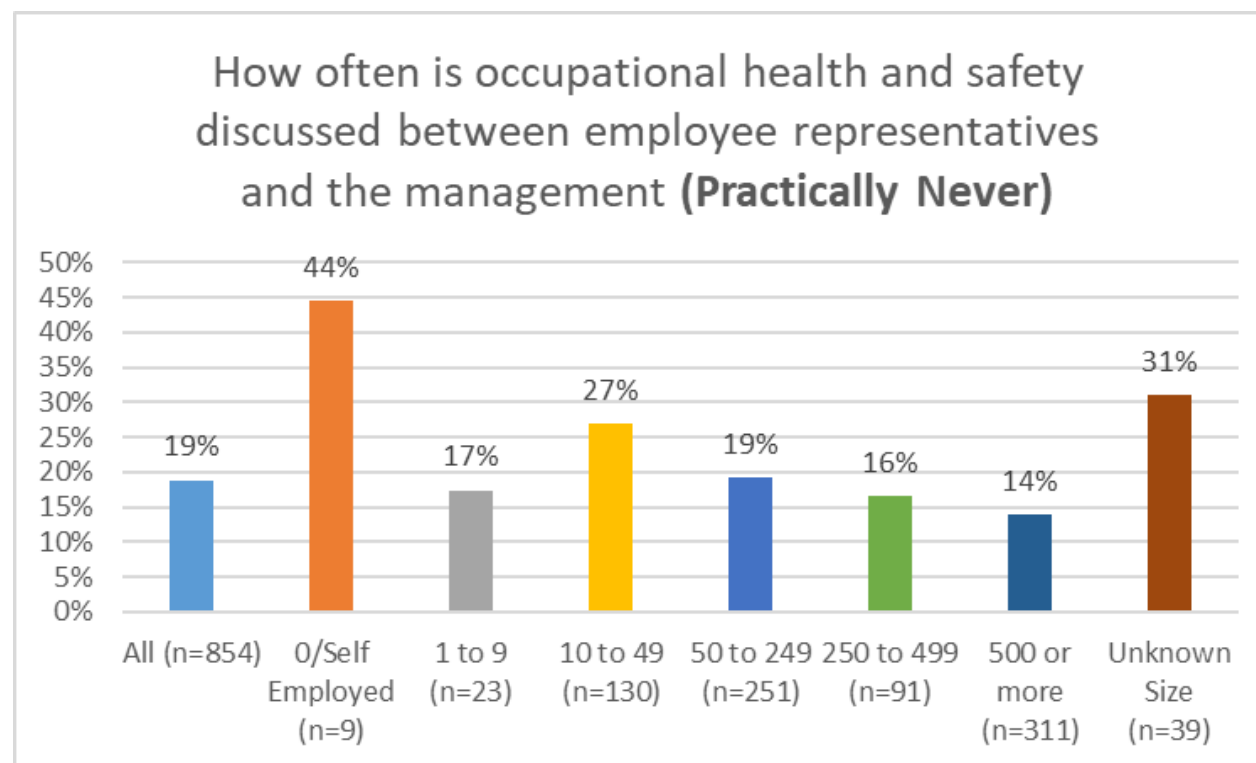
# How often is occupational health and safety discussed between employee representatives and the management (Business Size)



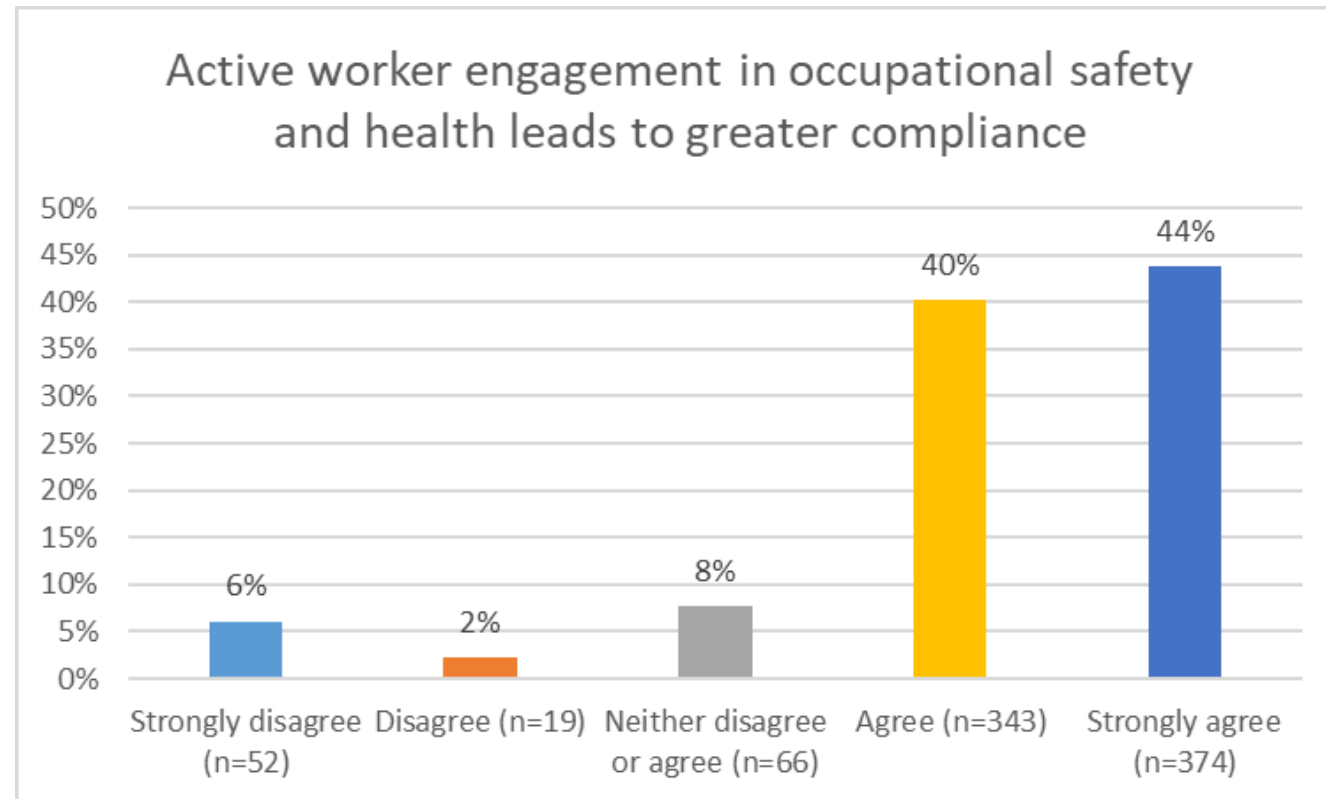
# How often is occupational health and safety discussed between employee representatives and the management (Business Size/Regularly)



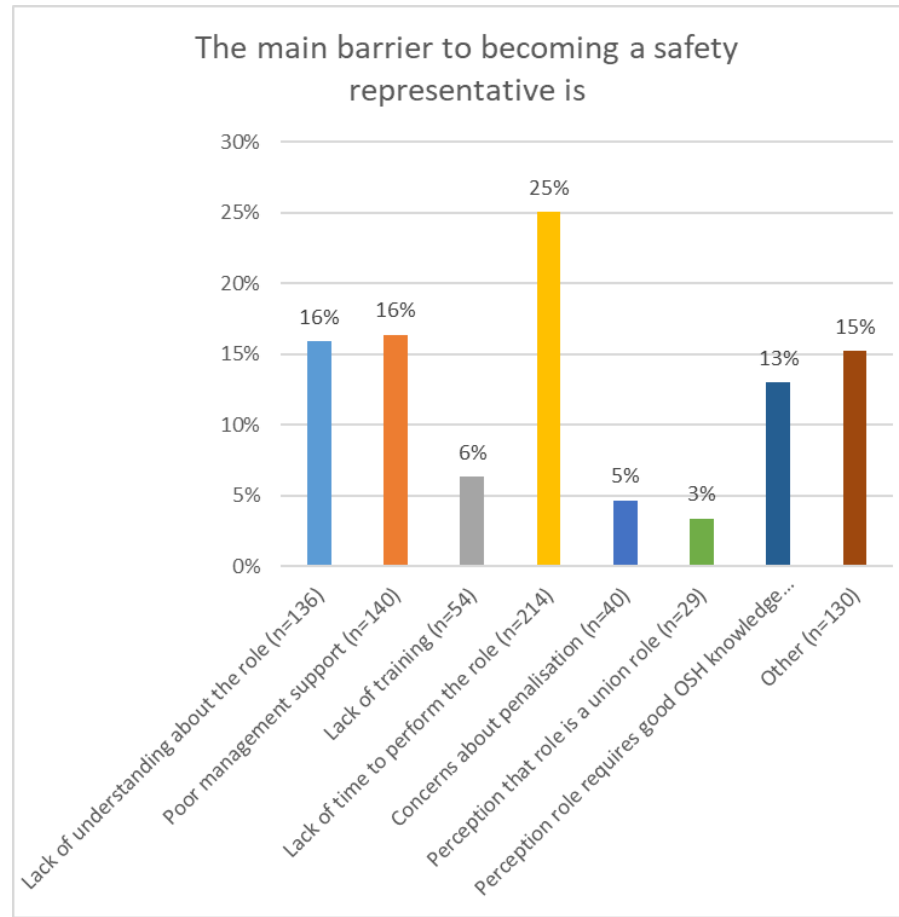
# How often is occupational health and safety discussed between employee representatives and the management (Business Size/Practically Never)



