



HSA

An tÚdarás Sláinte agus Sábháilteachta
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

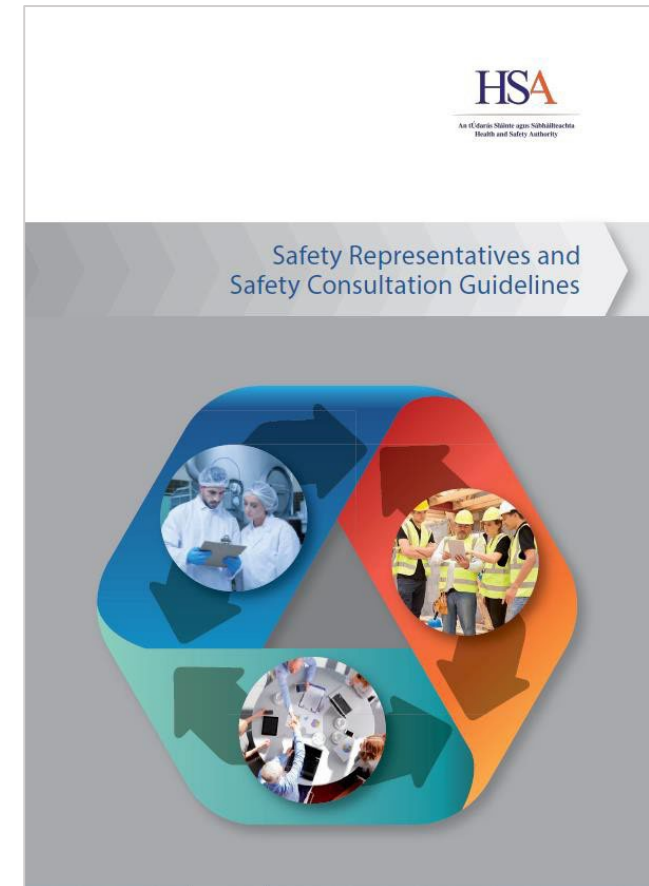
Part 1



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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 circular diagram at the bottom left showing the relationship between "Employers" and "Employees". Contact information 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



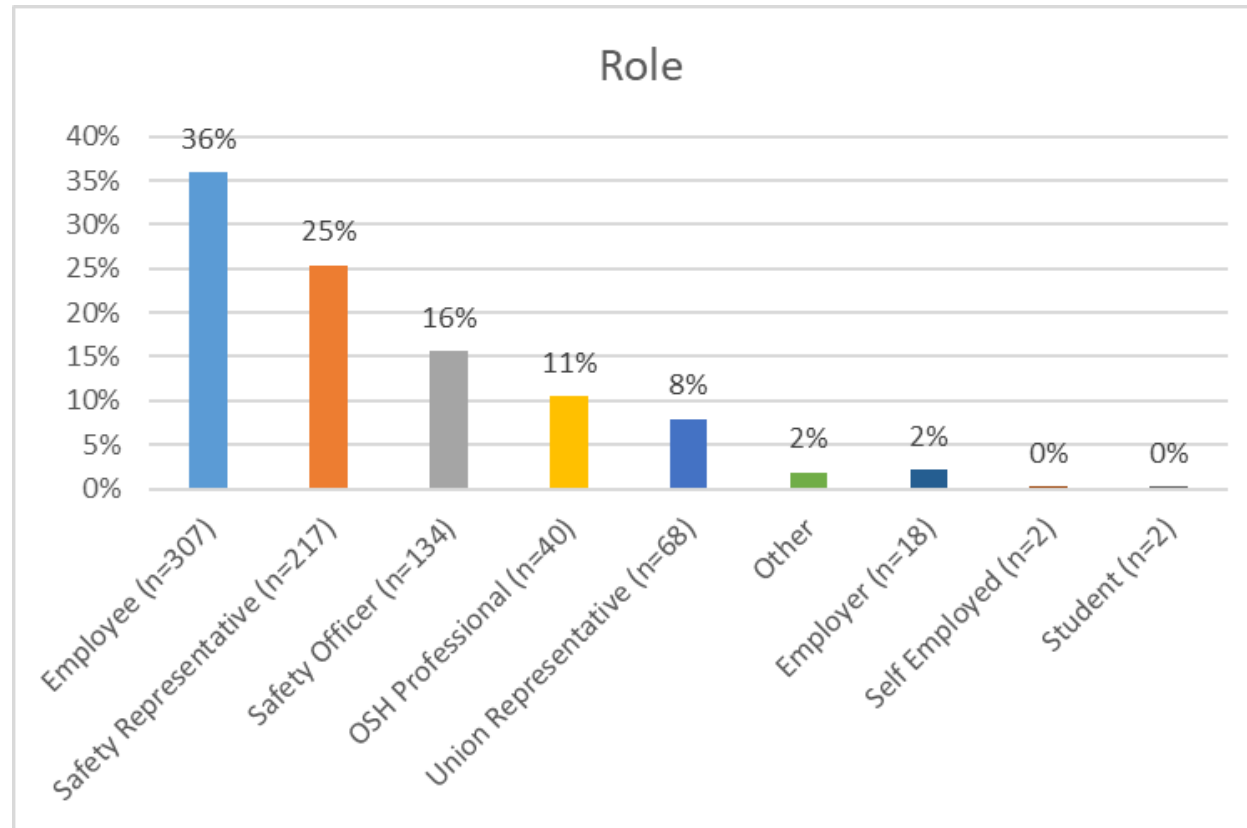
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Survey Part 2: Respondent Profile

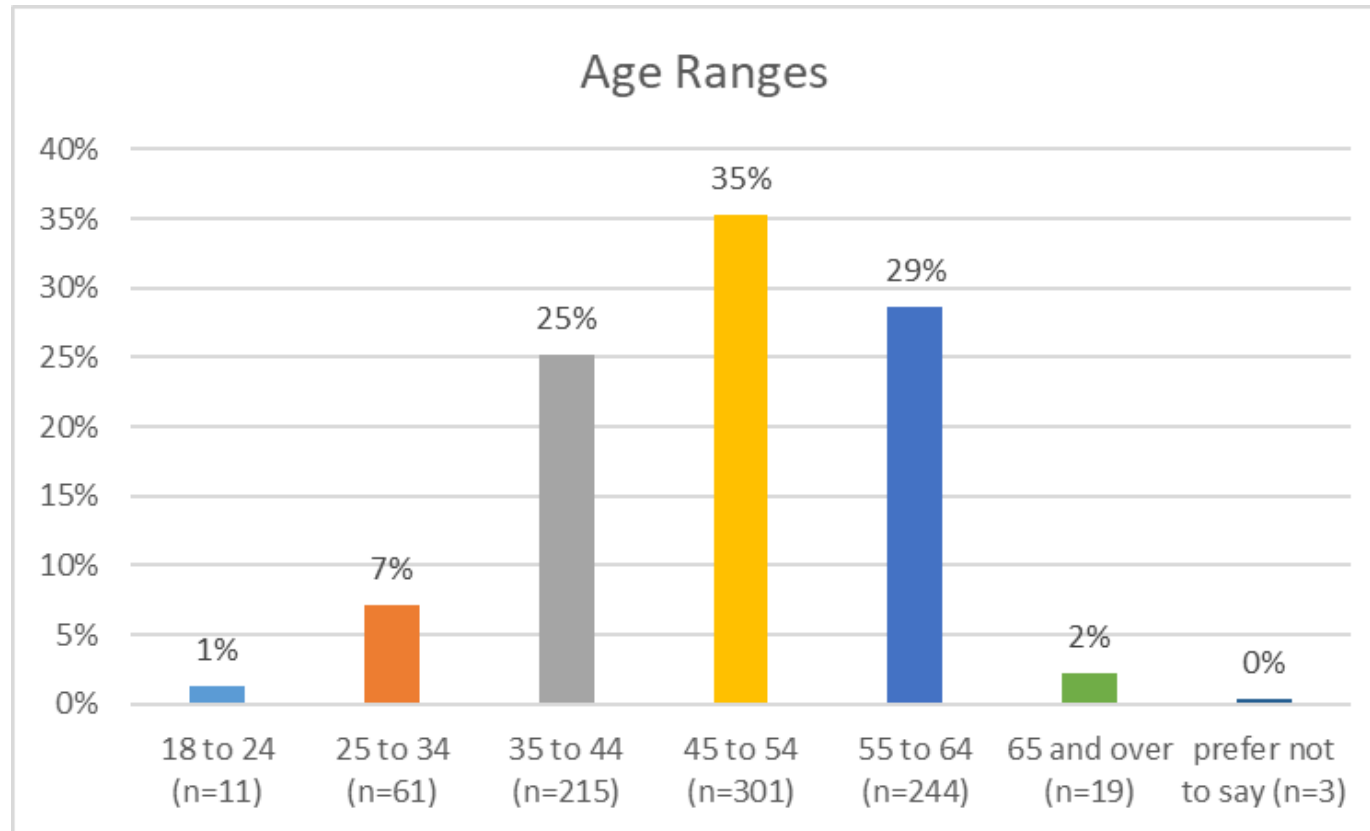


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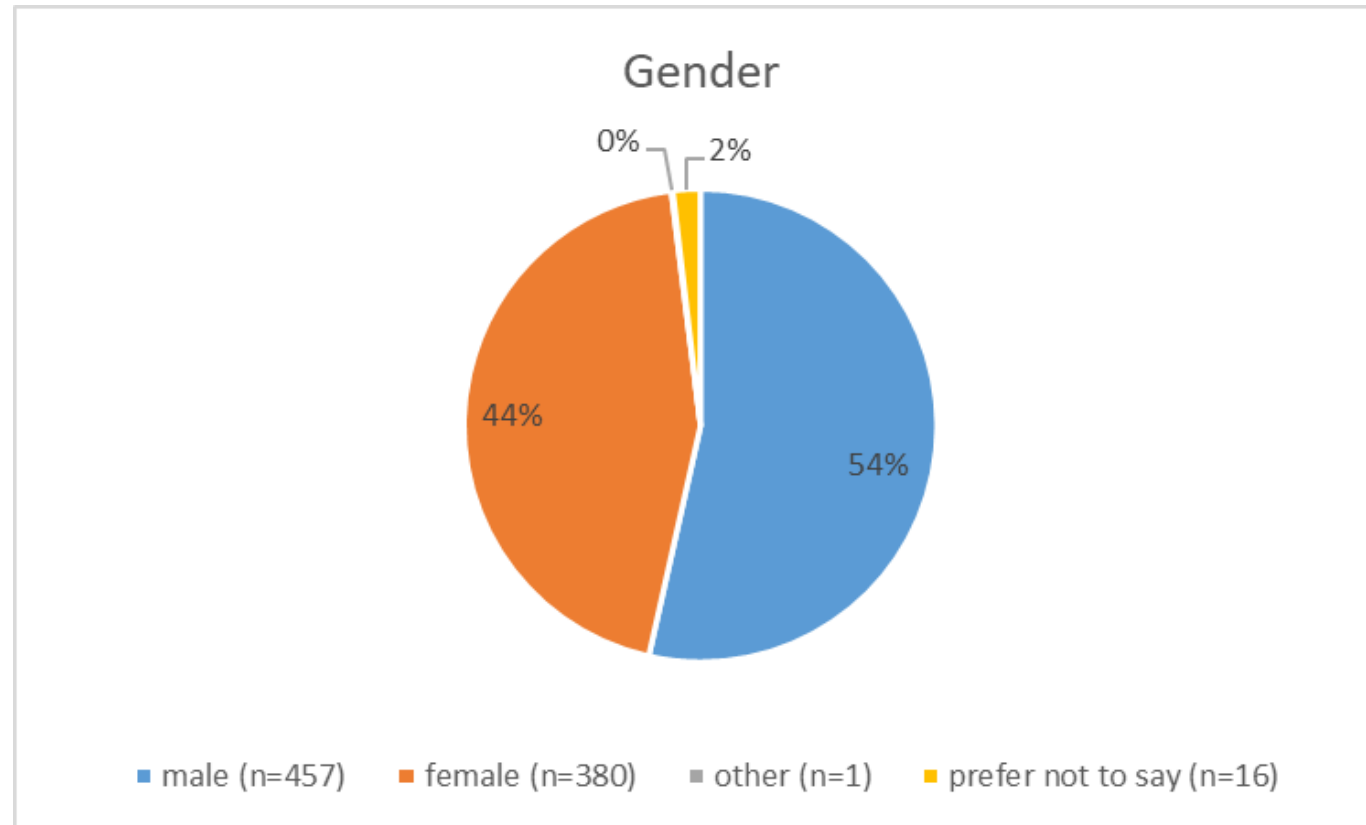
Respondent Roles