# Active worker engagement in occupational safety and health leads to greater compliance



# The main barrier to becoming a safety representative is



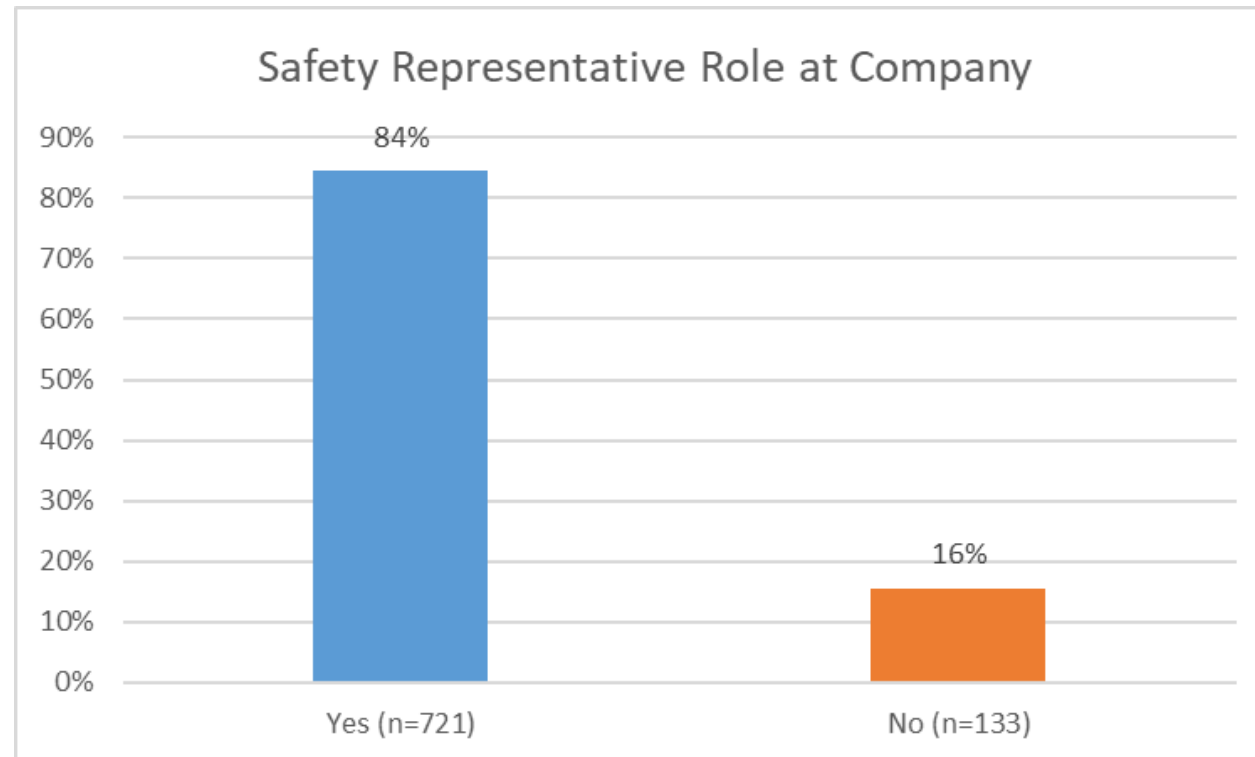


# Survey Part 5: Safety Representative Role at Company

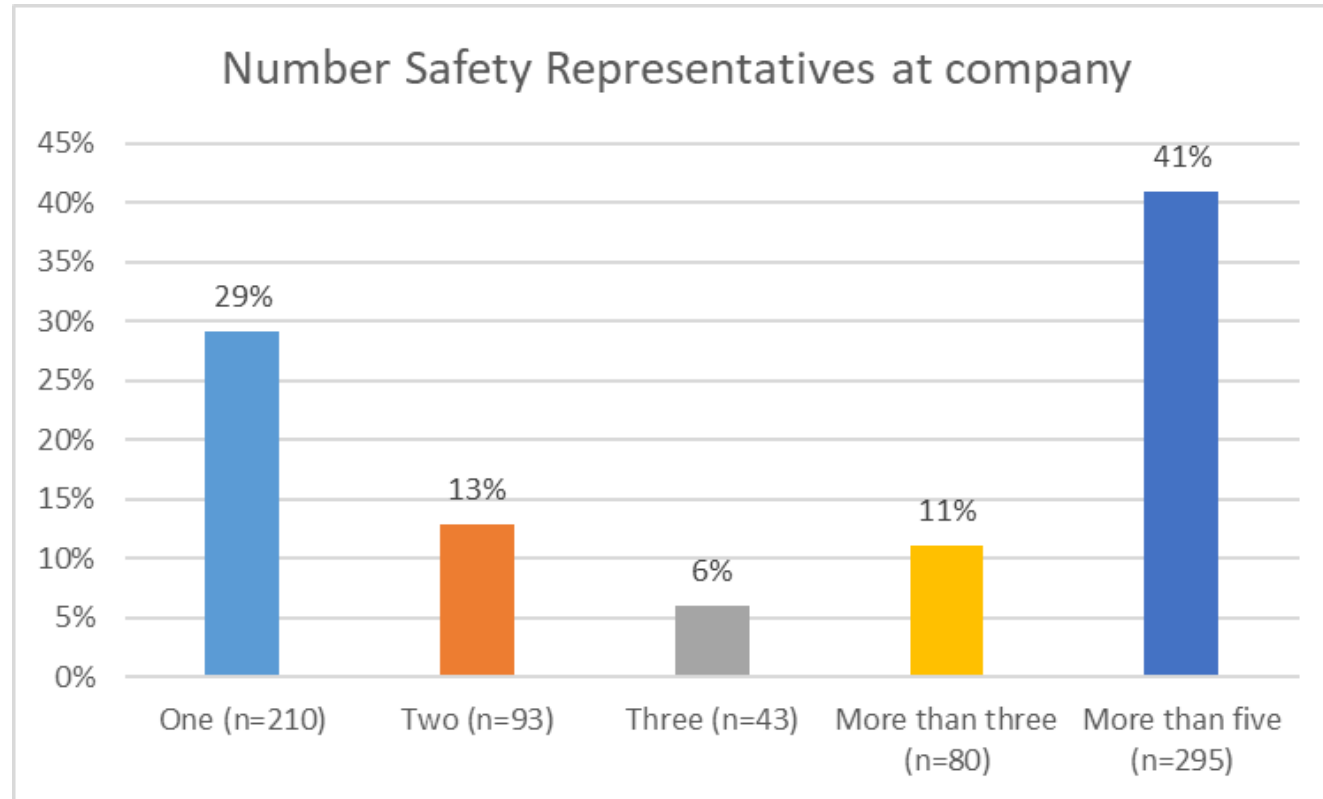


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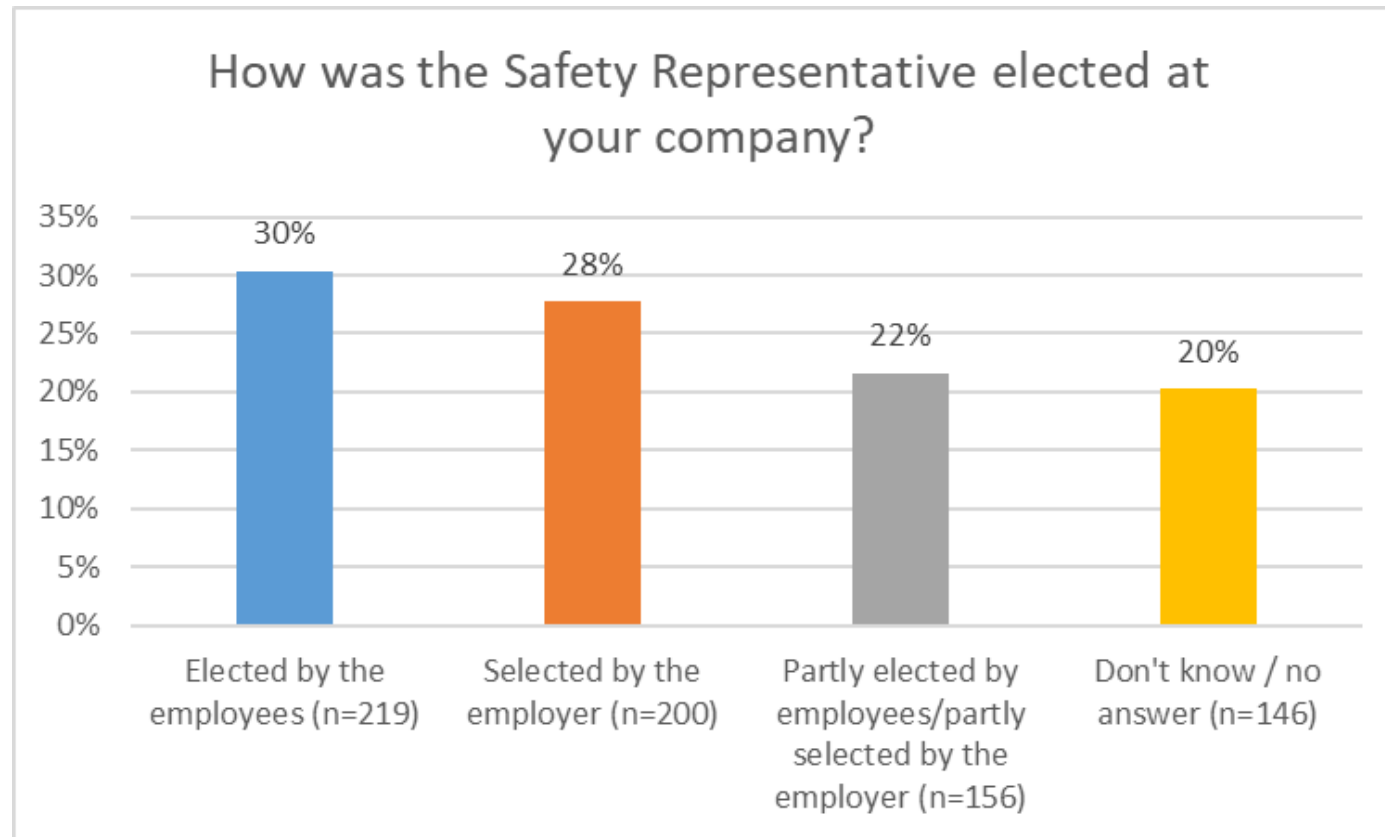
# Safety Representative at Company



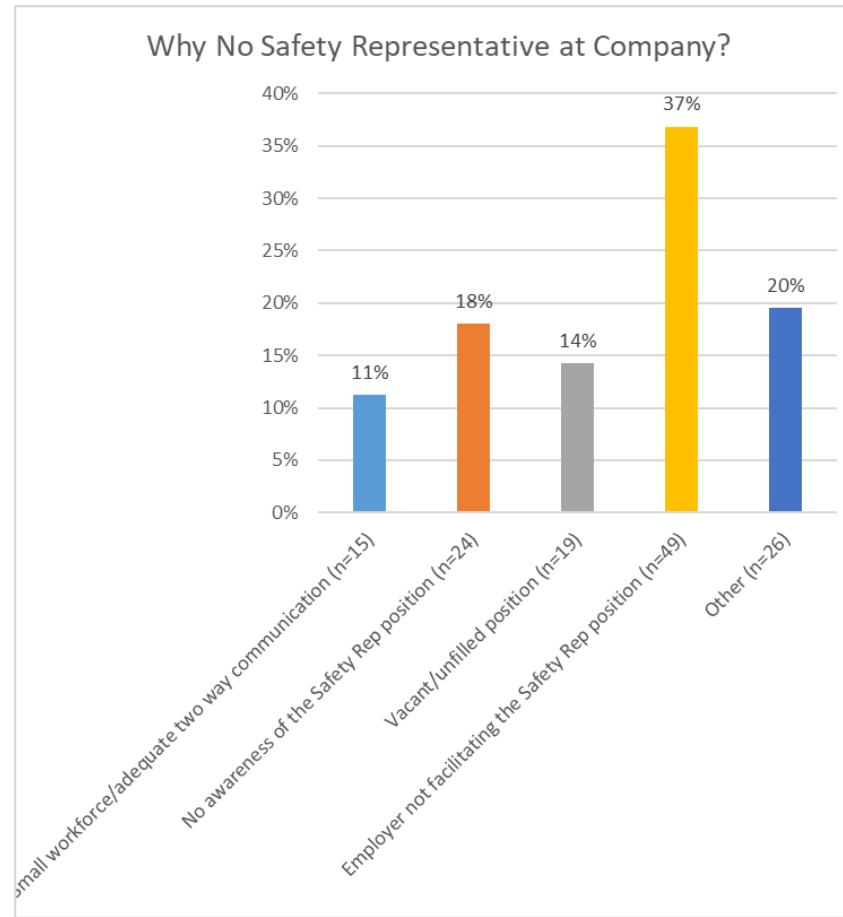
# How many safety representatives are there at your company?



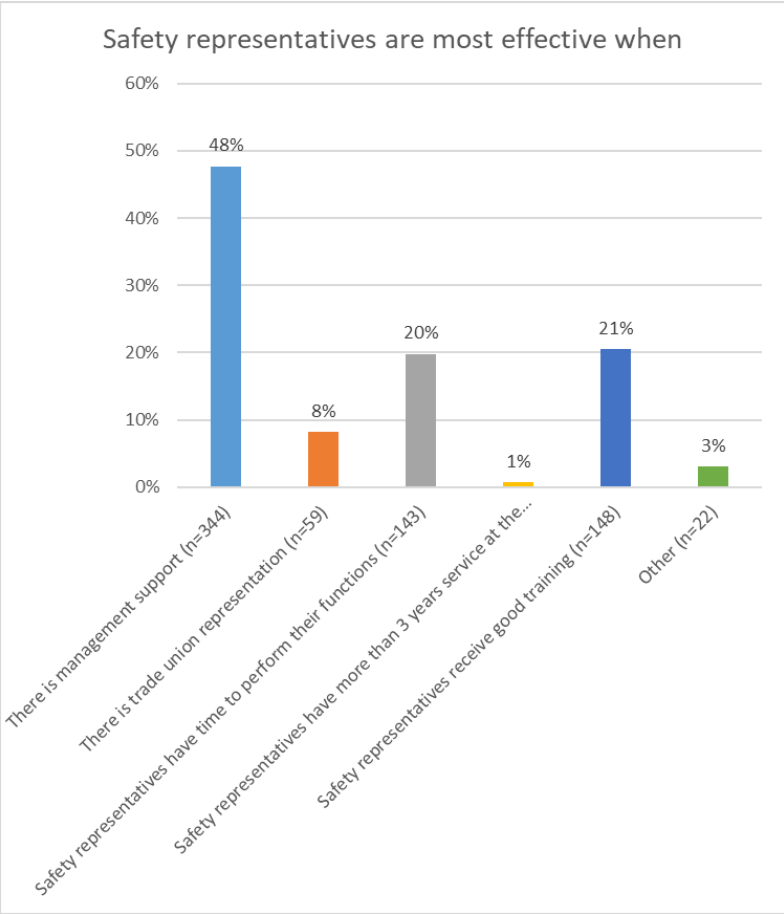
# How was the Safety Representative elected at your company?



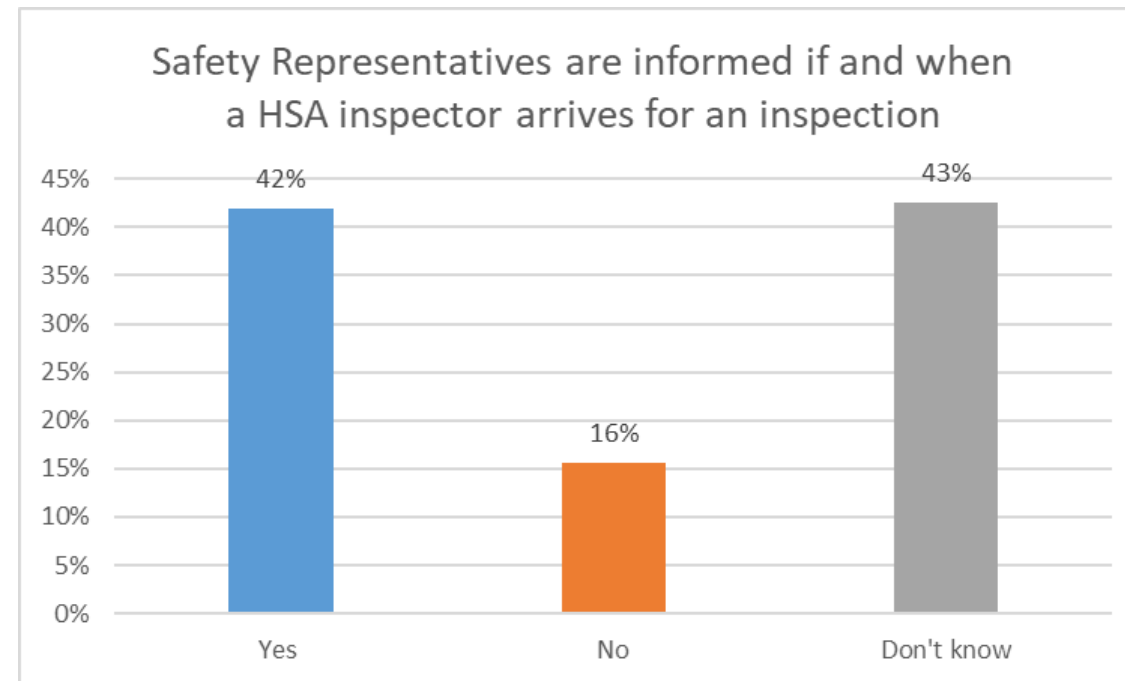
# Why is there no safety representative?



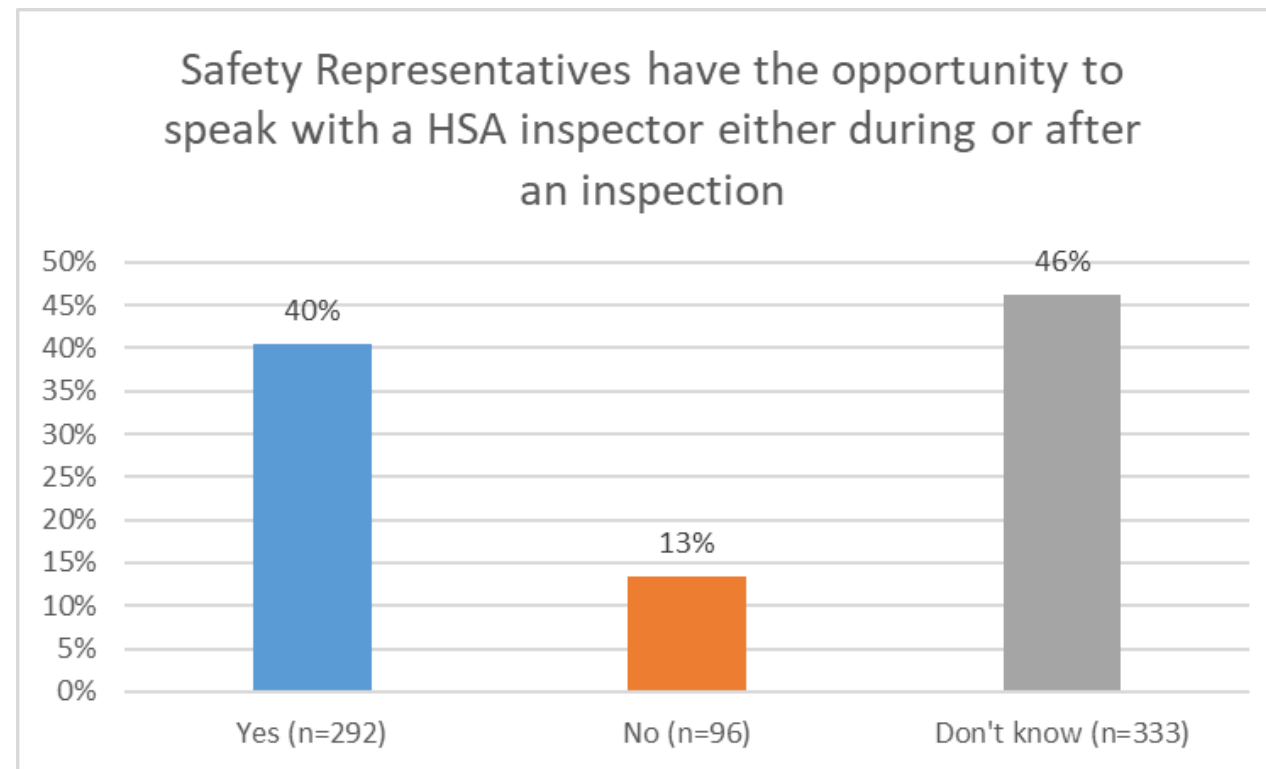
# Safety representatives are most effective when



# Safety Representatives are informed if and when a HSA inspector arrives for an inspection

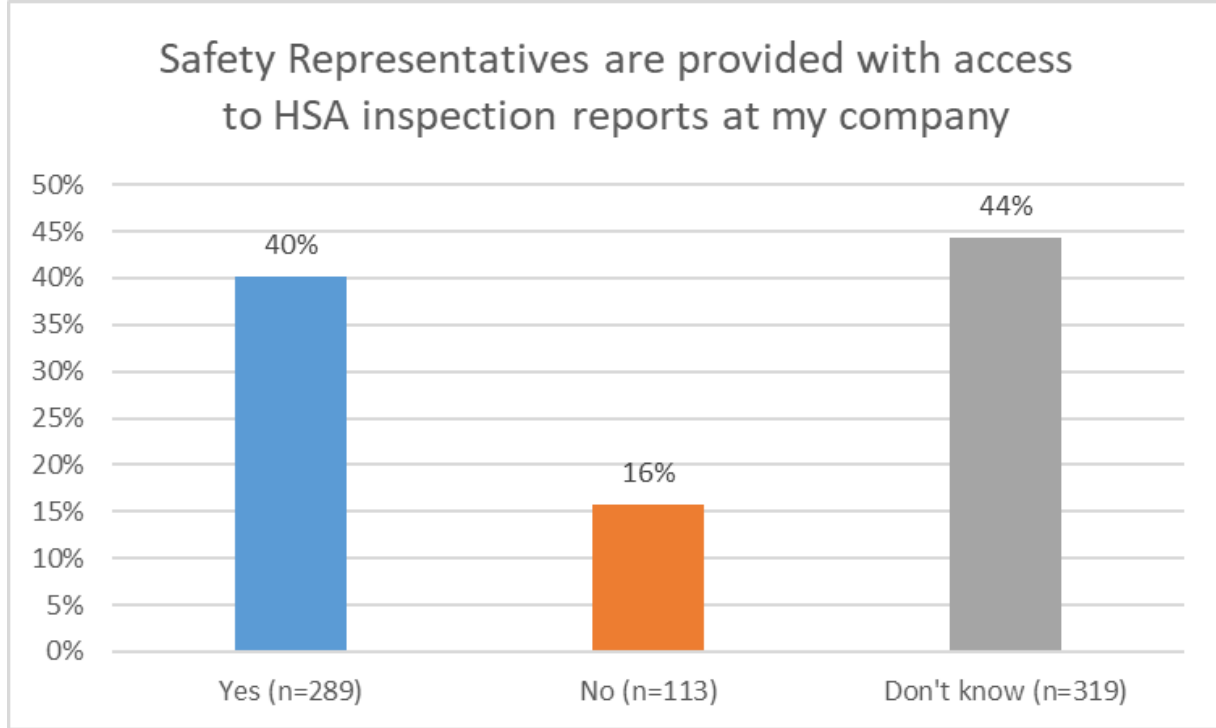


# Safety Representatives have the opportunity to speak with a HSA inspector either during or after an inspection

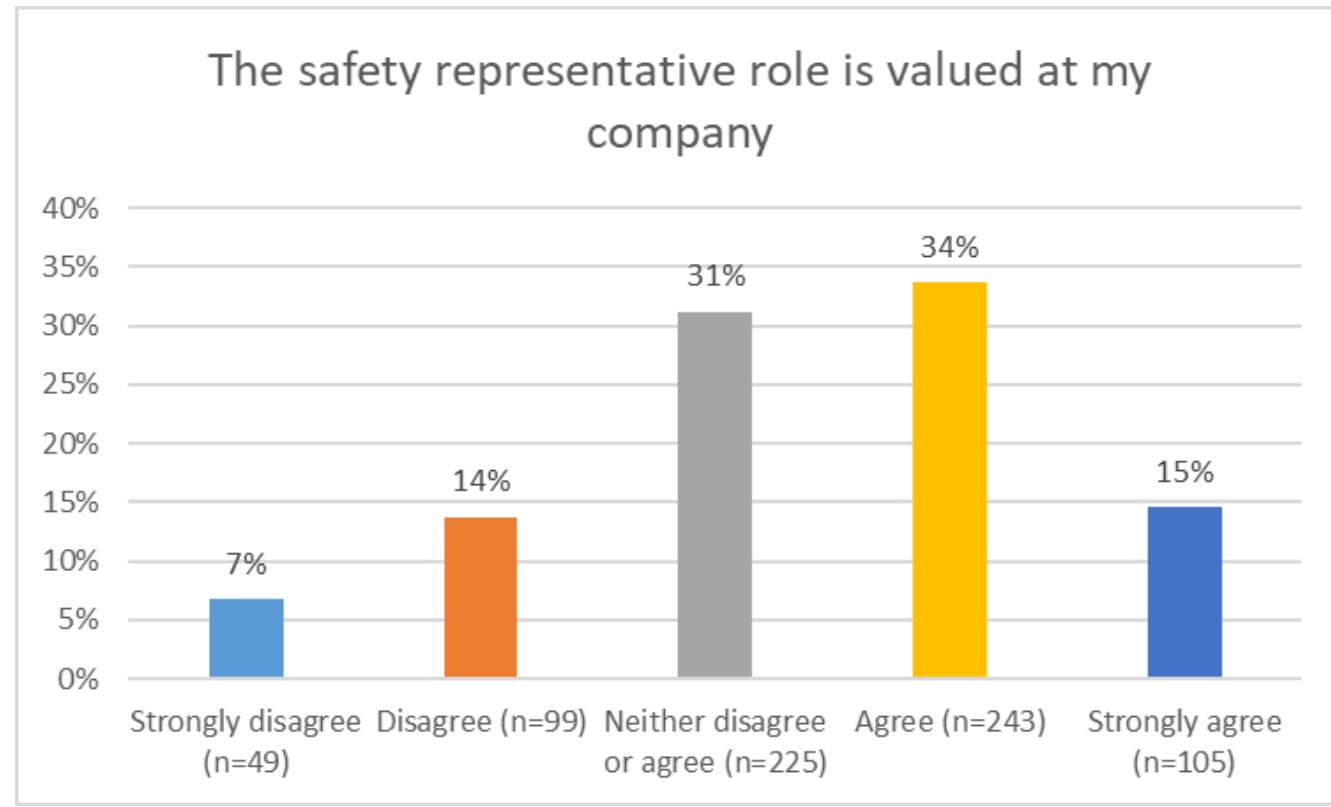




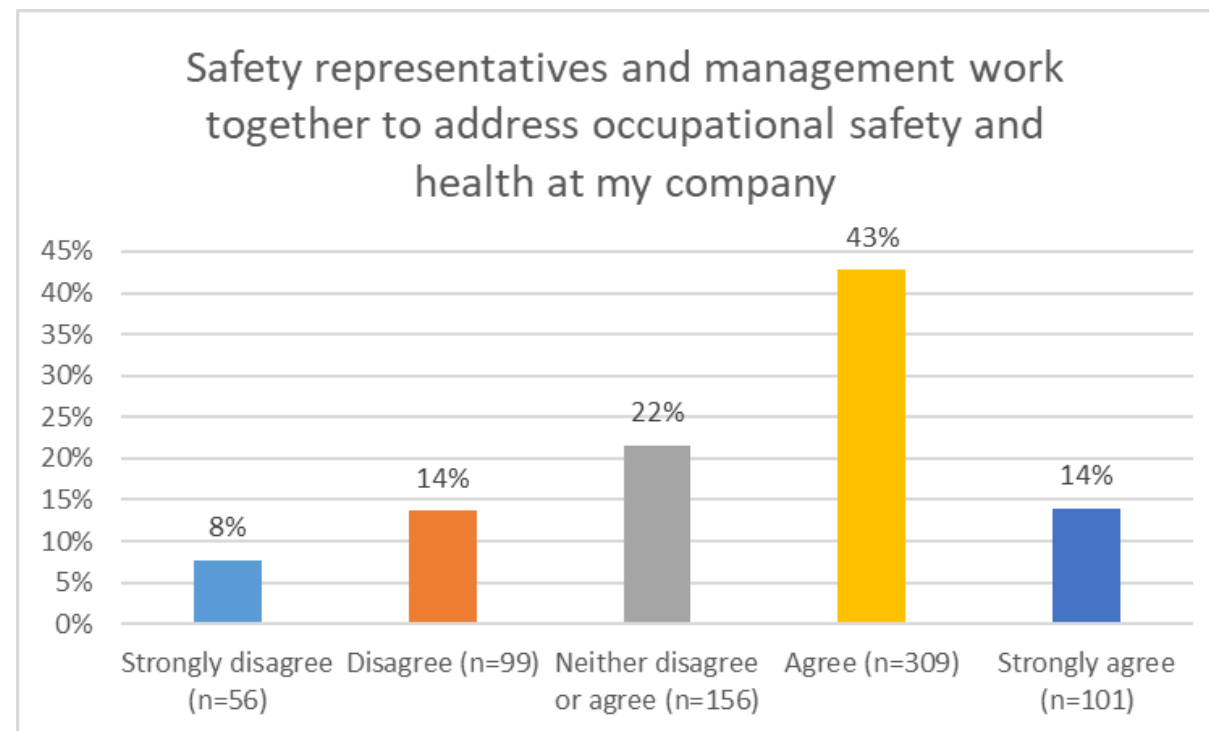
# Safety Representatives are provided with access to HSA inspection reports at my company