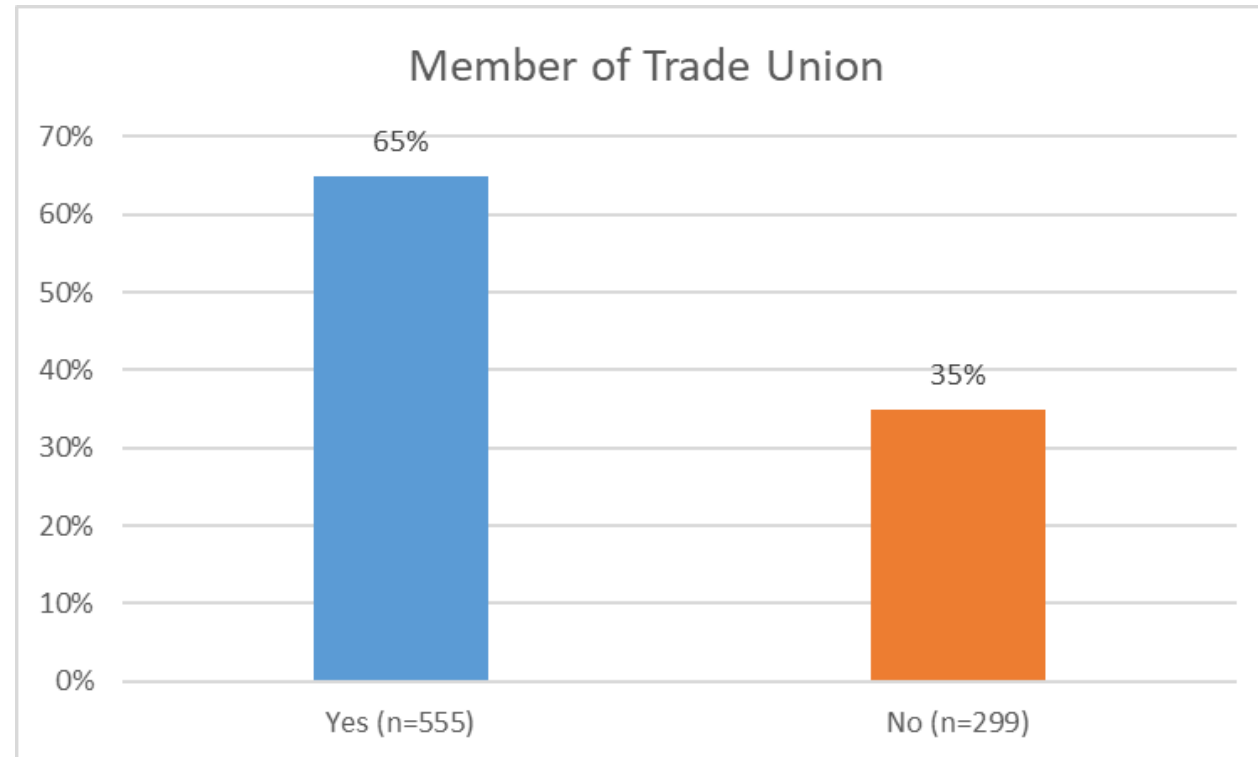
Respondent Age Ranges



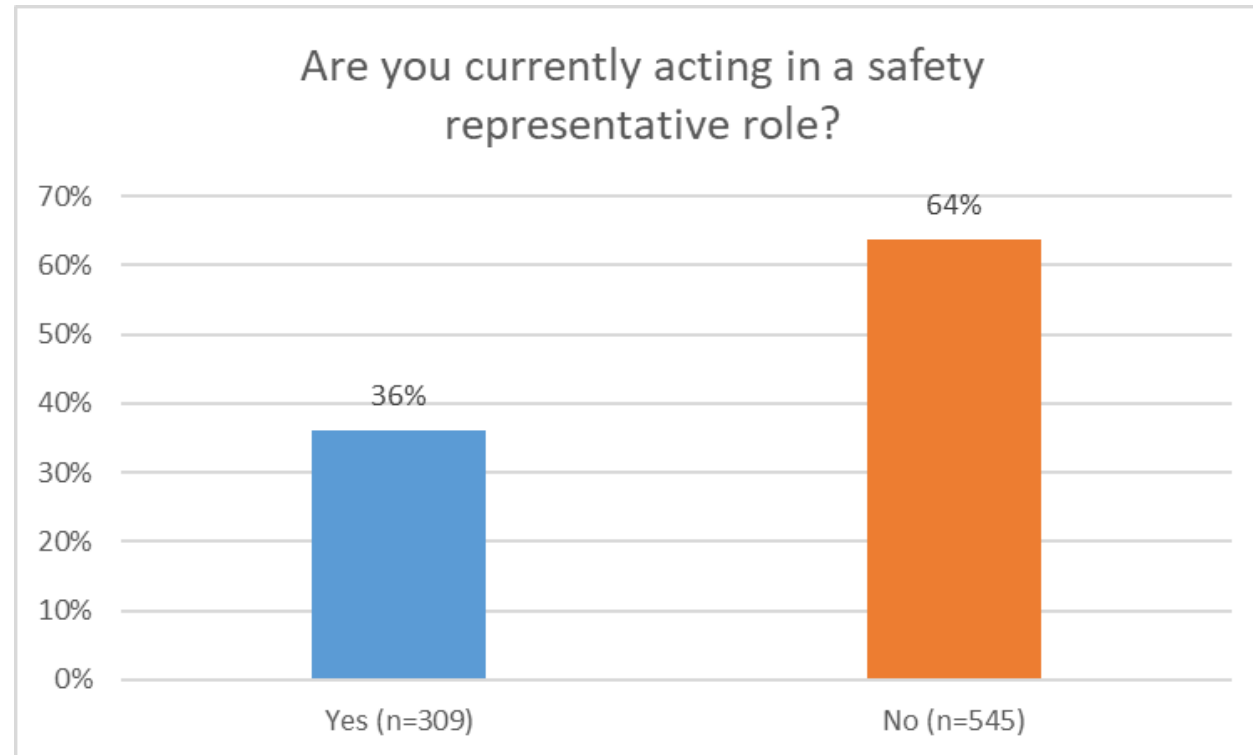
Respondent Gender



Respondent: Member of Trade Union



Respondent: Safety Representative

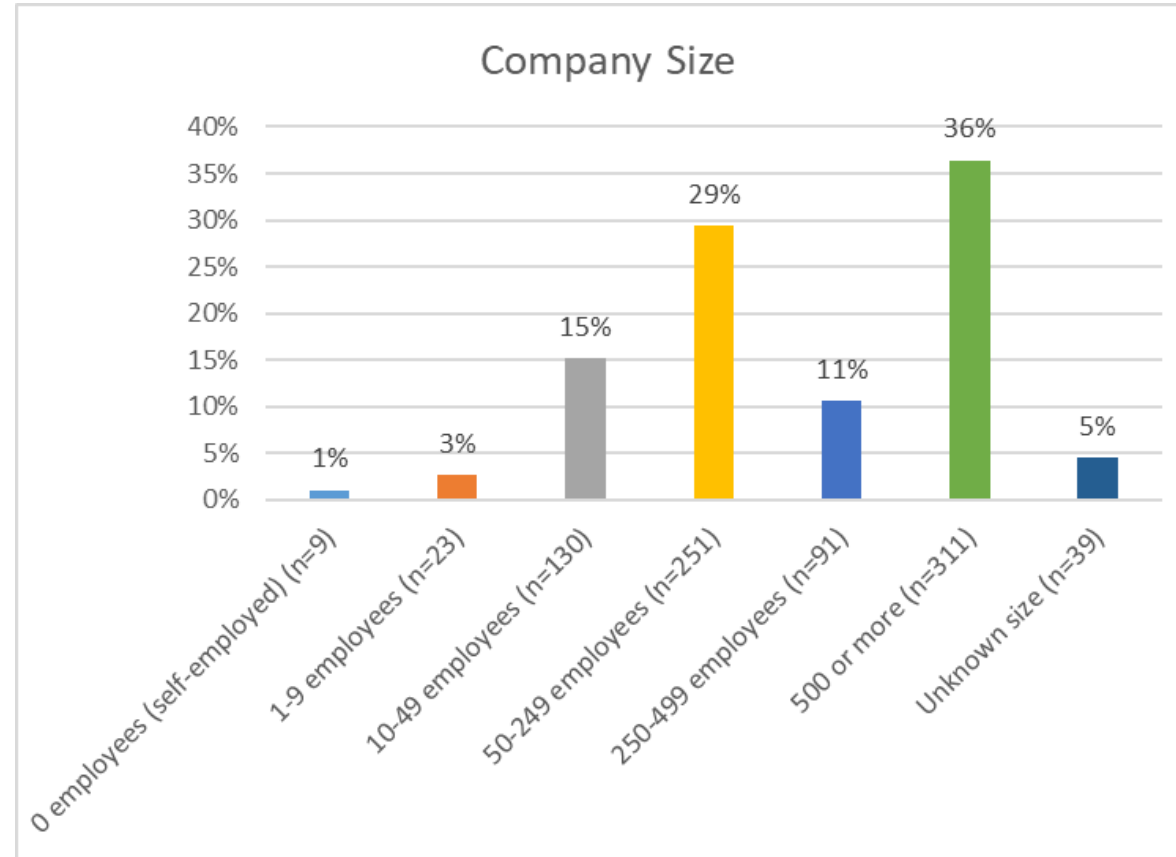


Survey Part 3: Company Profile

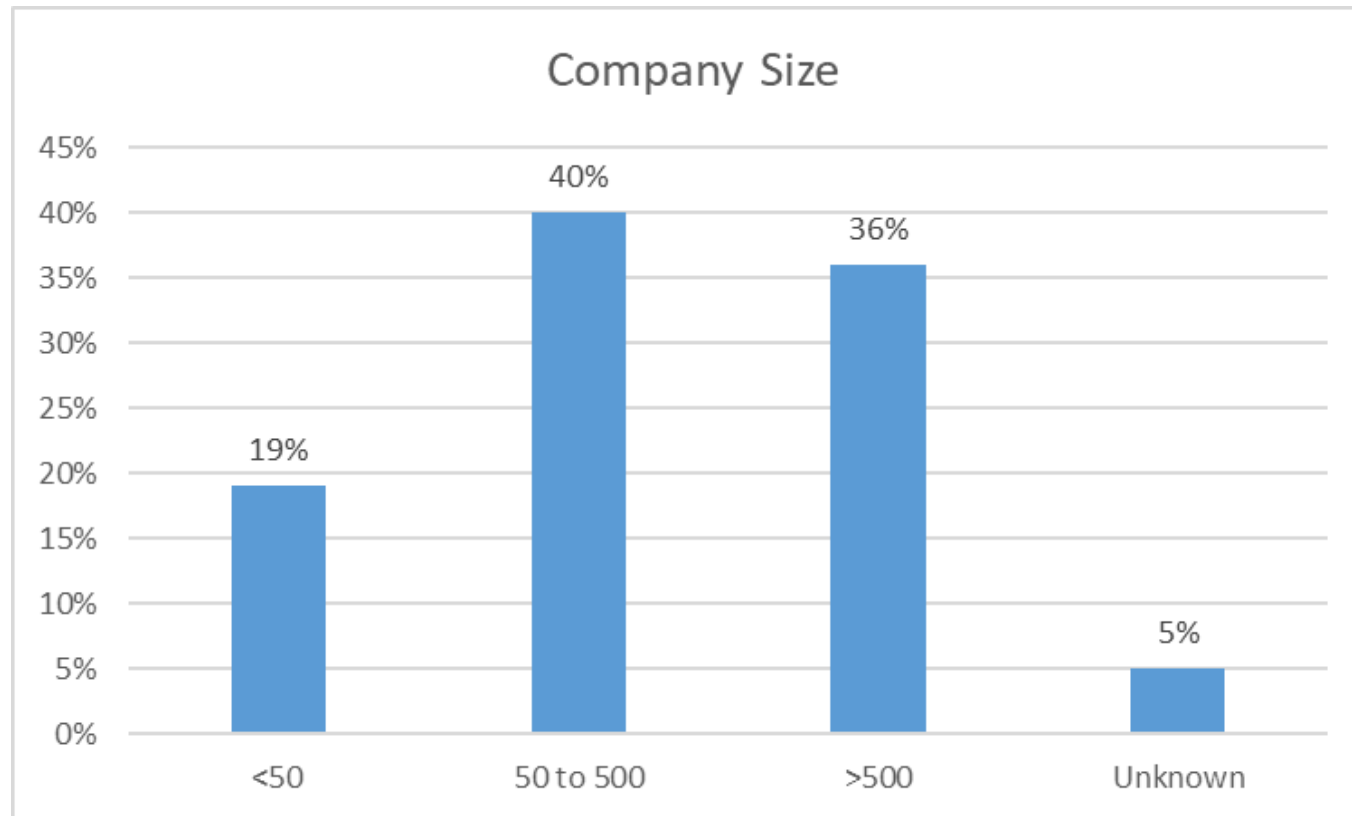


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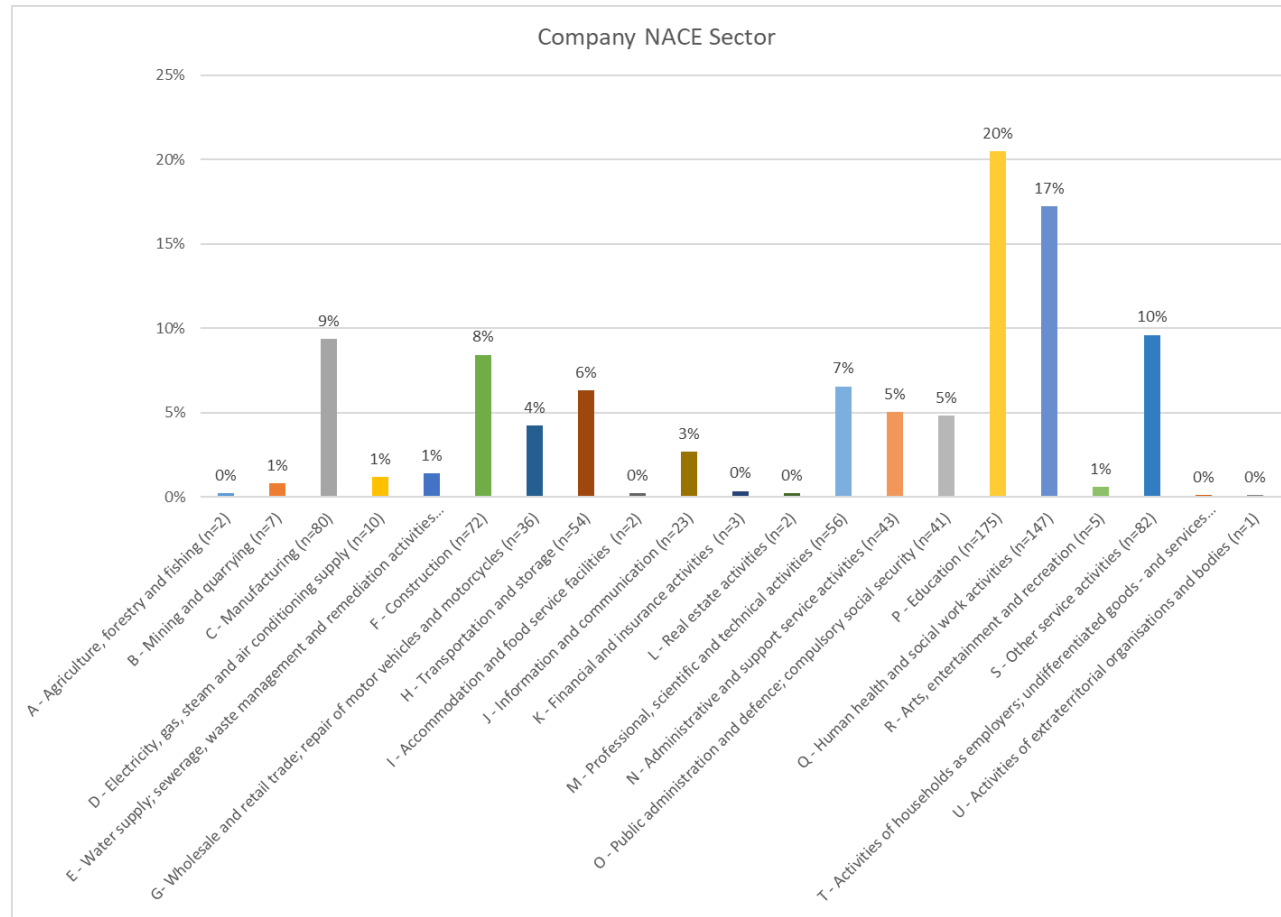
Company Size