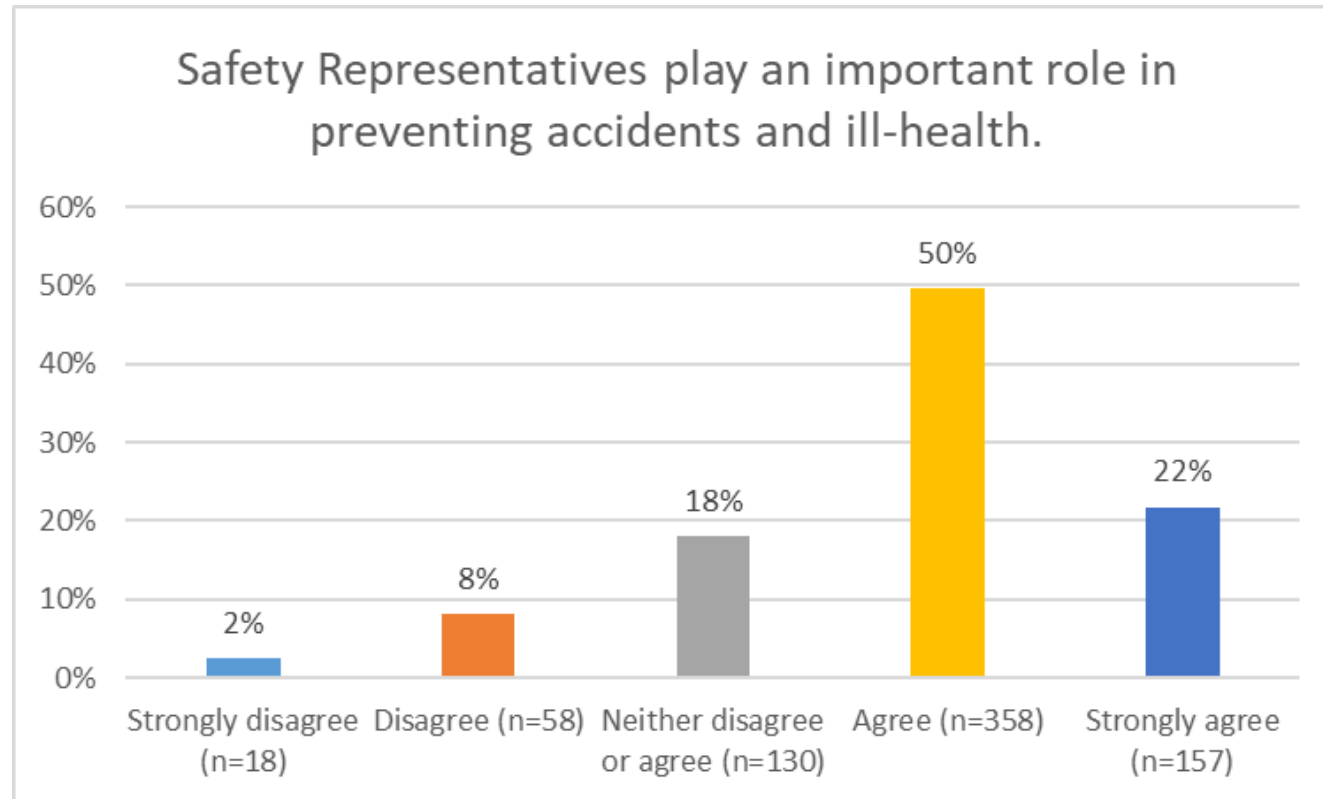
# The safety representative role is valued at my company



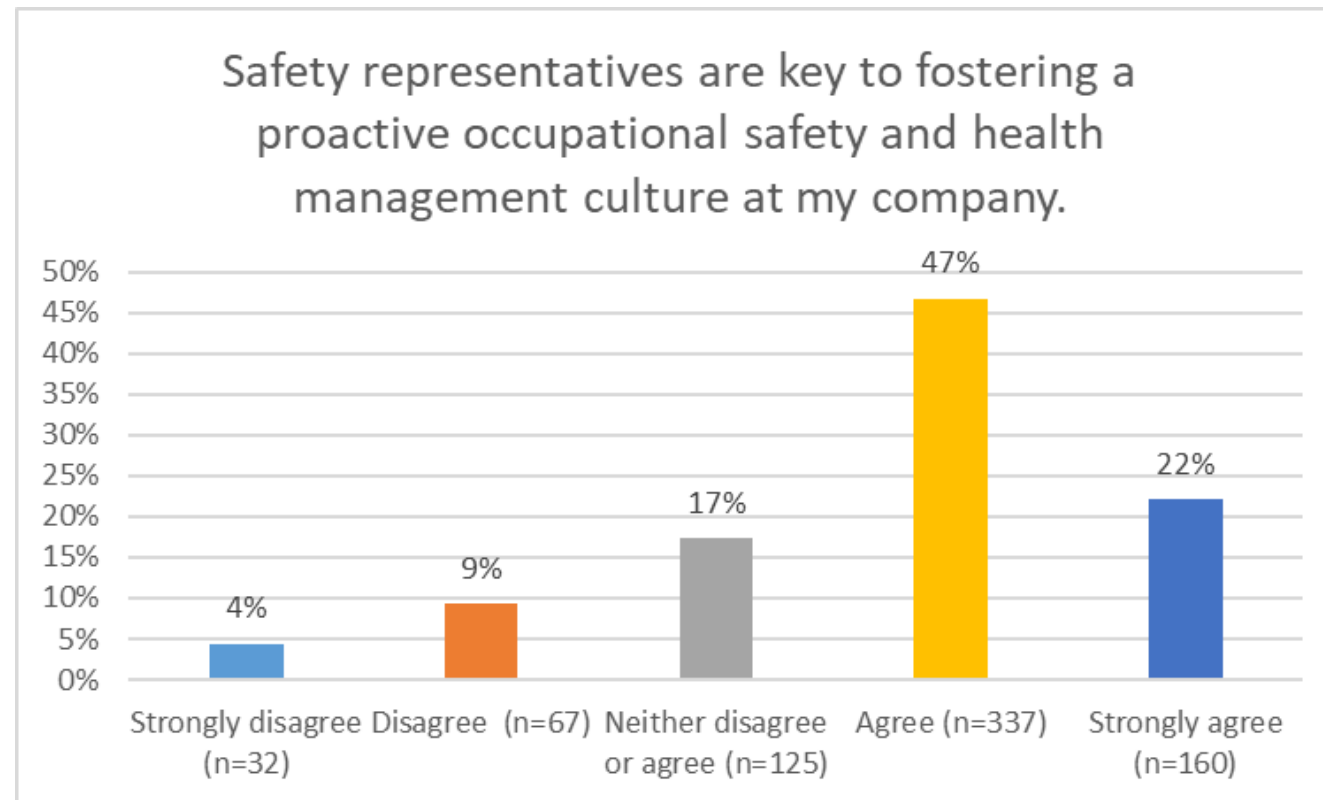
# Safety representatives and management work together to address occupational safety and health at my company



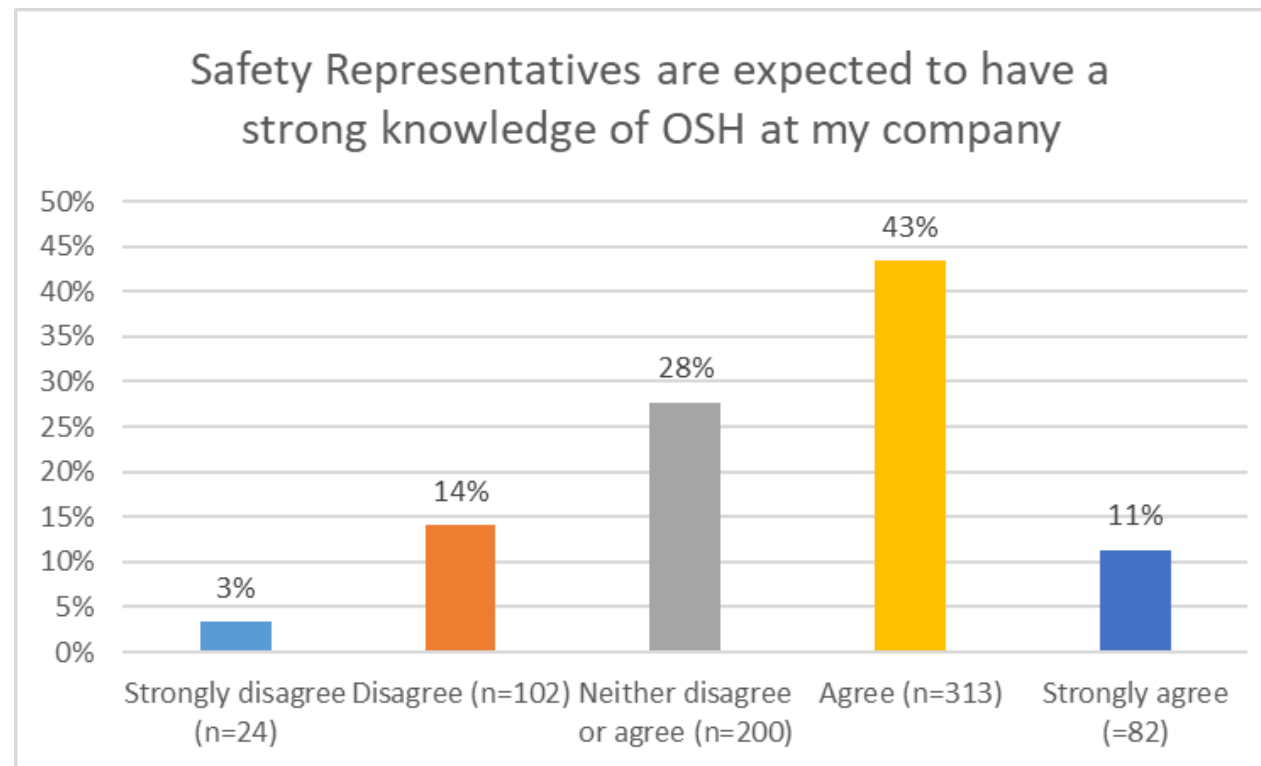
# Safety Representatives play an important role in preventing accidents and ill-health