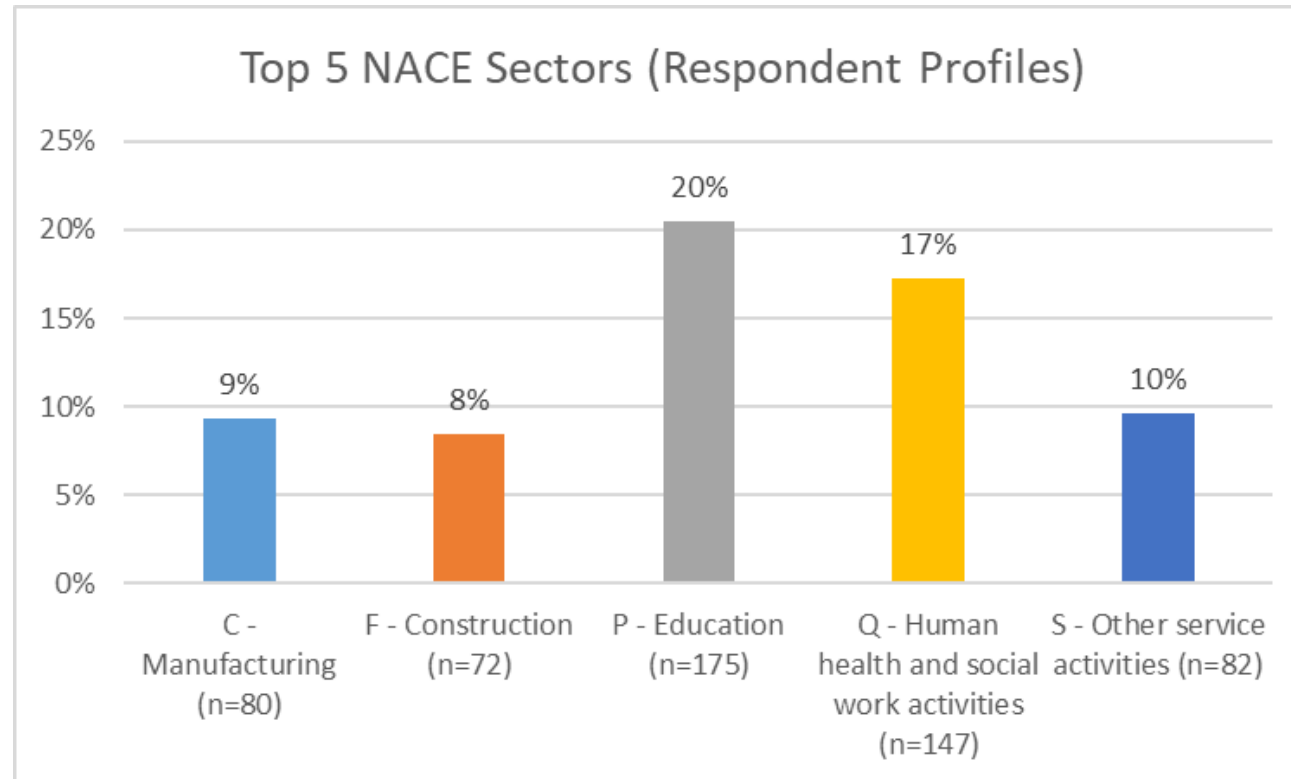
Company Size (Simplified)



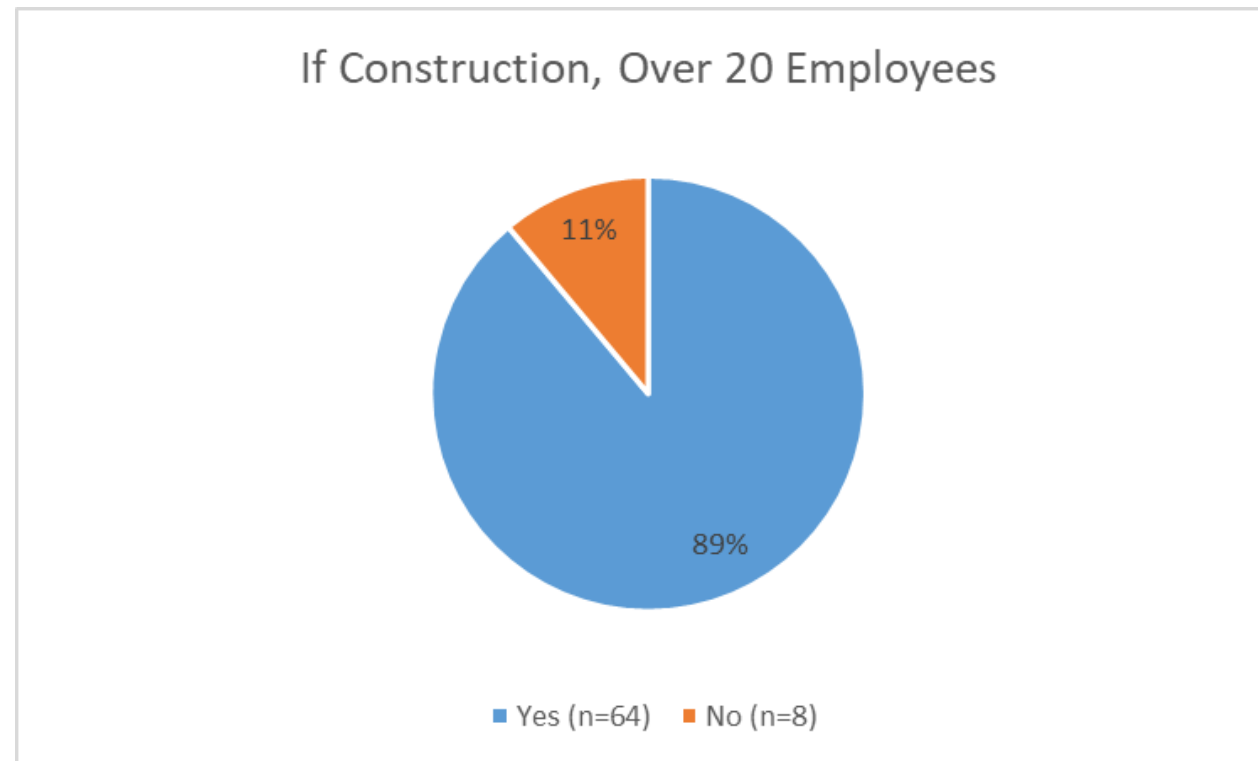
Company NACE Sector



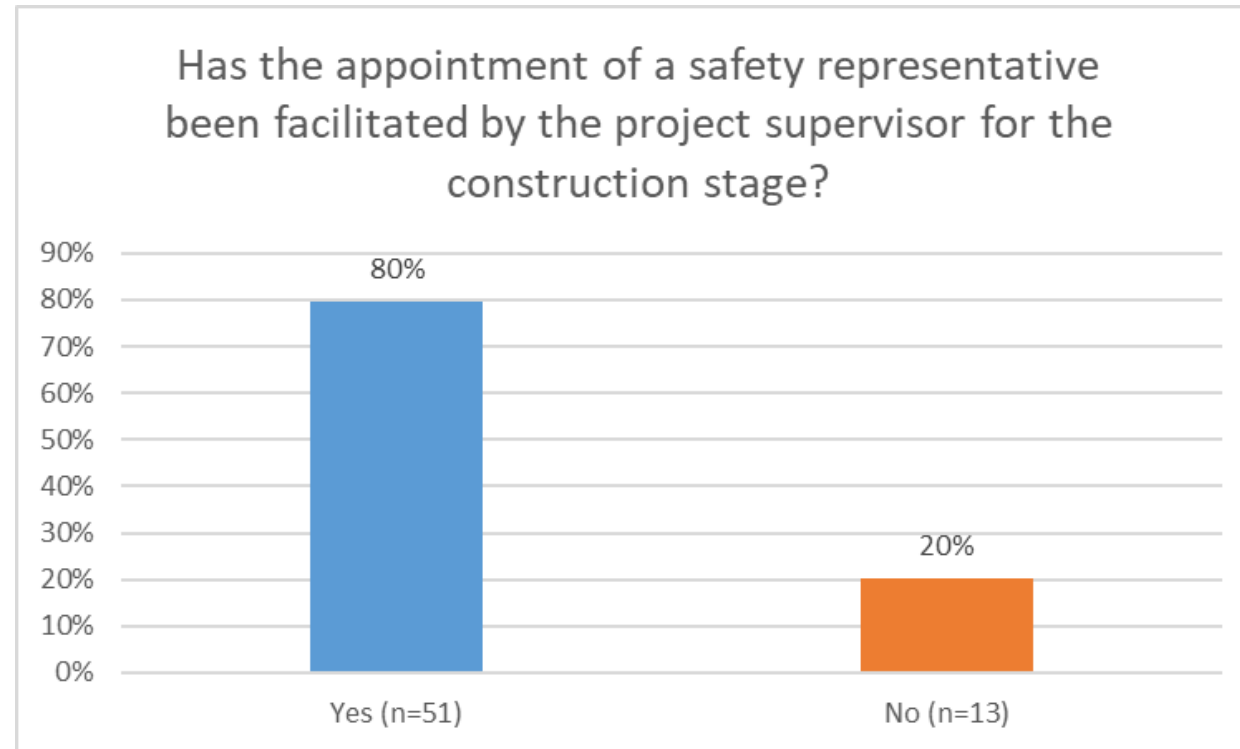
Top 5 Sectors (Respondent Profiles)



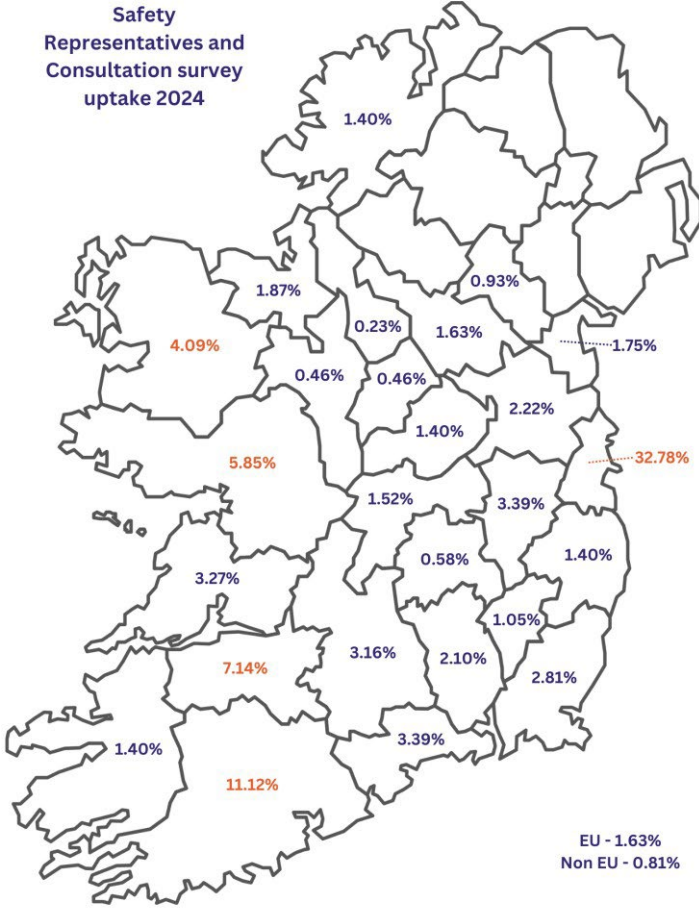
Does your construction company have more than 20 employees?