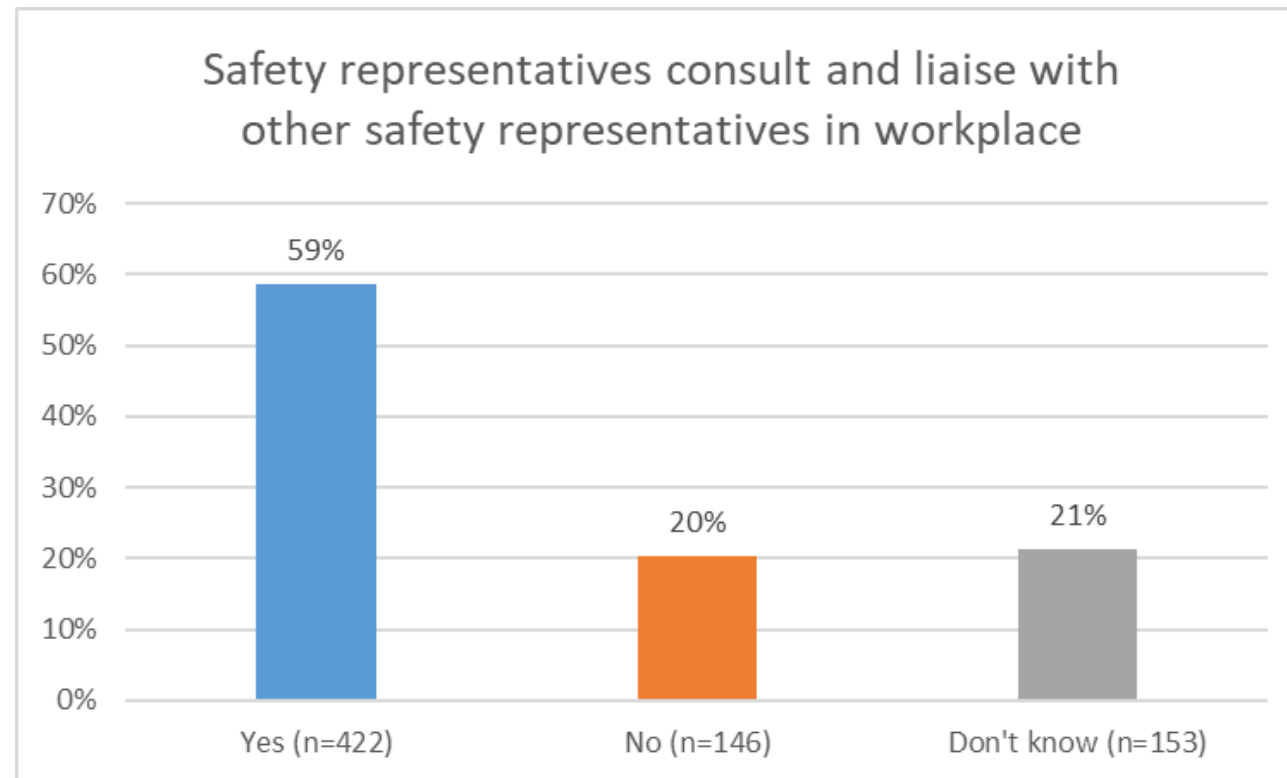
# Safety representatives are key to fostering a proactive occupational safety and health management culture at my company



# Safety Representatives are expected to have a strong knowledge of occupational safety and health at my company



# Safety representatives consult and liaise with other safety representatives appointed in my workplace



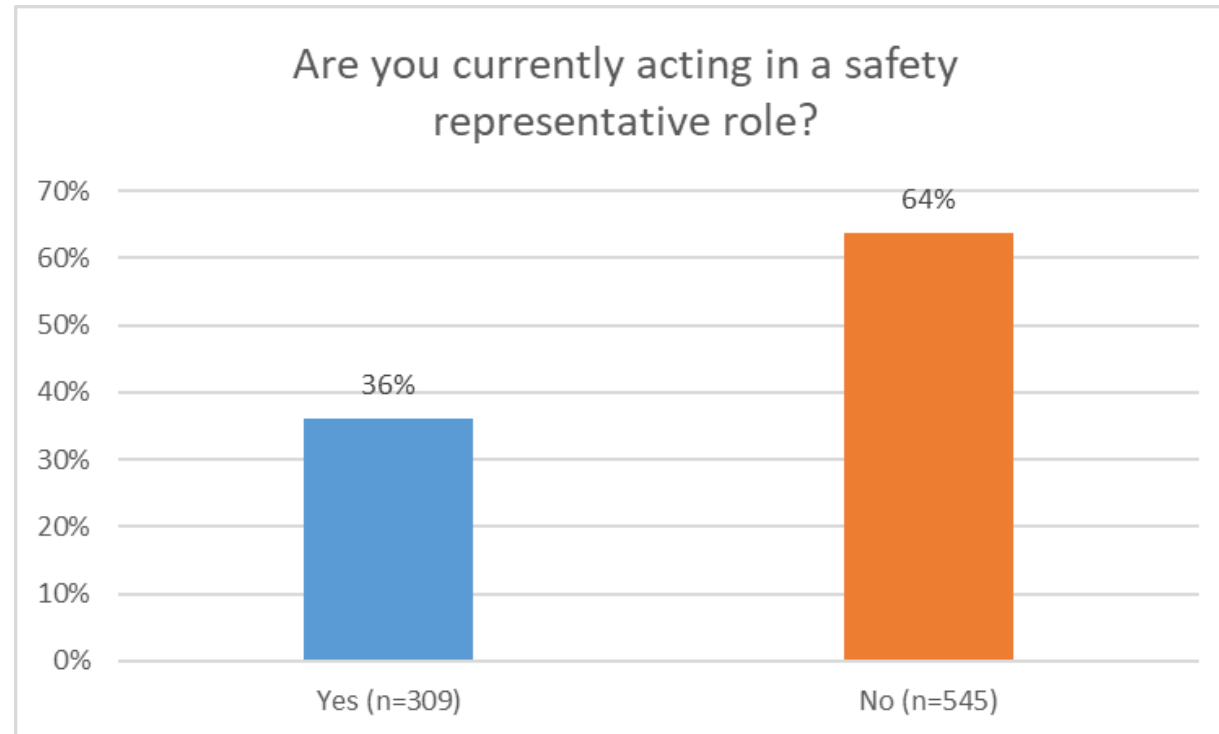
# Survey Part 6: Experience of Safety Representative

**HSA**

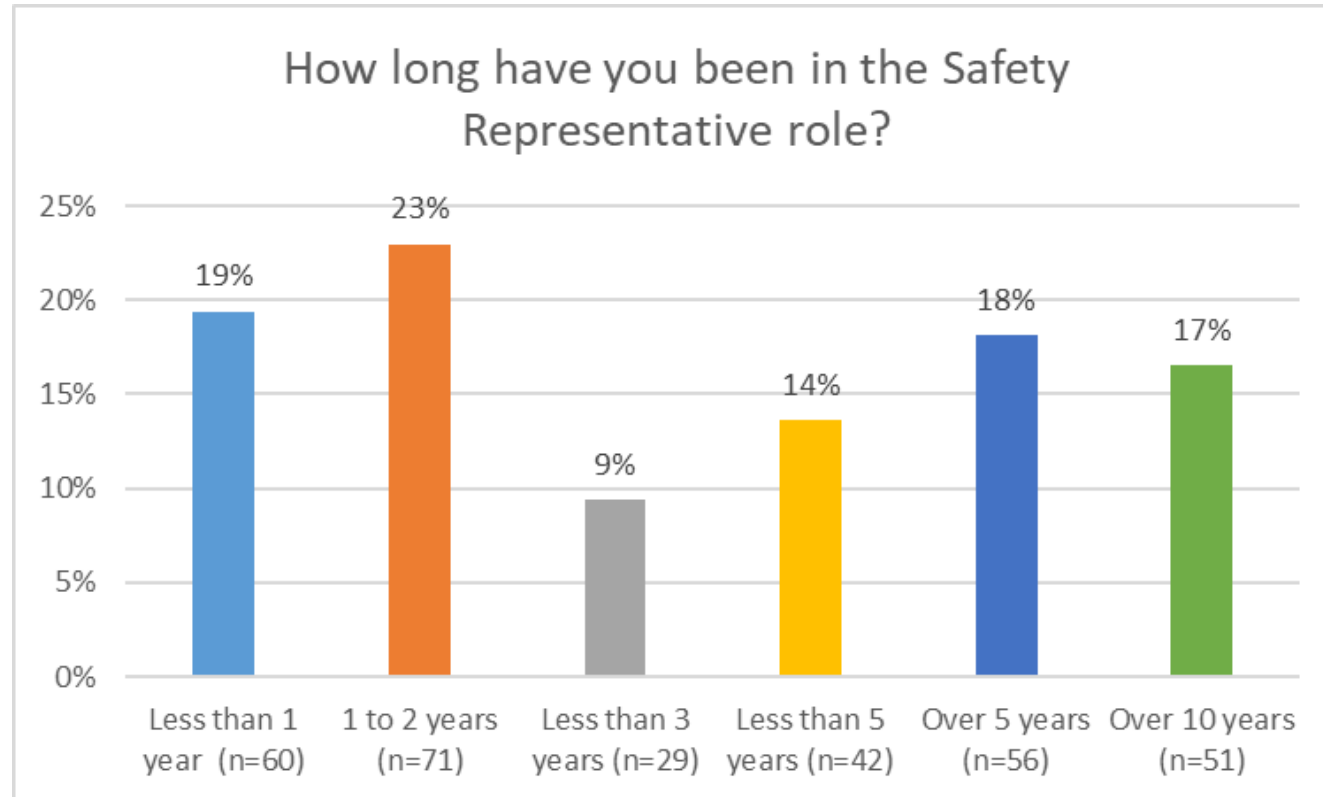
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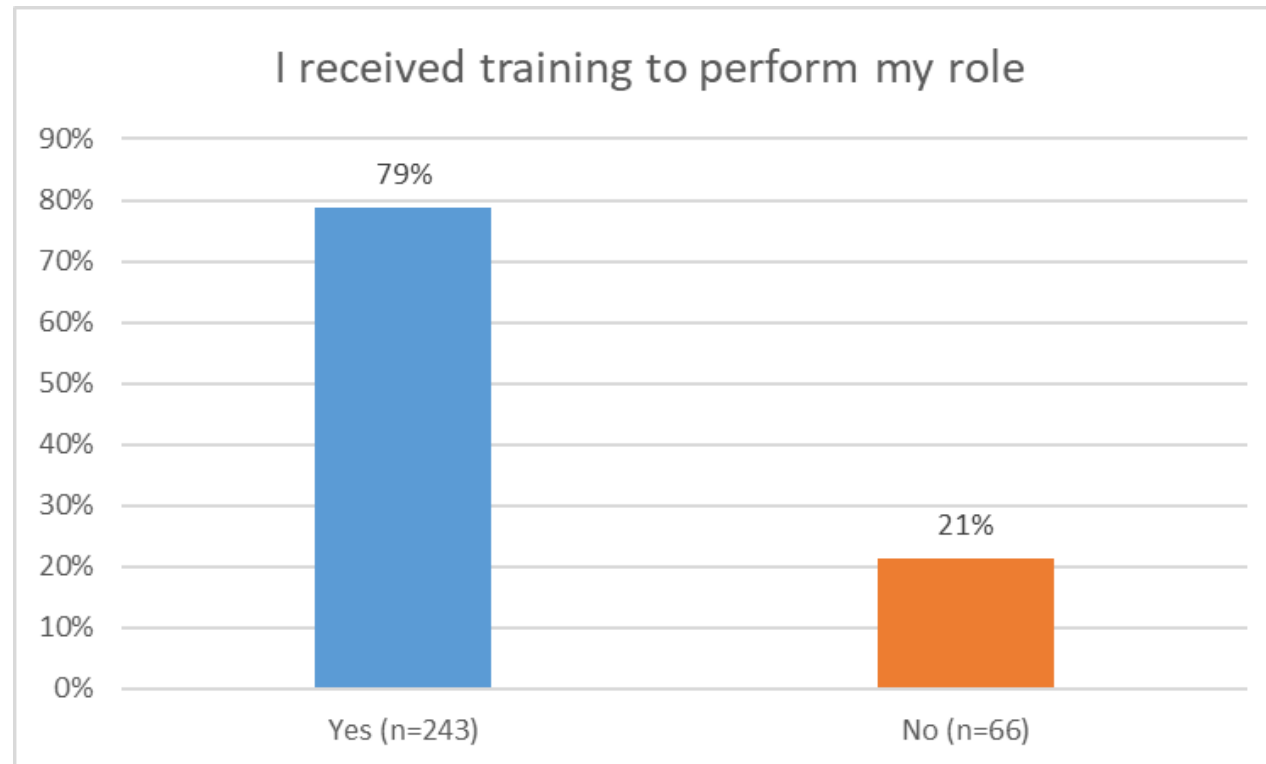
# Current Safety Representative Role