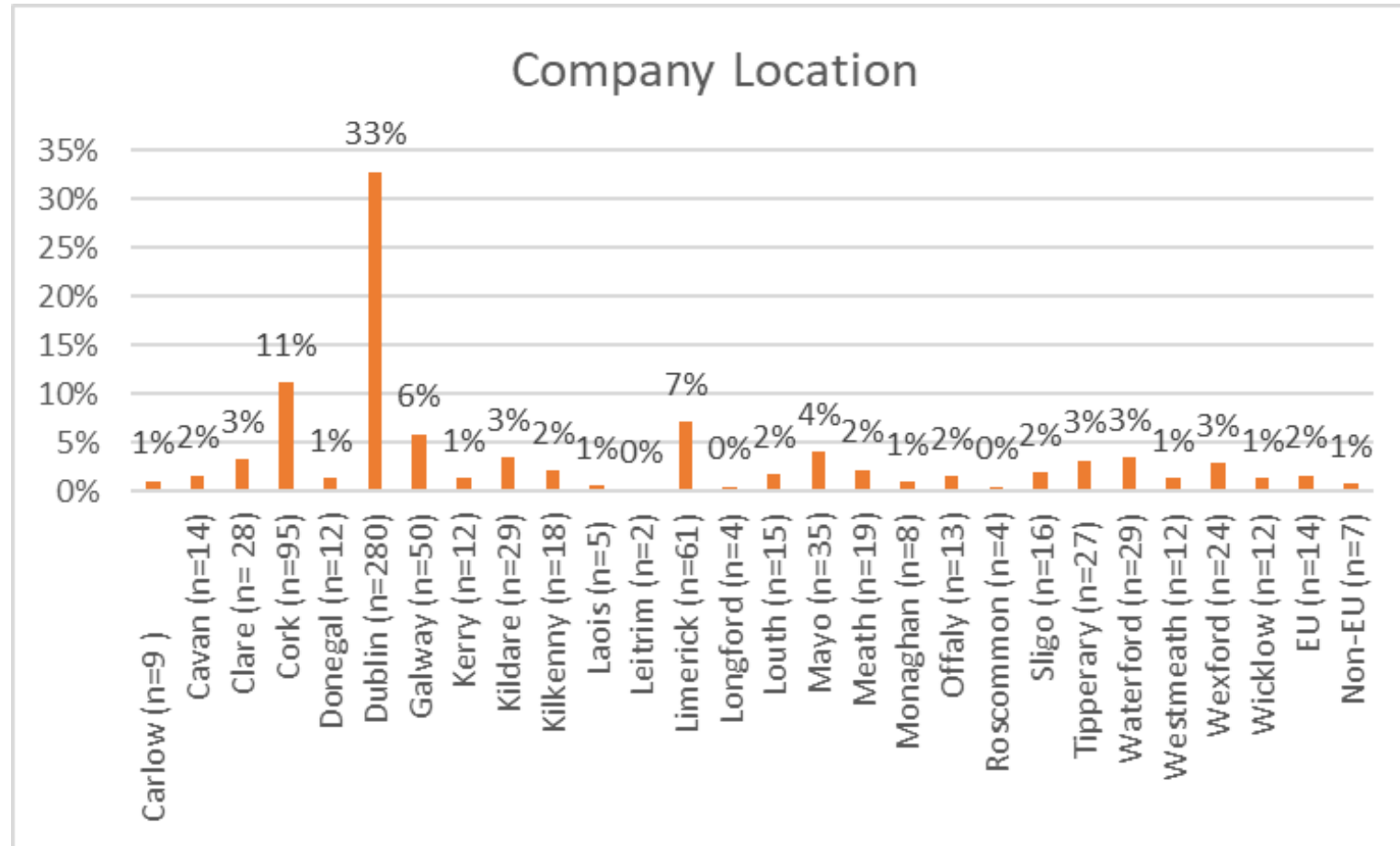
If Construction and over 20, has the appointment of a safety representative been facilitated by the project supervisor for the construction stage?



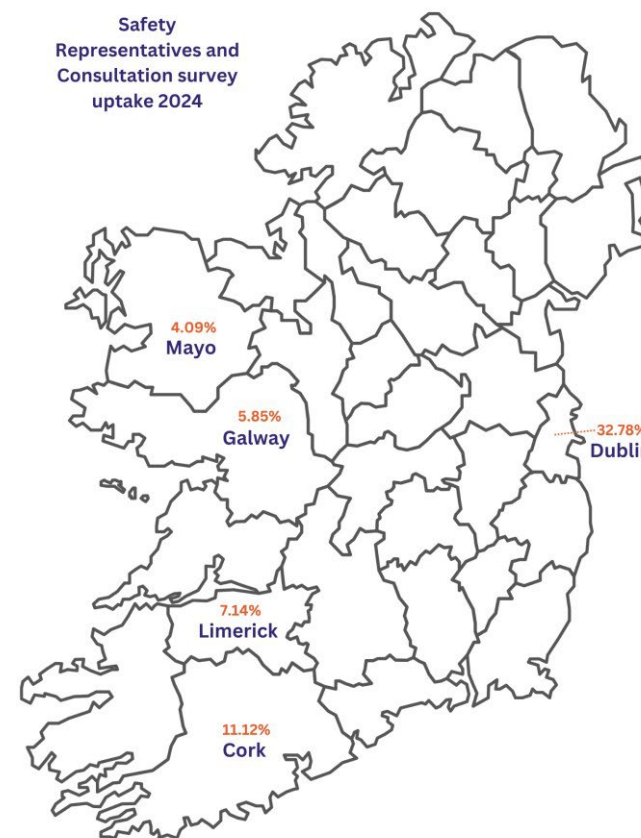
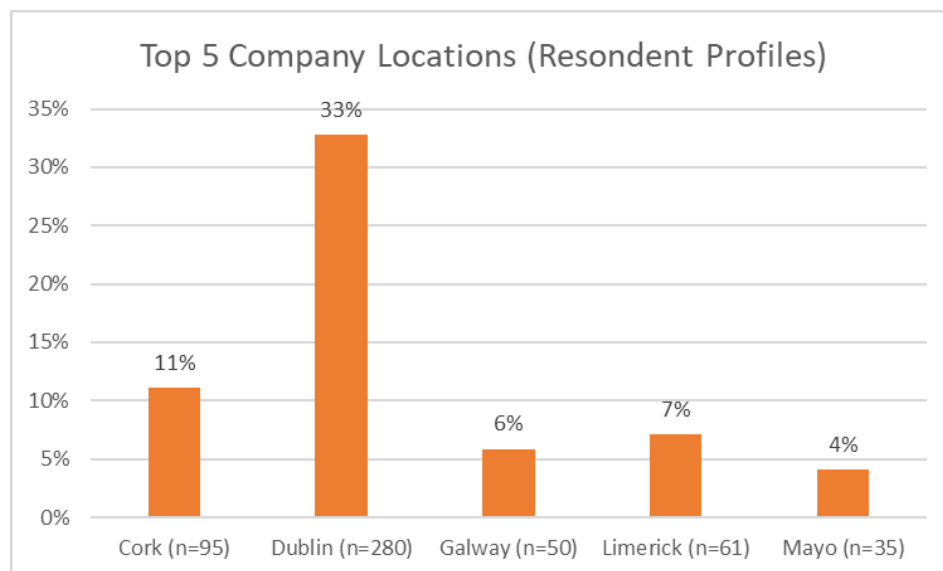
Company Location



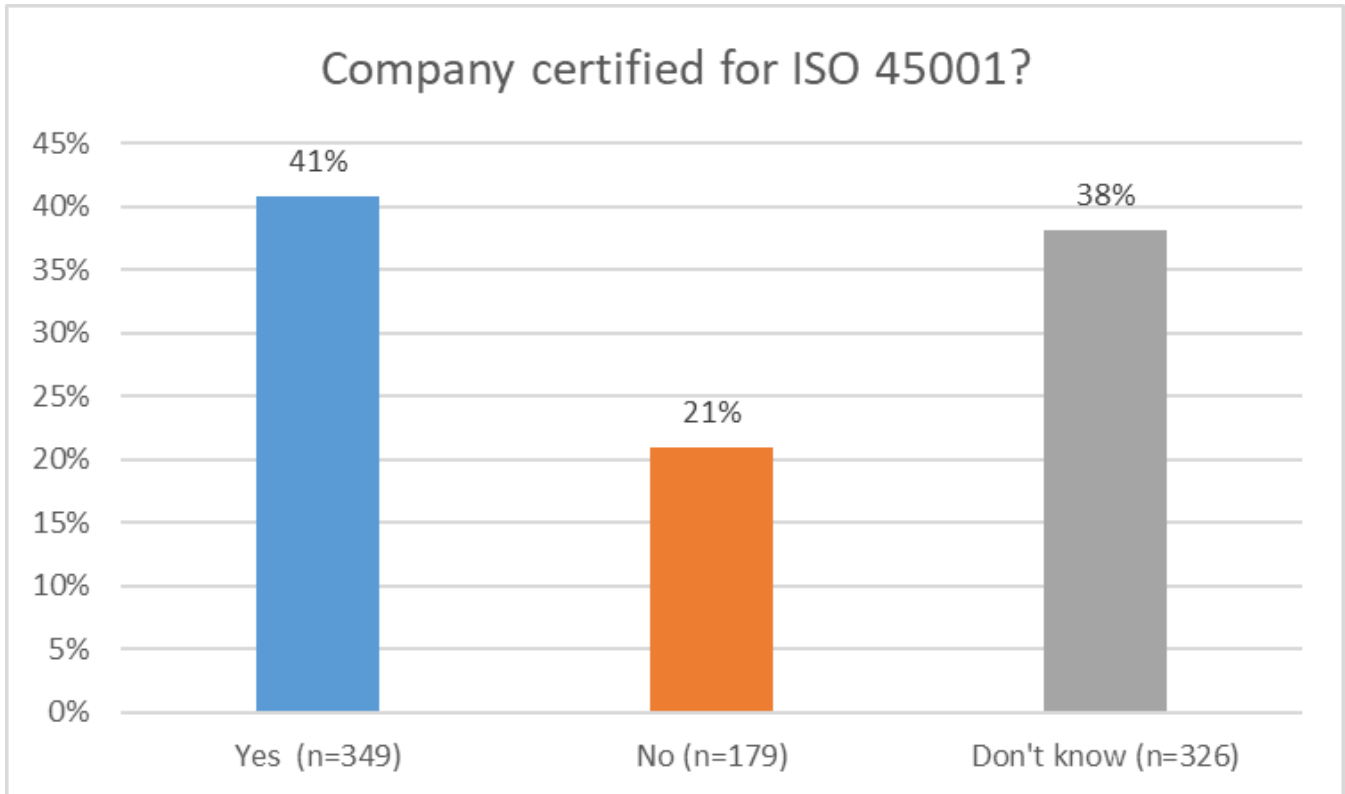
Company Location



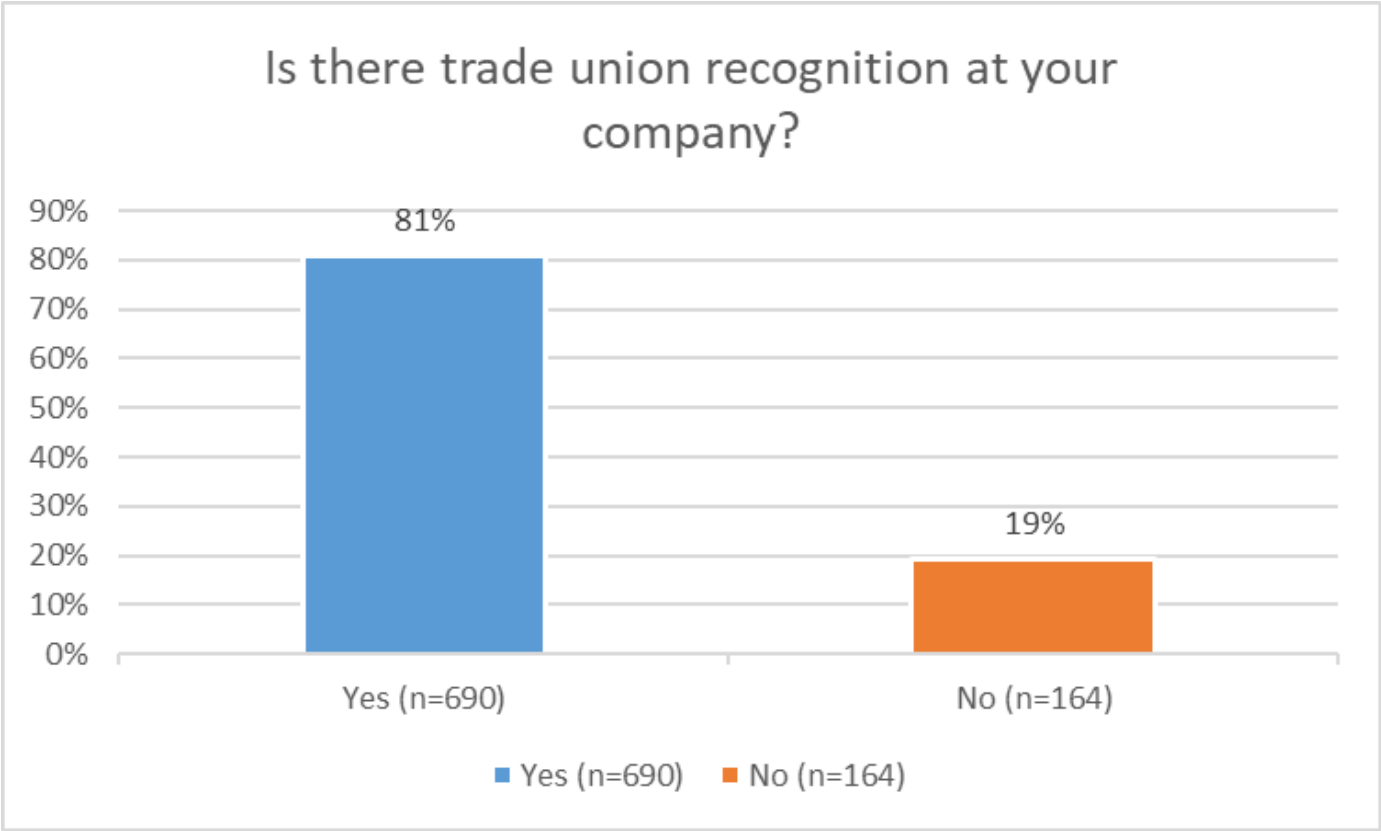
Top 5, Company Location (Respondent Profiles)



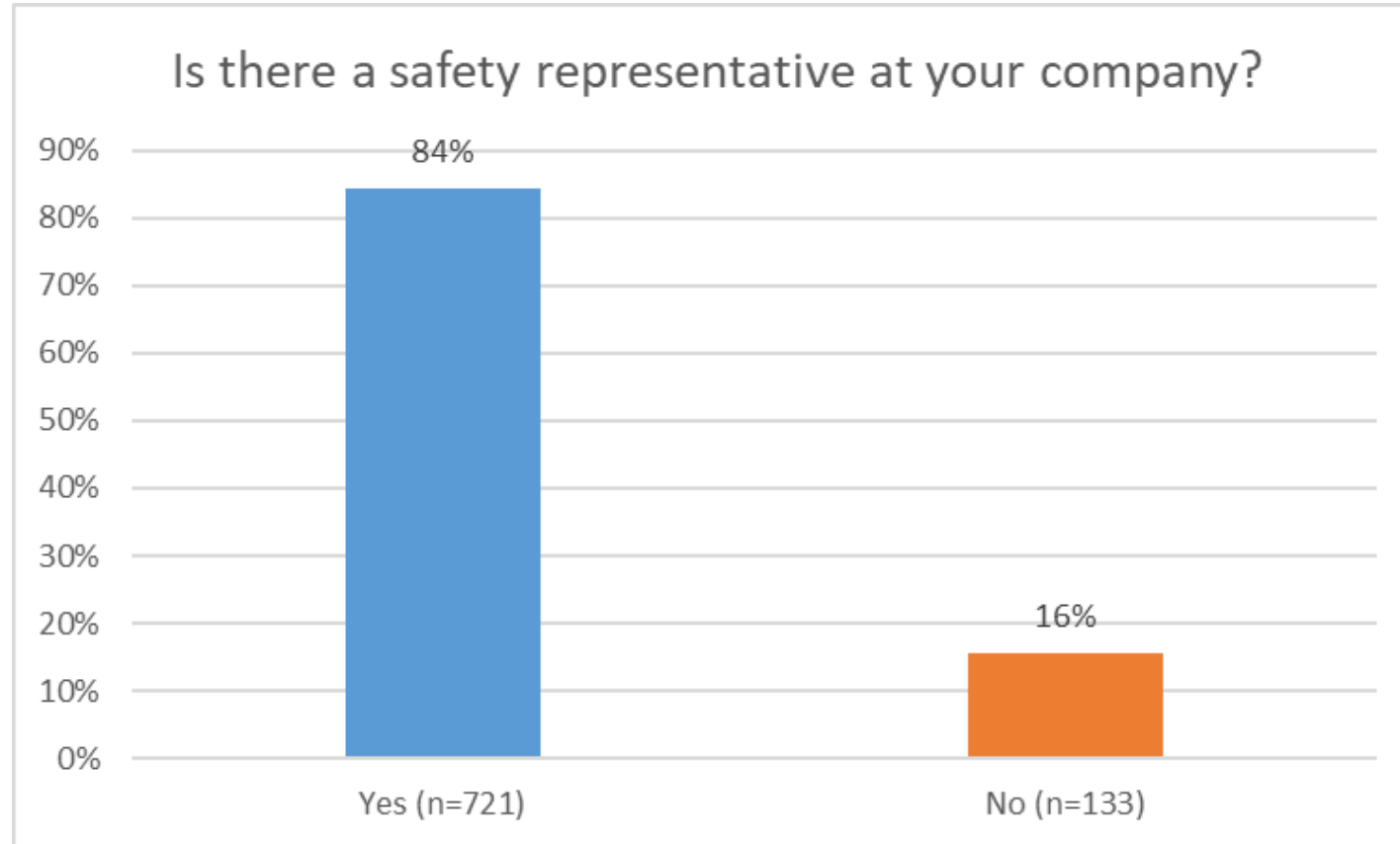
Is your company certified for ISO 45001



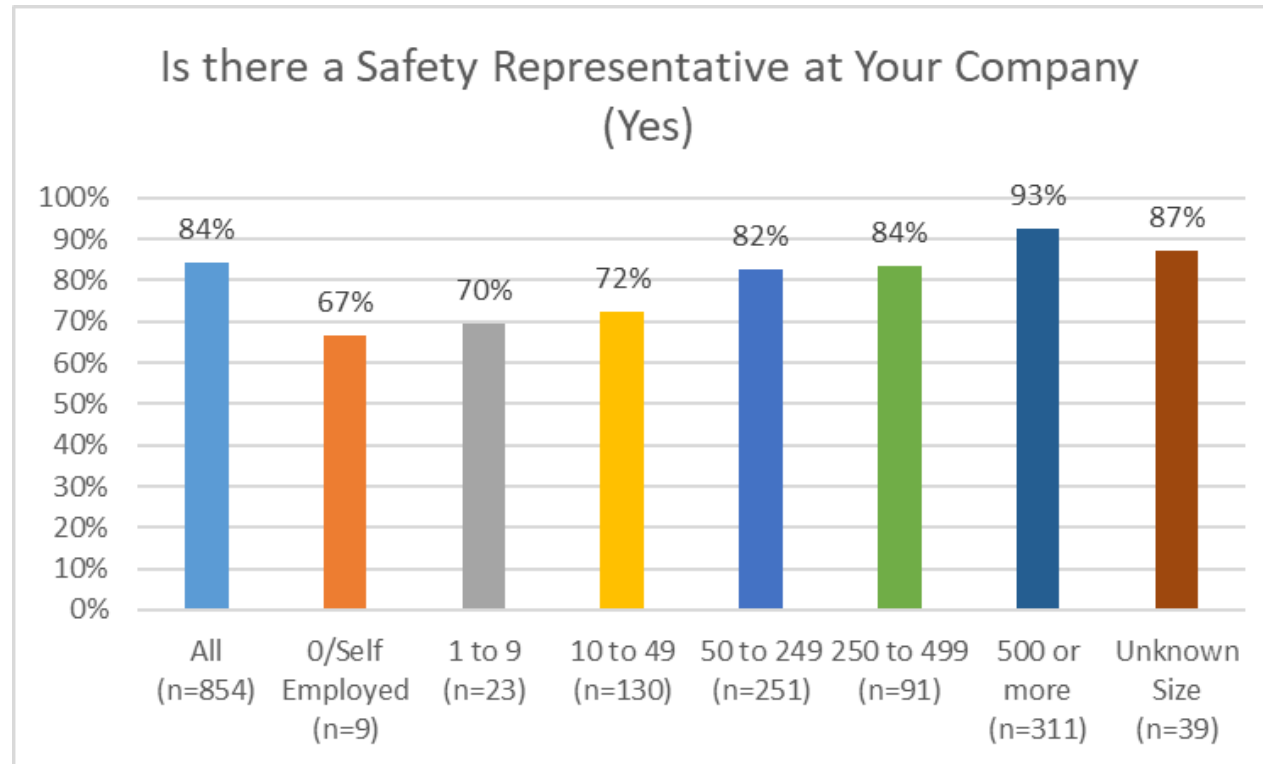
Trade Union Recognition at Company



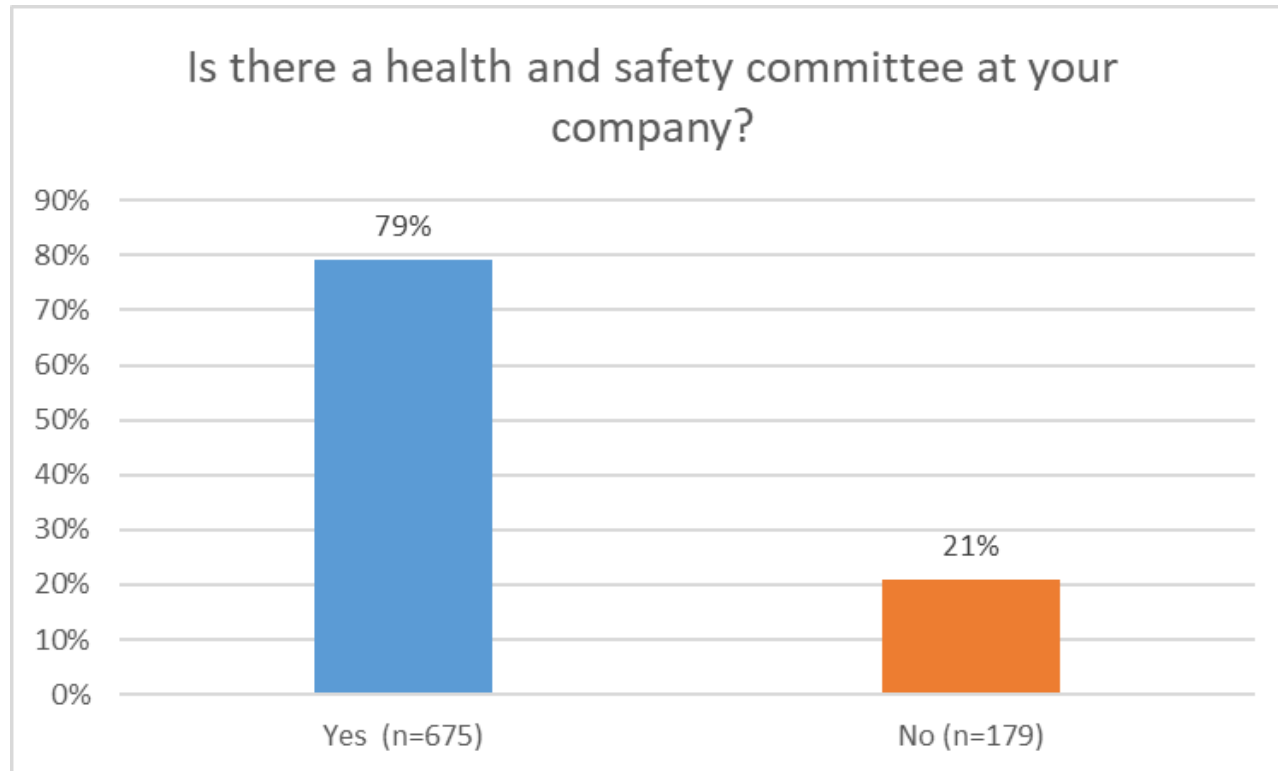
Safety Representative at Company



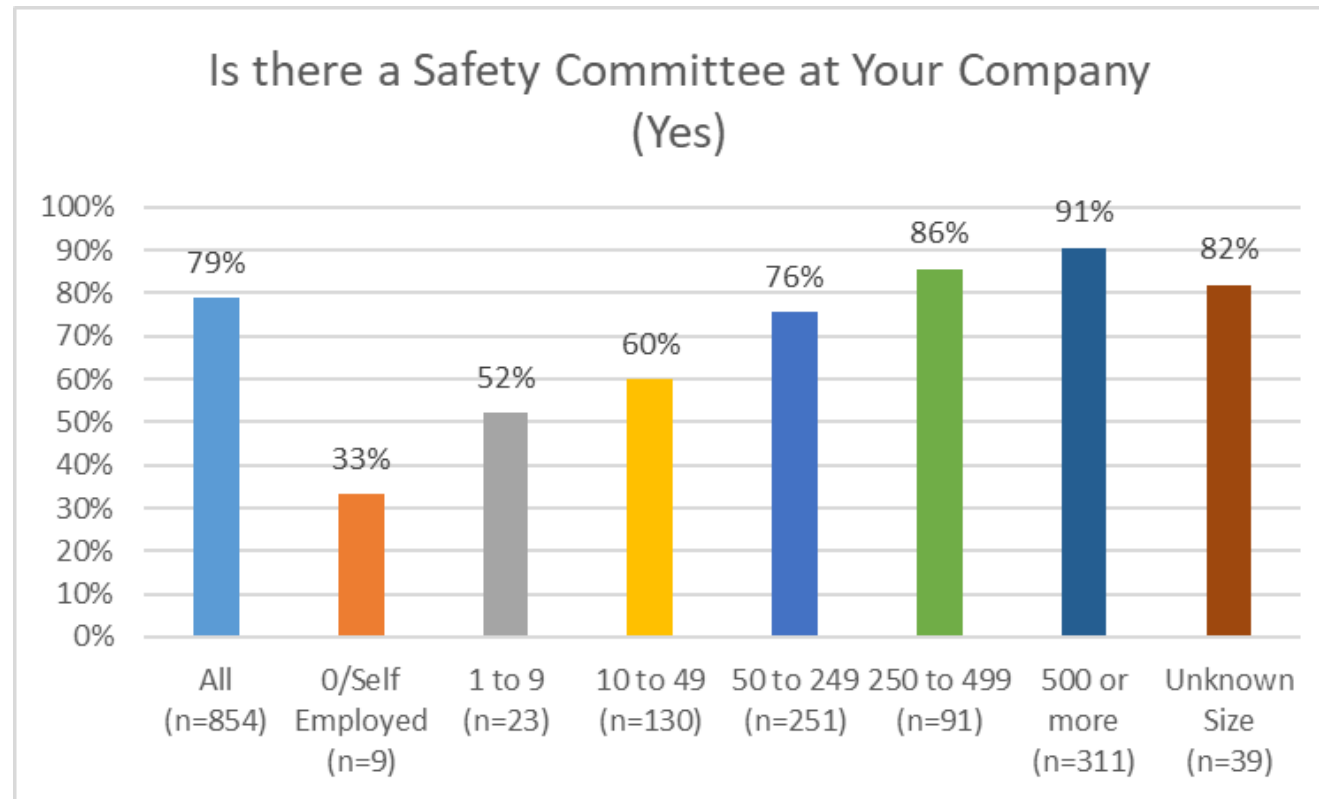
Safety Representative at Company - Yes (Company Size)