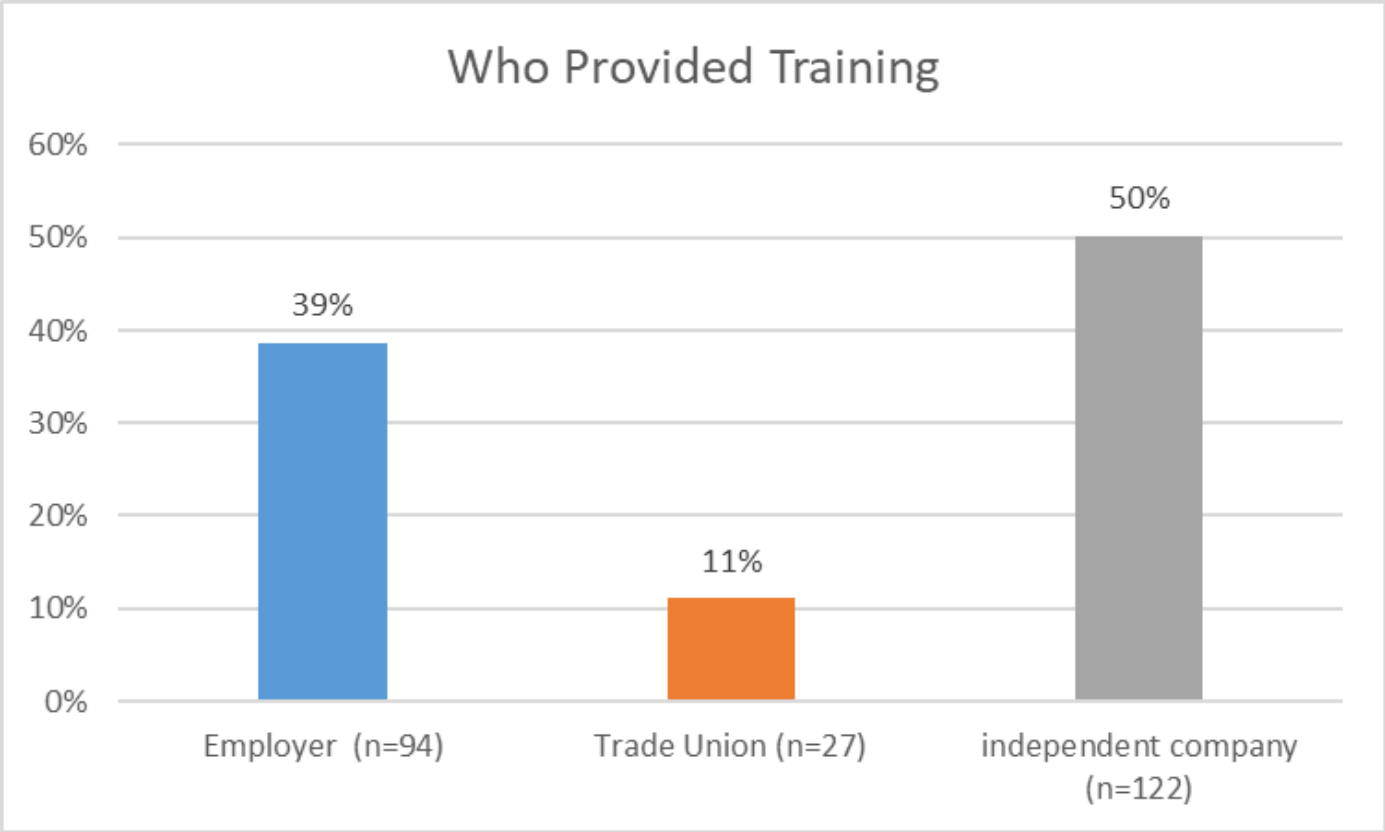
# How Long in a Safety Representative Role