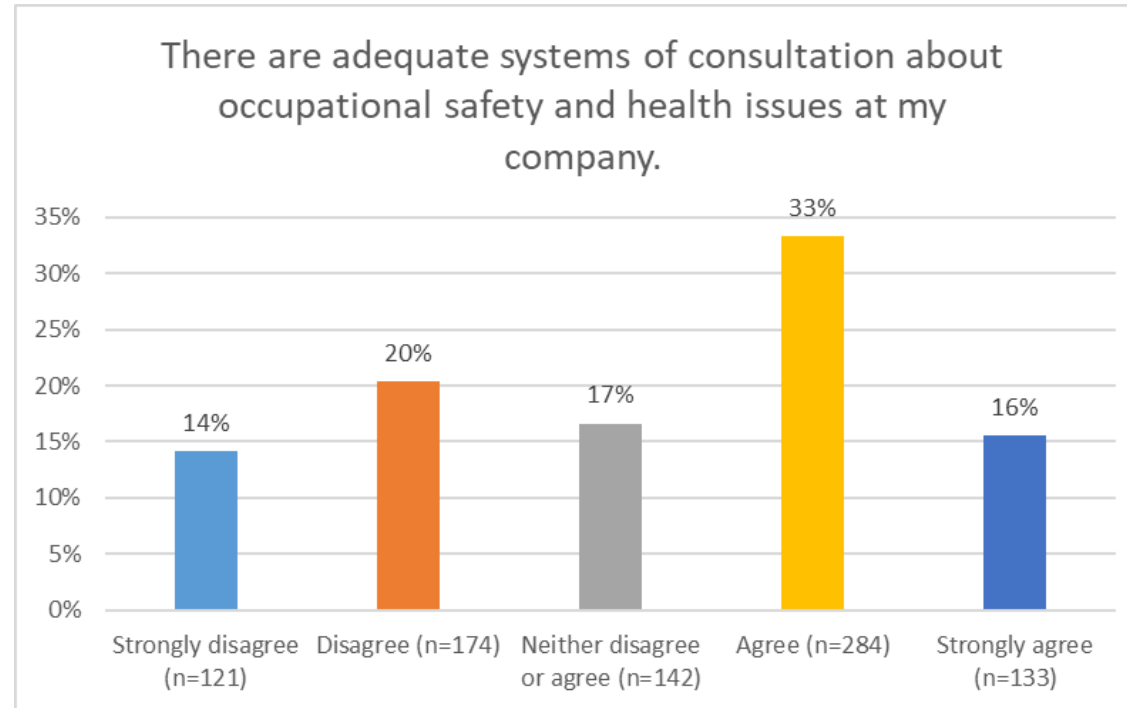
Health and Safety Committee at Company



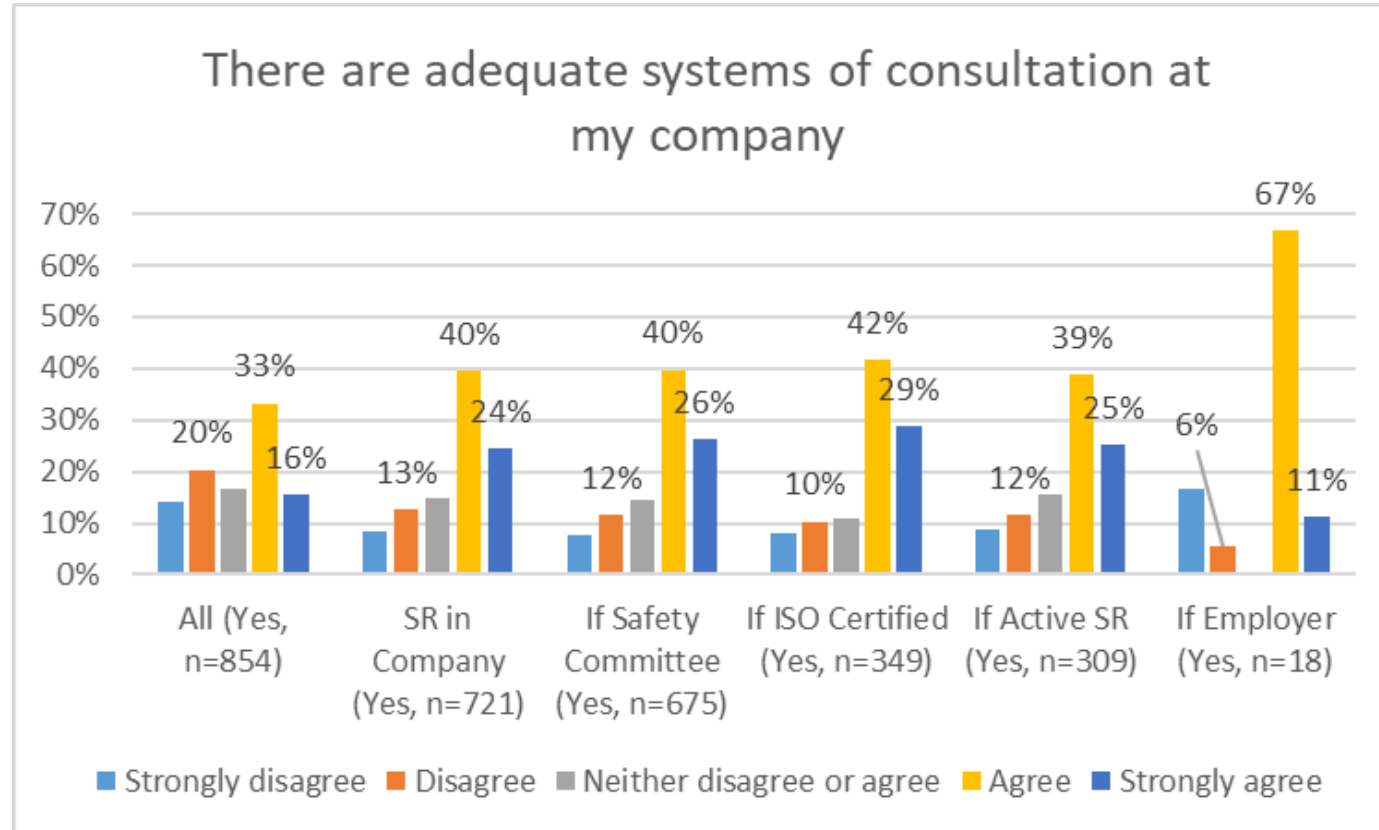
Health and Safety Committee at Company – Yes (Company Size)



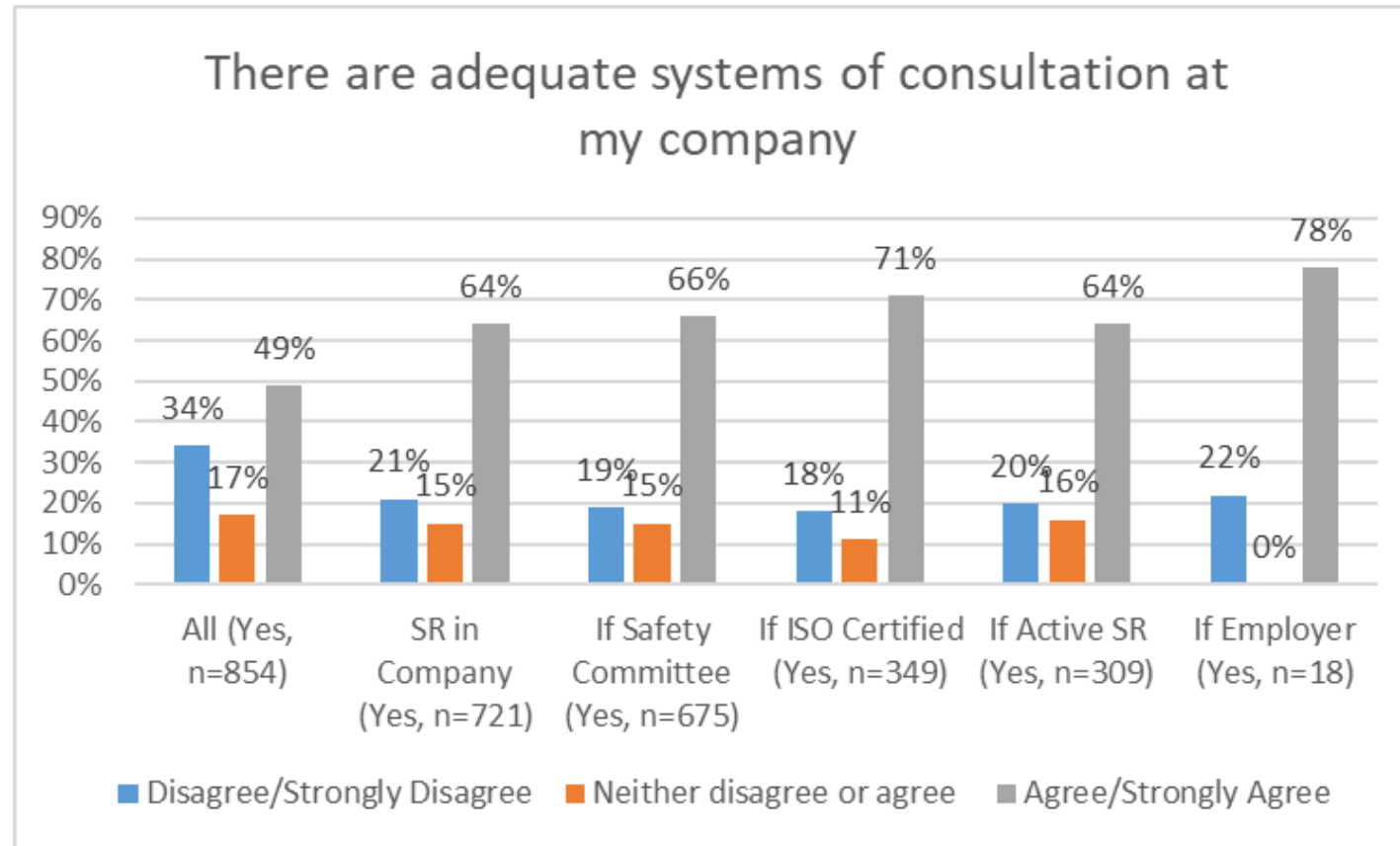
Adequate Systems of Consultation



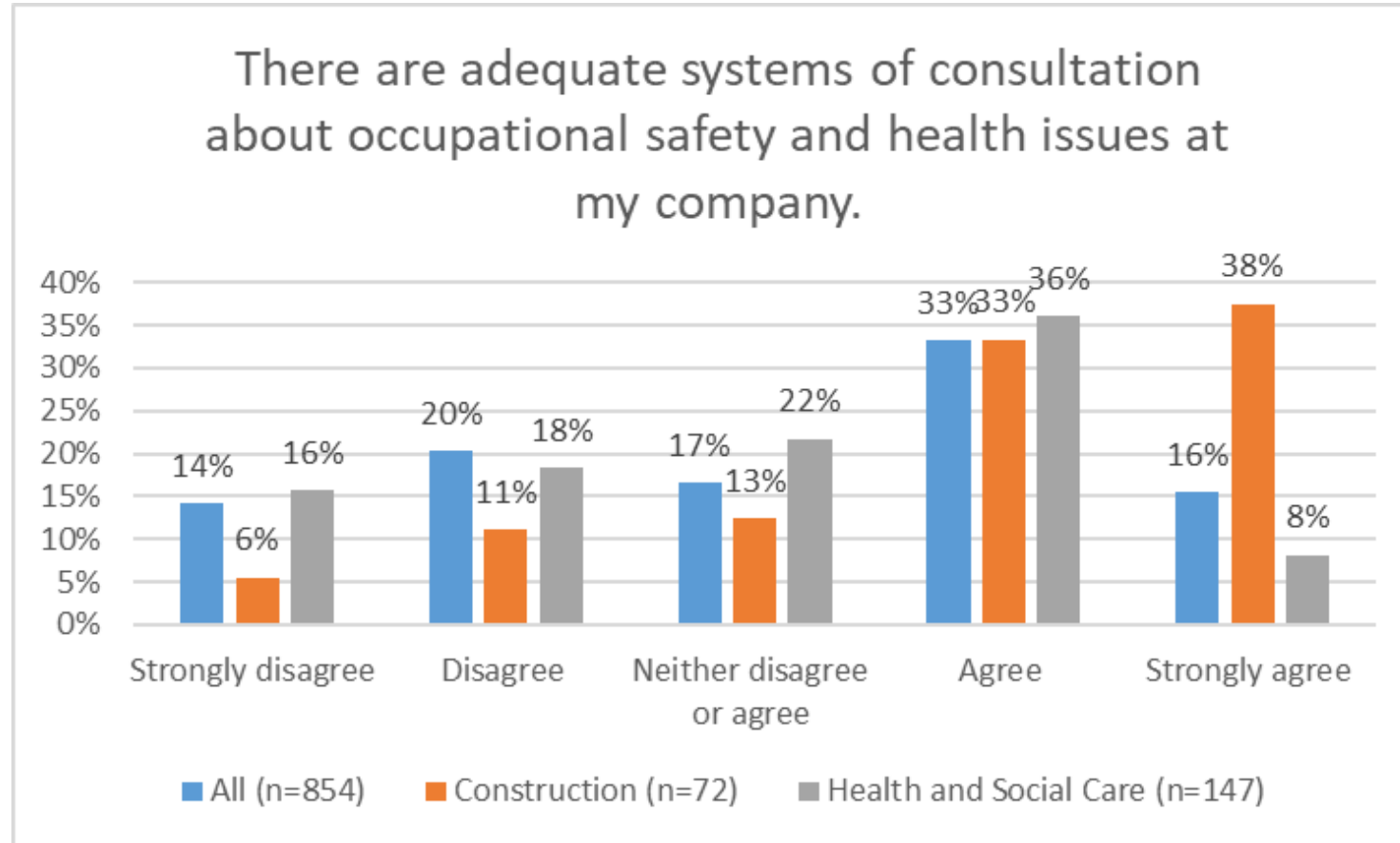
Adequate Systems of Consultation (Profiles)



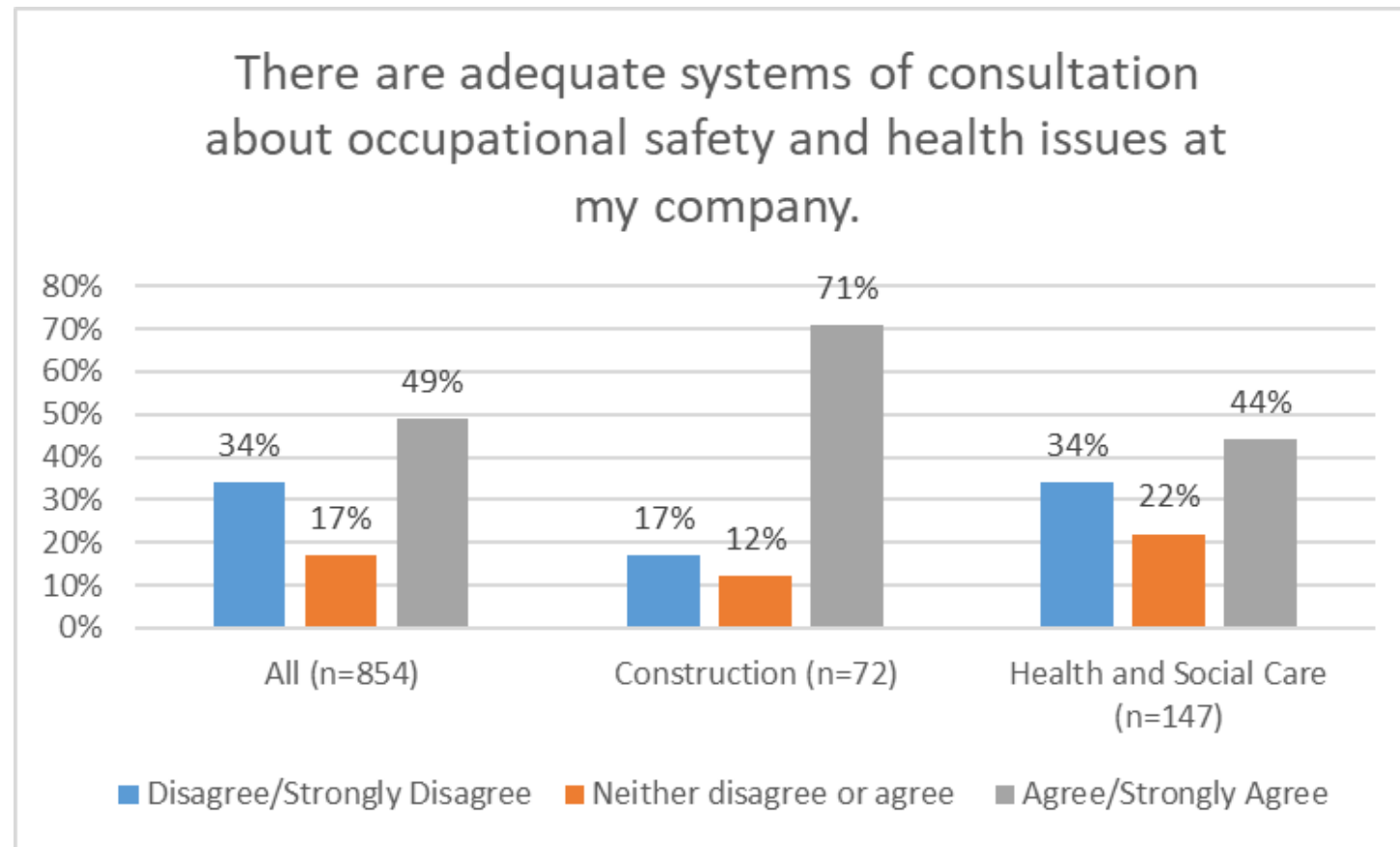
Adequate Systems of Consultation (Profiles) – Simplified 3 Points