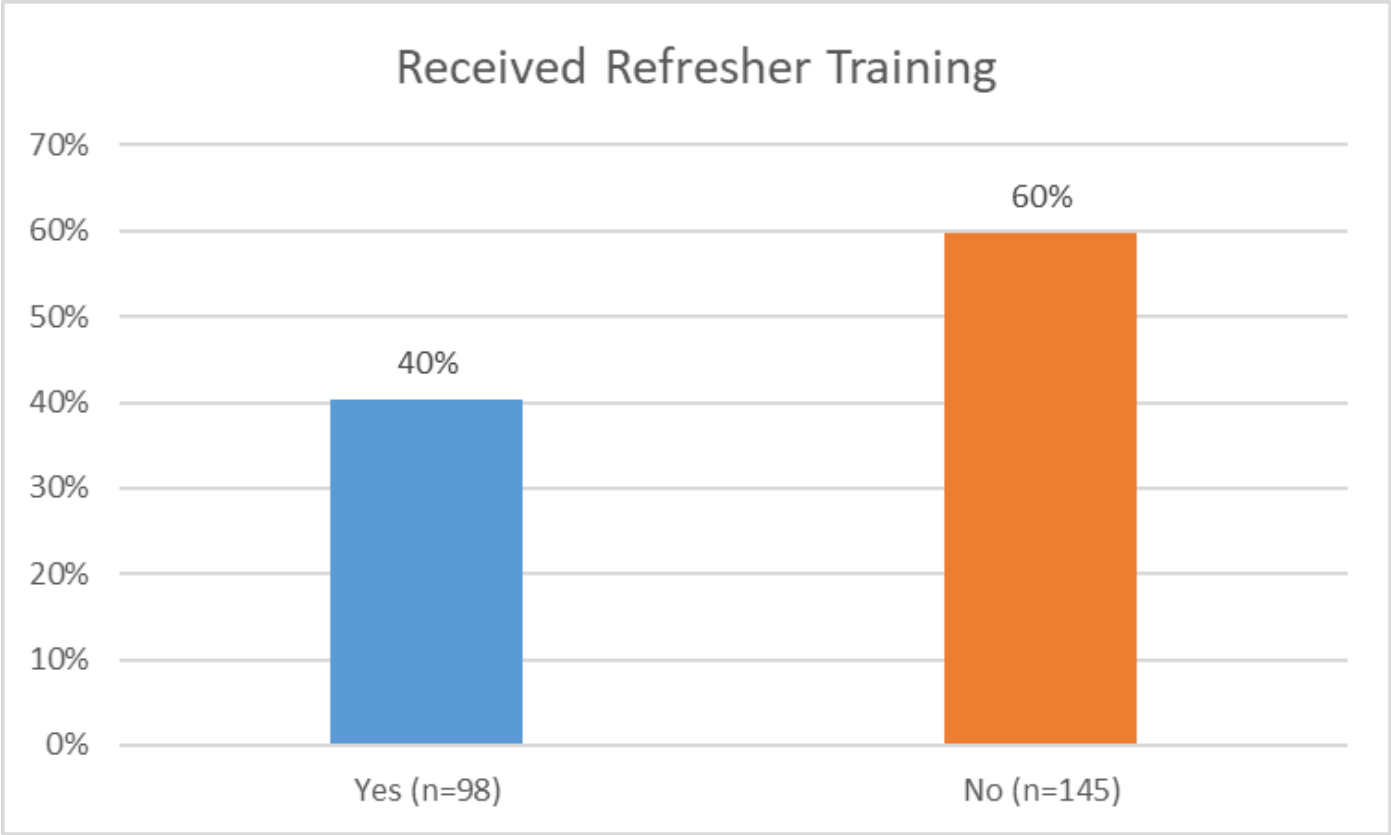
# Received Training



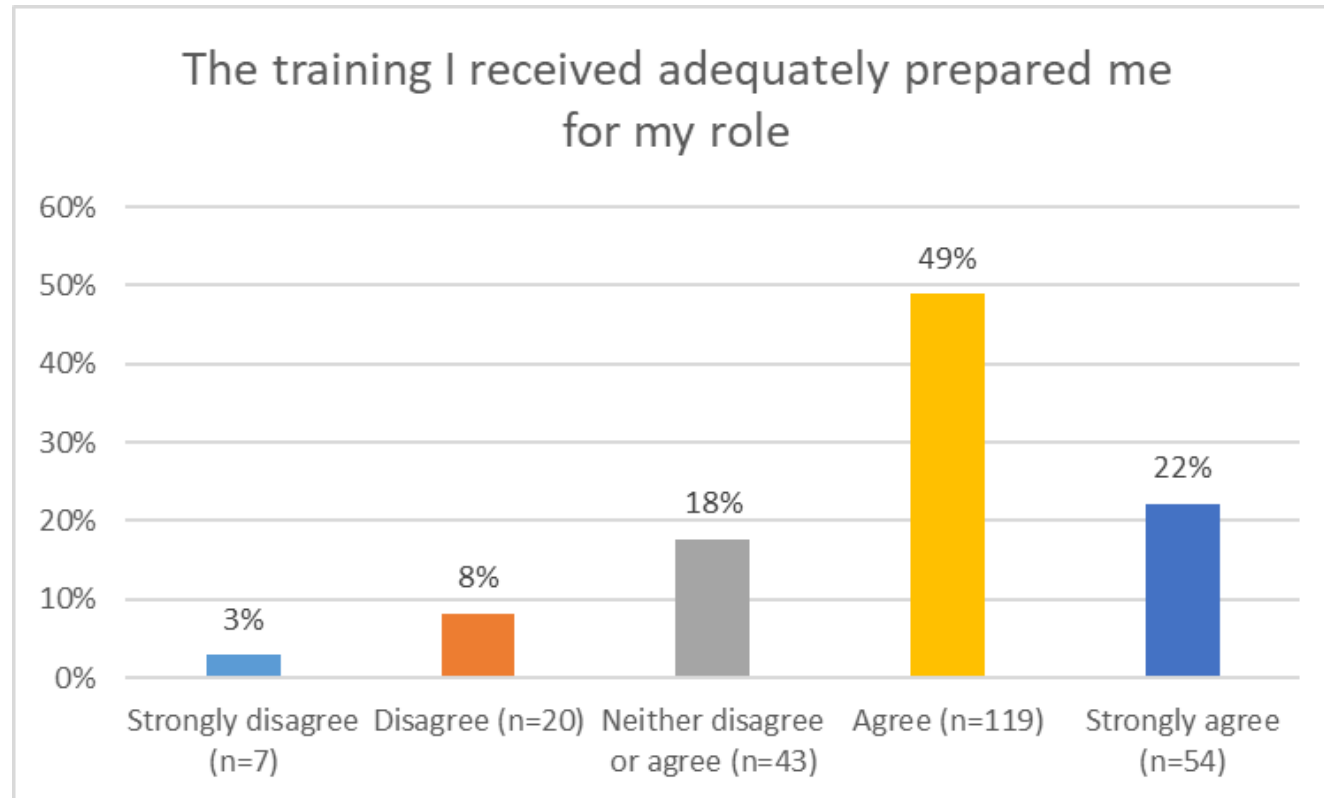
# Who Provided Training



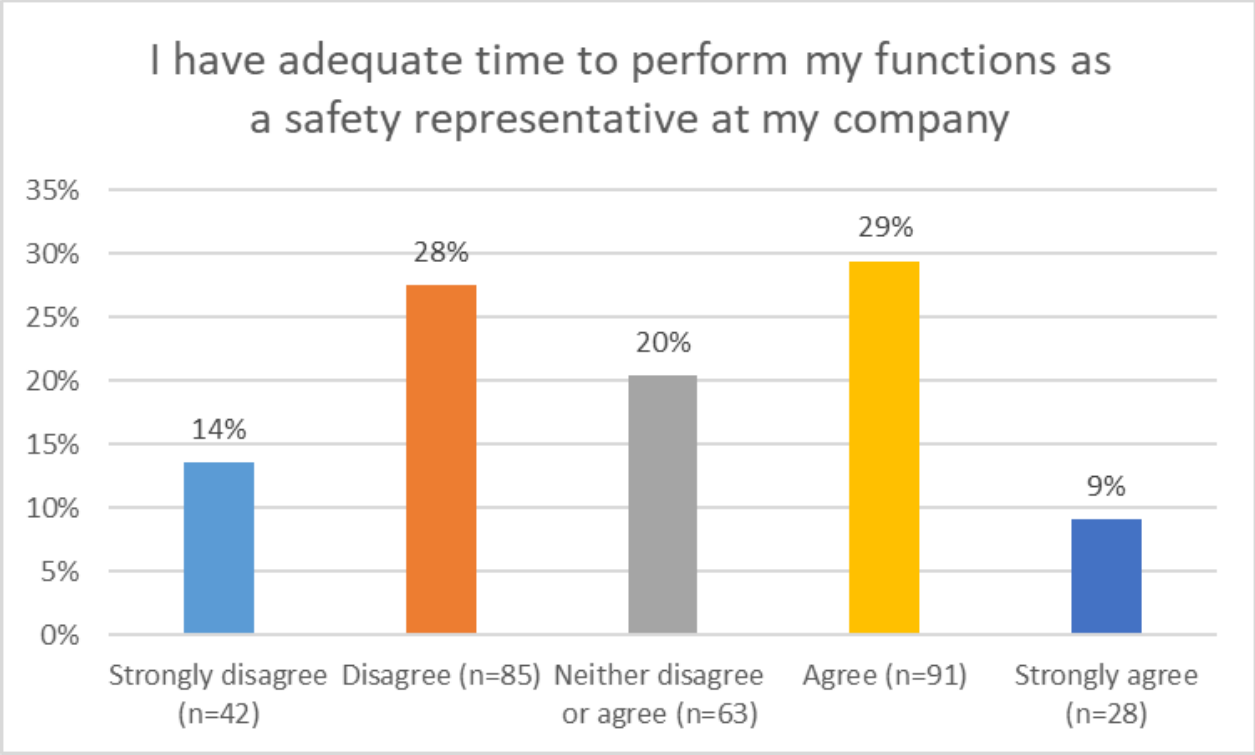
# Received Refresher Training



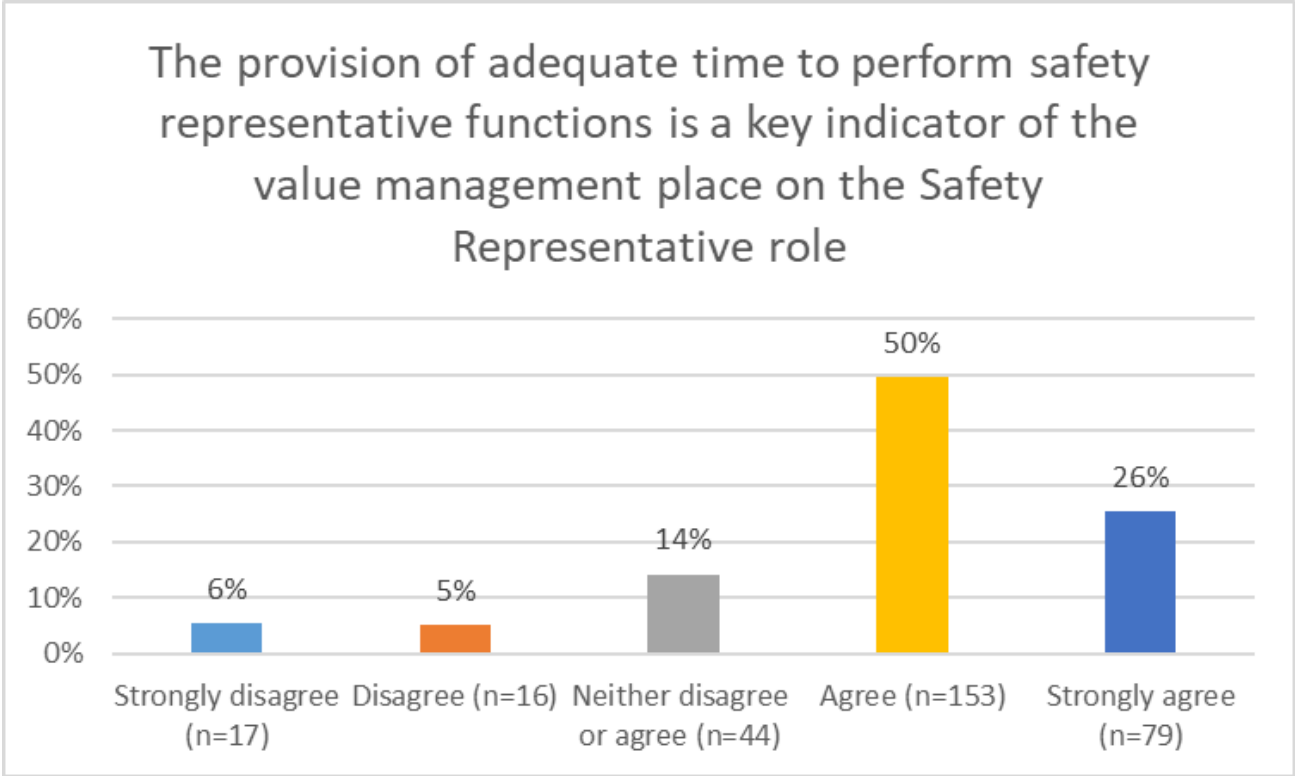
# The training I received adequately prepared me for my role



# I have adequate time to perform my functions as a safety representative at my company

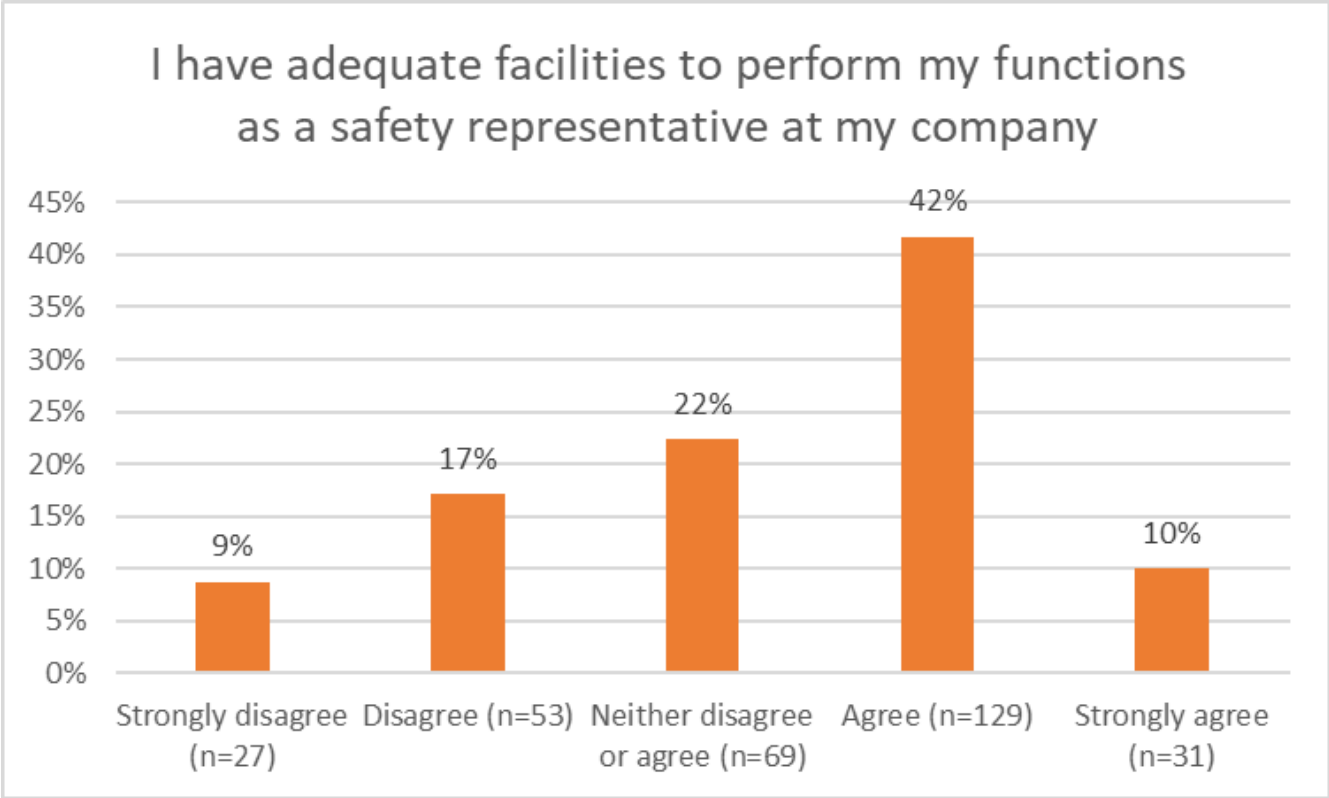


# Time and Management Values

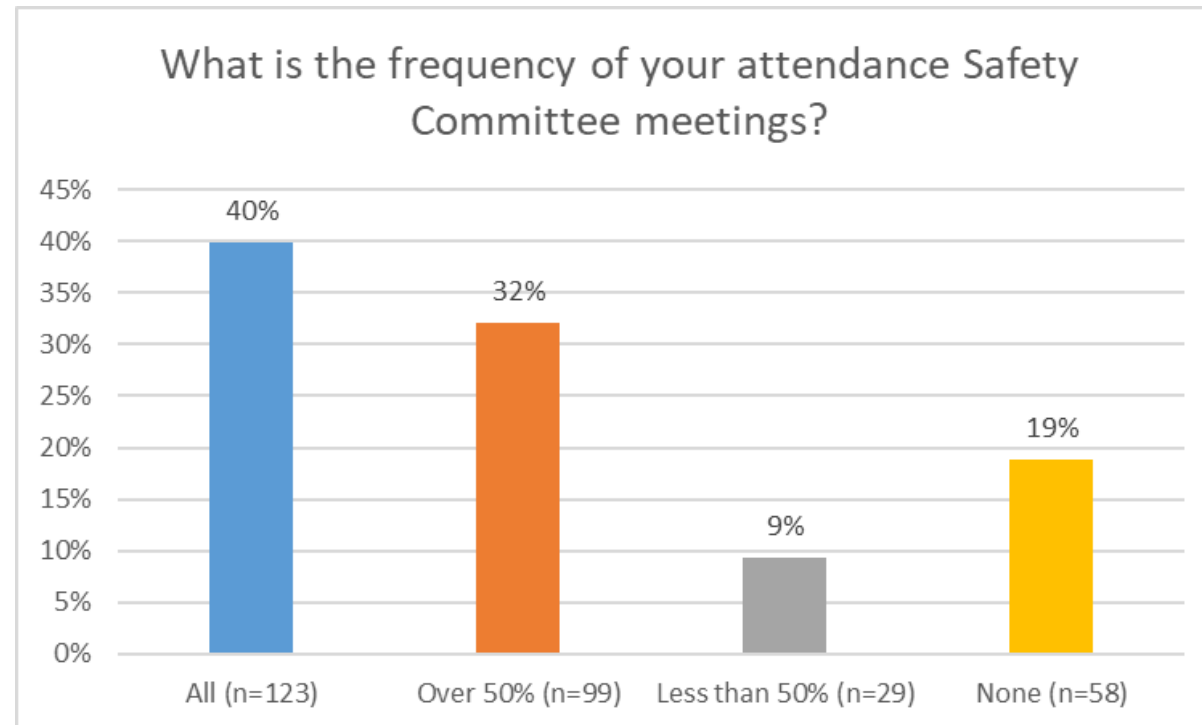




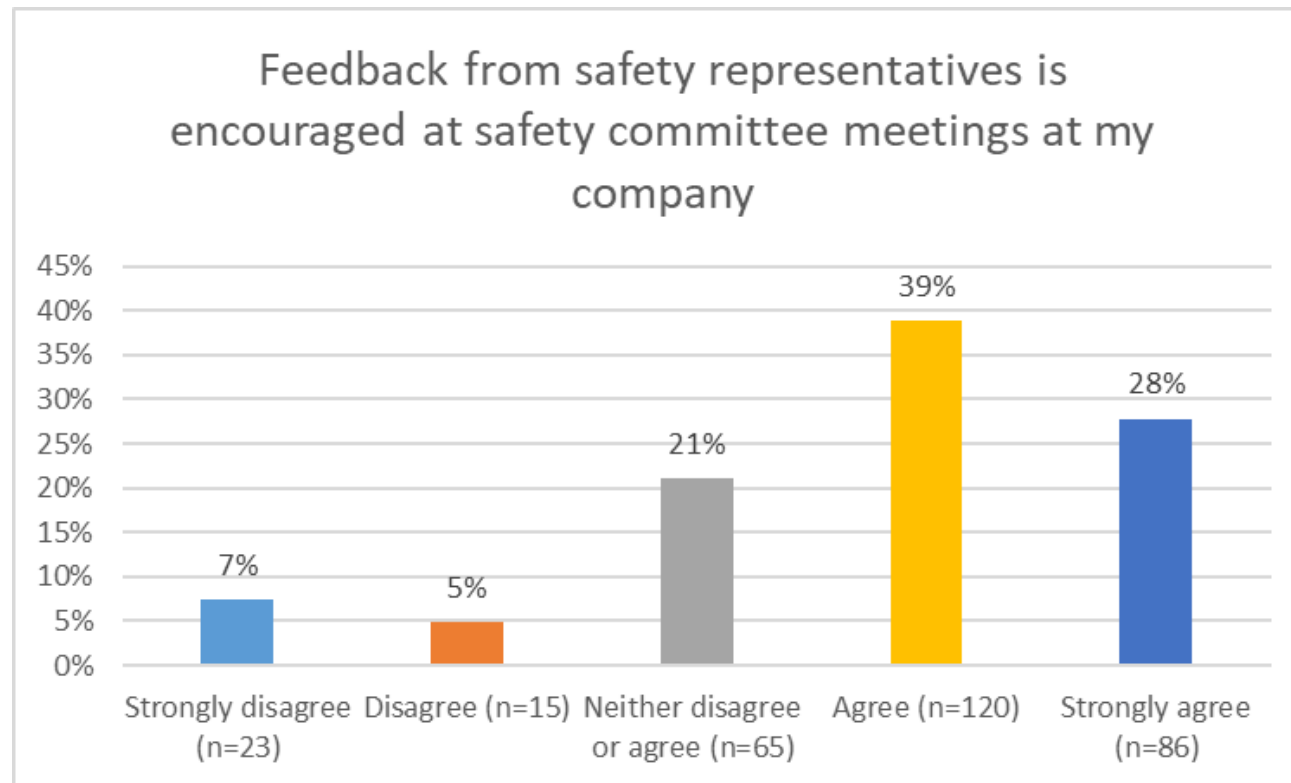
# I have adequate facilities to perform my functions as a safety representative at my company



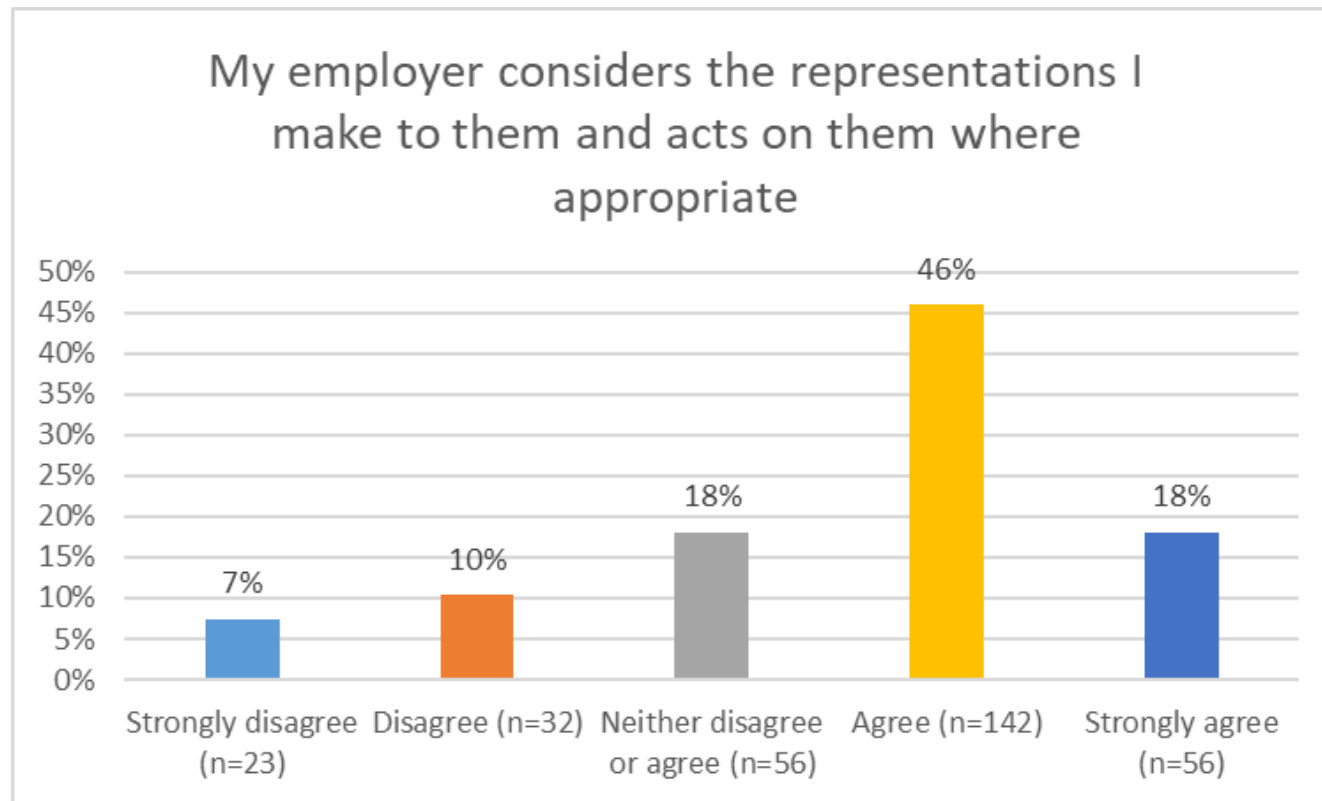
# What is the frequency of your attendance Safety Committee meetings



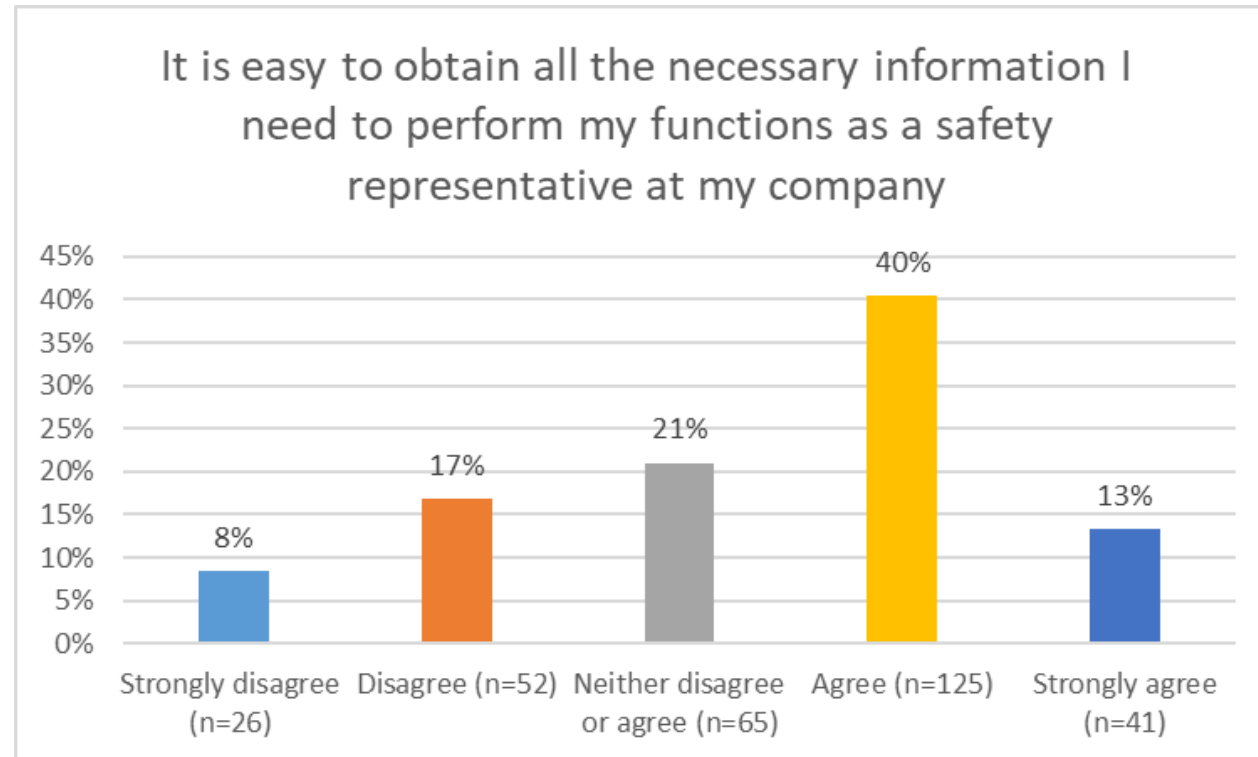
# Feedback from safety representatives is encouraged at safety committee meetings at my company



# My employer considers the representations I make to them and acts on them where appropriate



# It is easy to obtain all the necessary information I need to perform my functions as a safety representative at my company

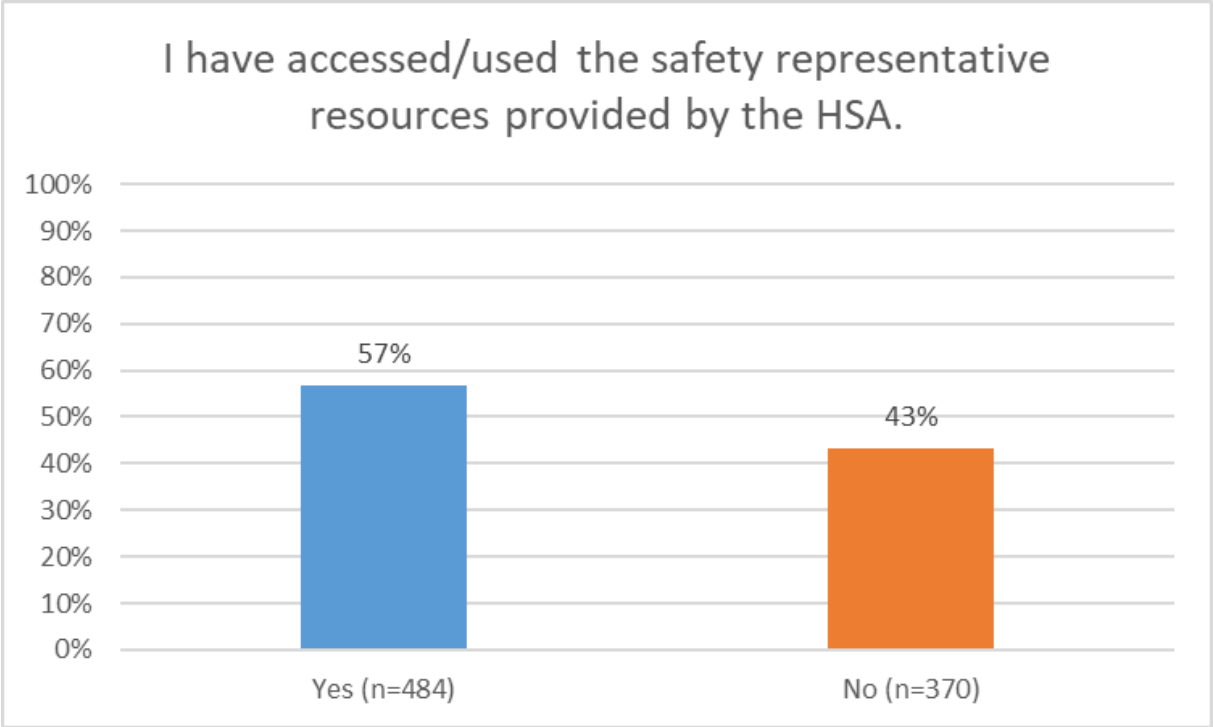


# Survey Part 7: Resources

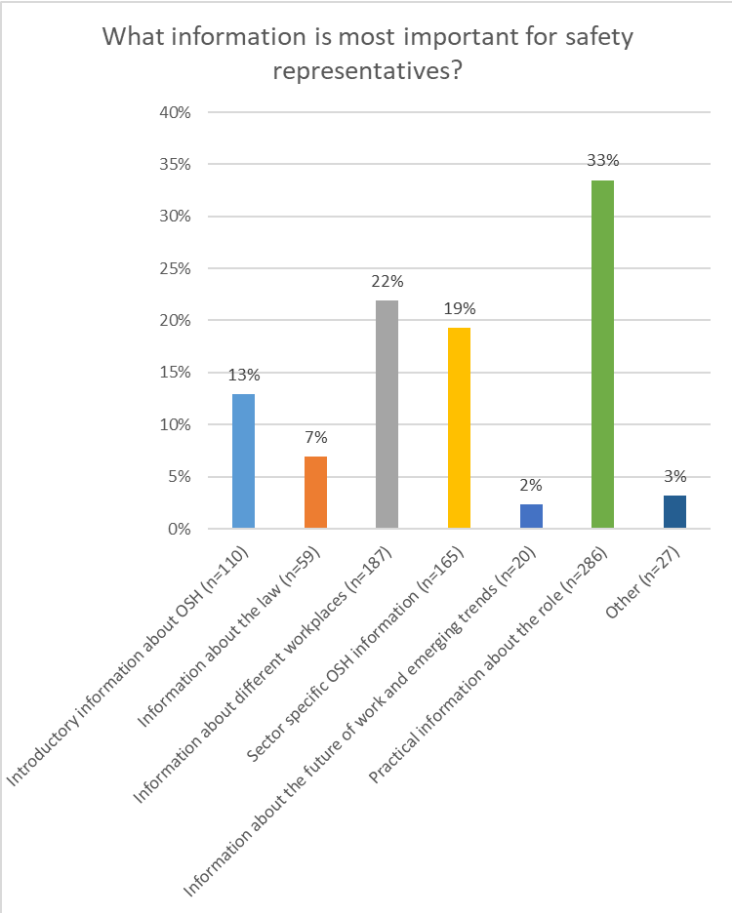


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# Accessed/Used HSA Resources



# Information Needs & Resources







# HSA

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Go raibh maith agaibh  
Thank you

T: 0818 289 389

E: [contactus@hsa.ie](mailto:contactus@hsa.ie)

W: [www.hsa.ie](http://www.hsa.ie)