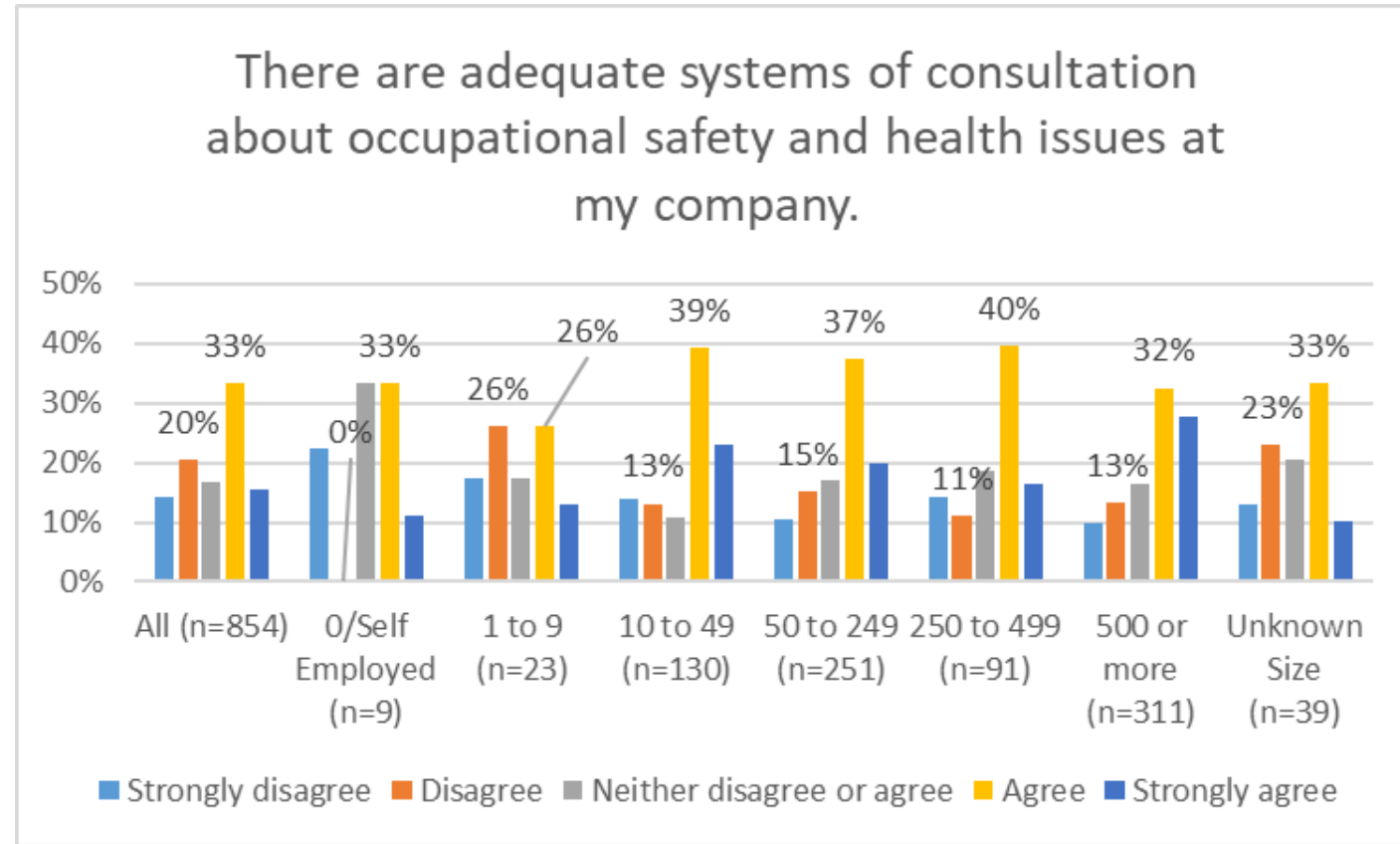
Adequate Systems of Consultation (Sector)



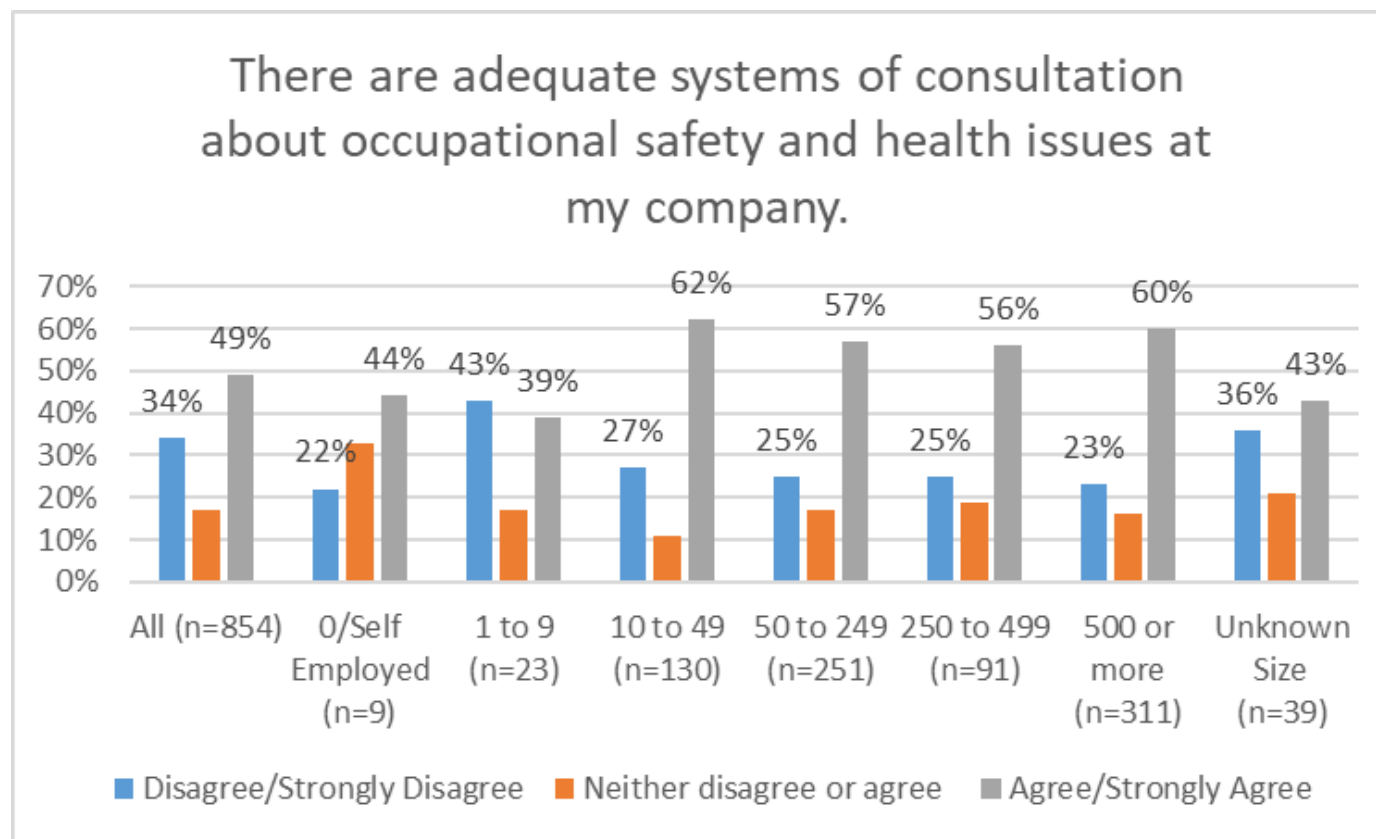
Adequate Systems of Consultation (Sector) - Simplified 3 Points



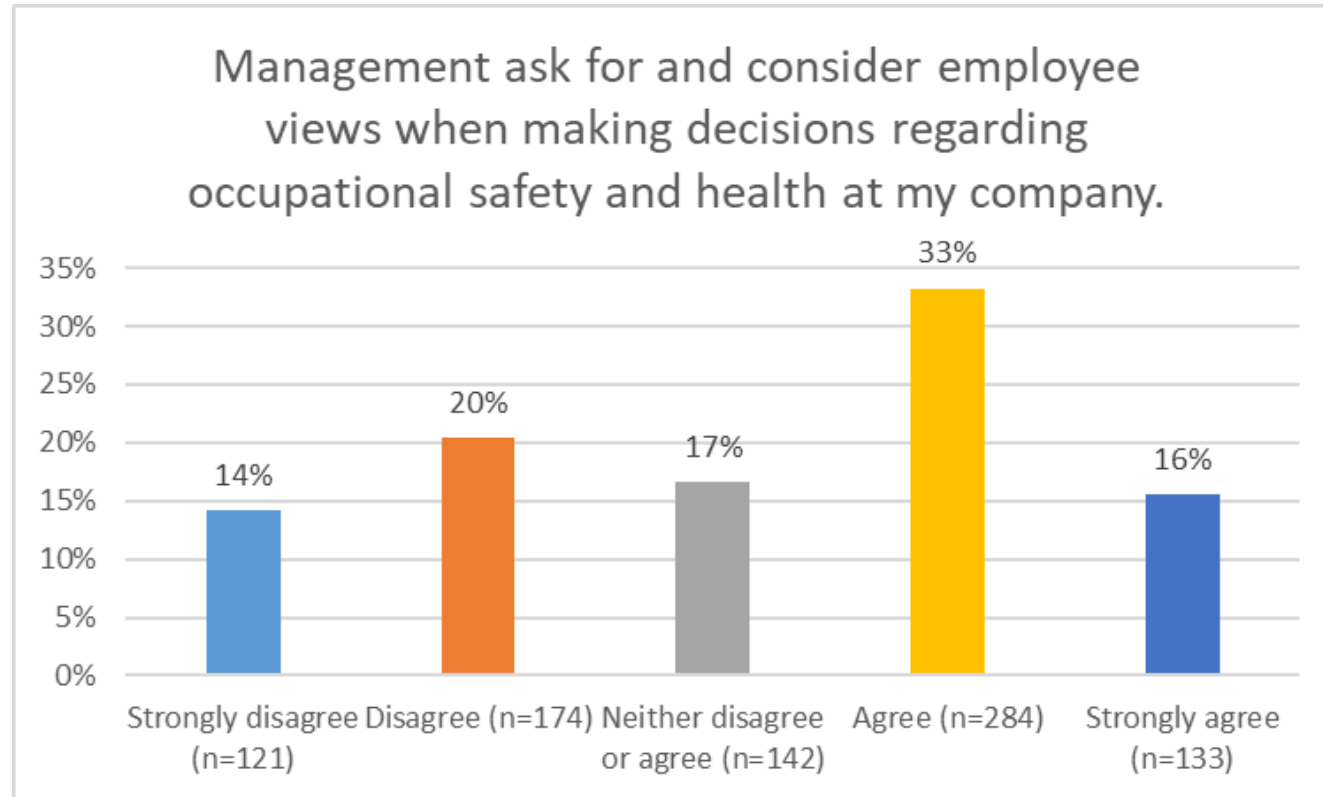
Adequate Systems of Consultation (Company Size)



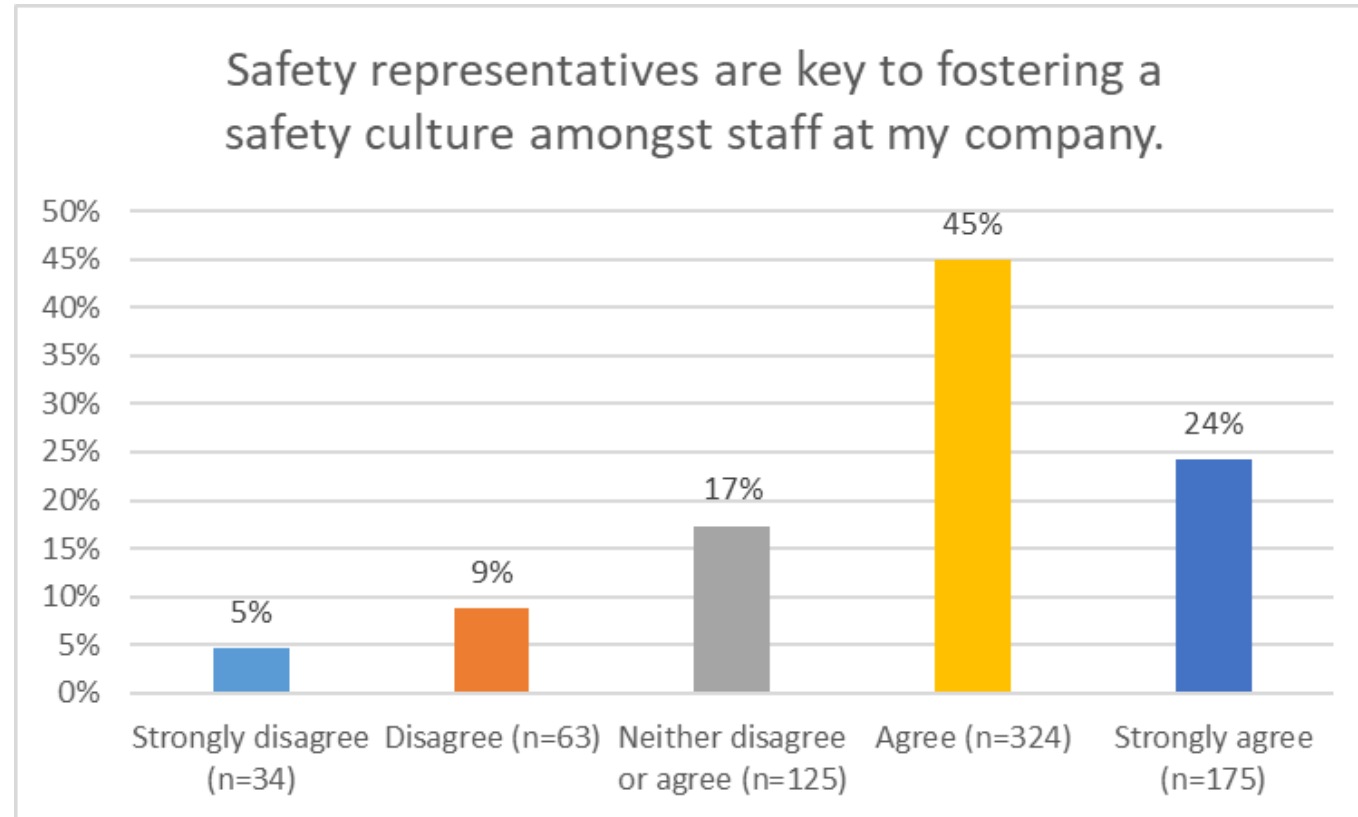
Adequate Systems of Consultation (Company Size) - Simplified 3 Points



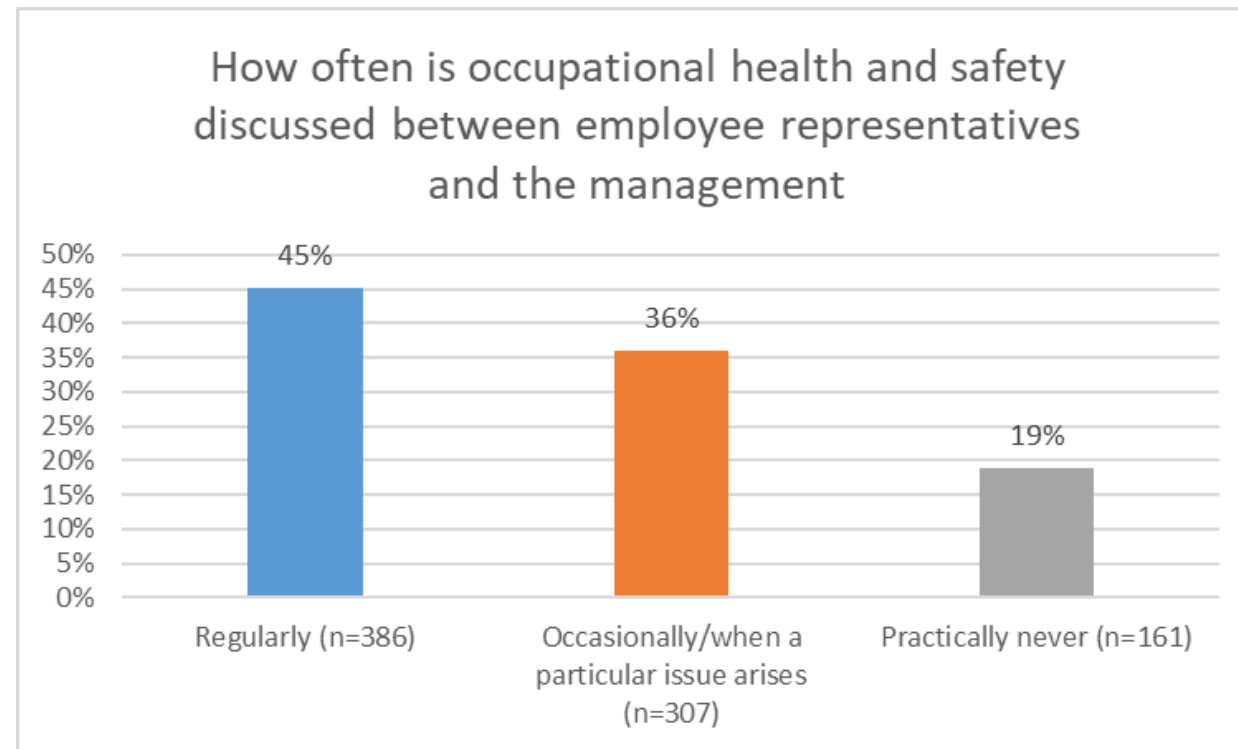
Management Ask/Consider Views



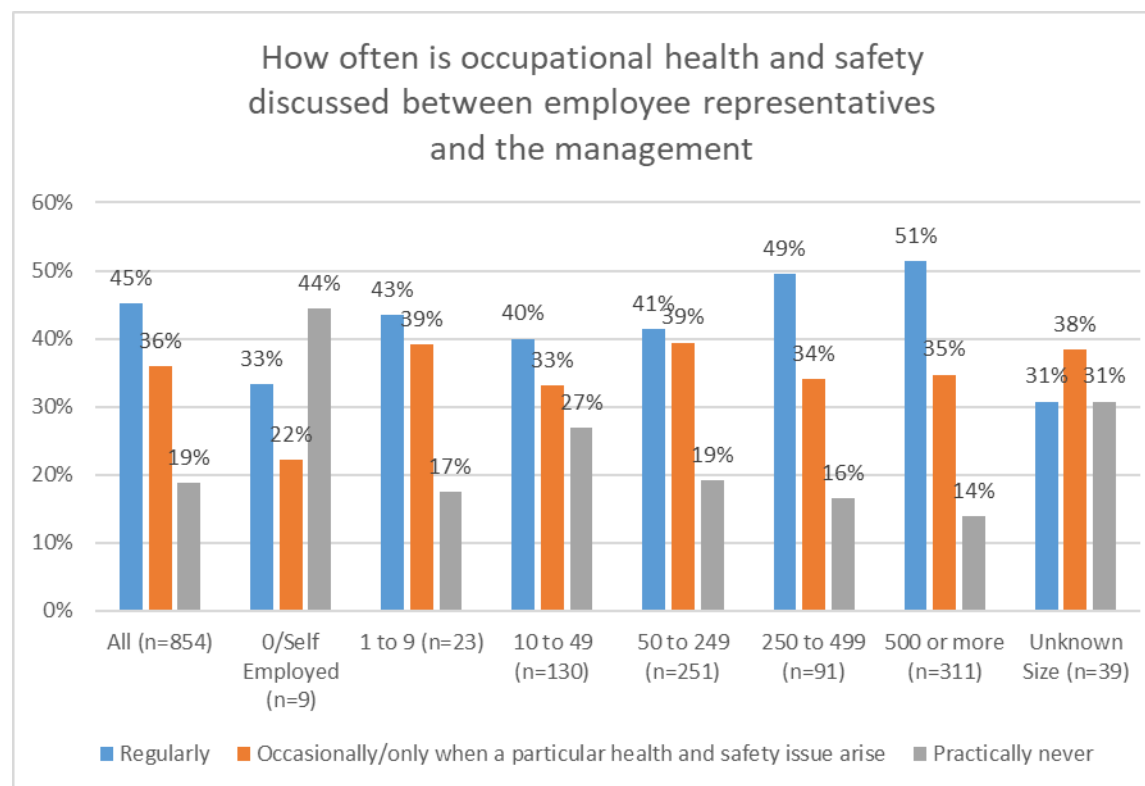
Safety representatives are key to fostering a safety culture amongst staff at my company



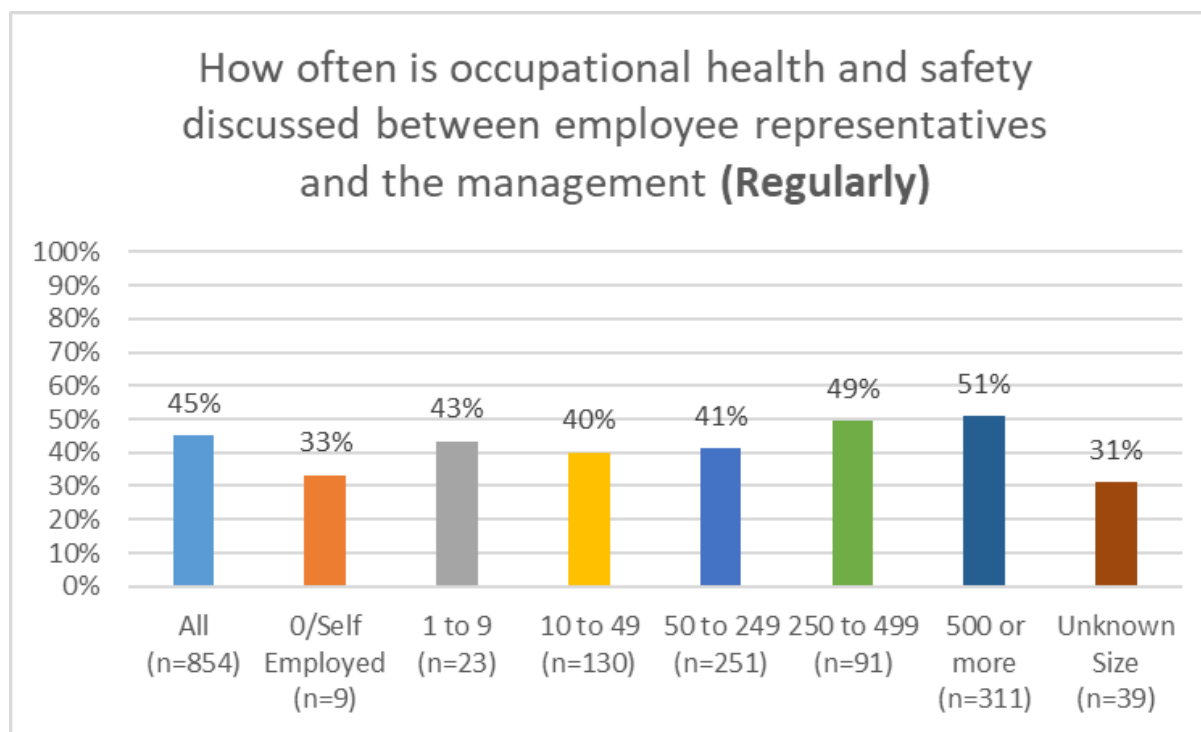
How often is occupational health and safety discussed between employee representatives and the management



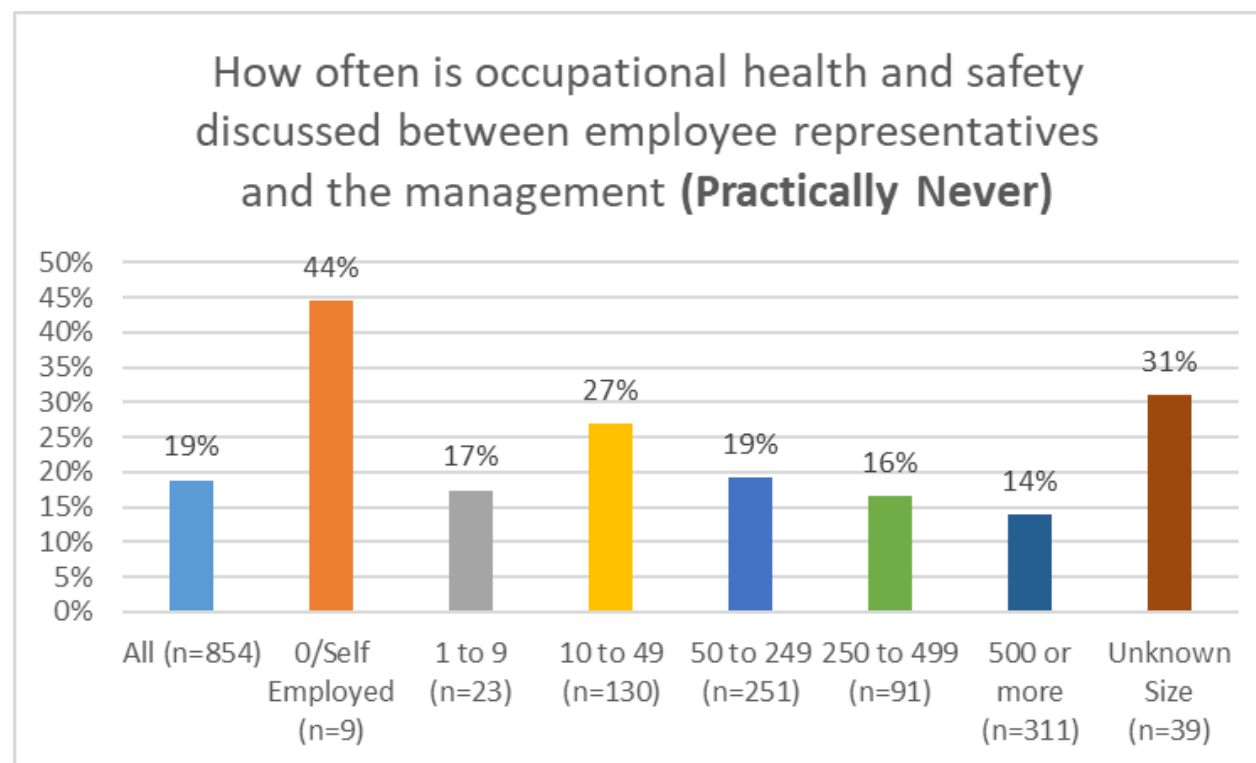
How often is occupational health and safety discussed between employee representatives and the management (Business Size)



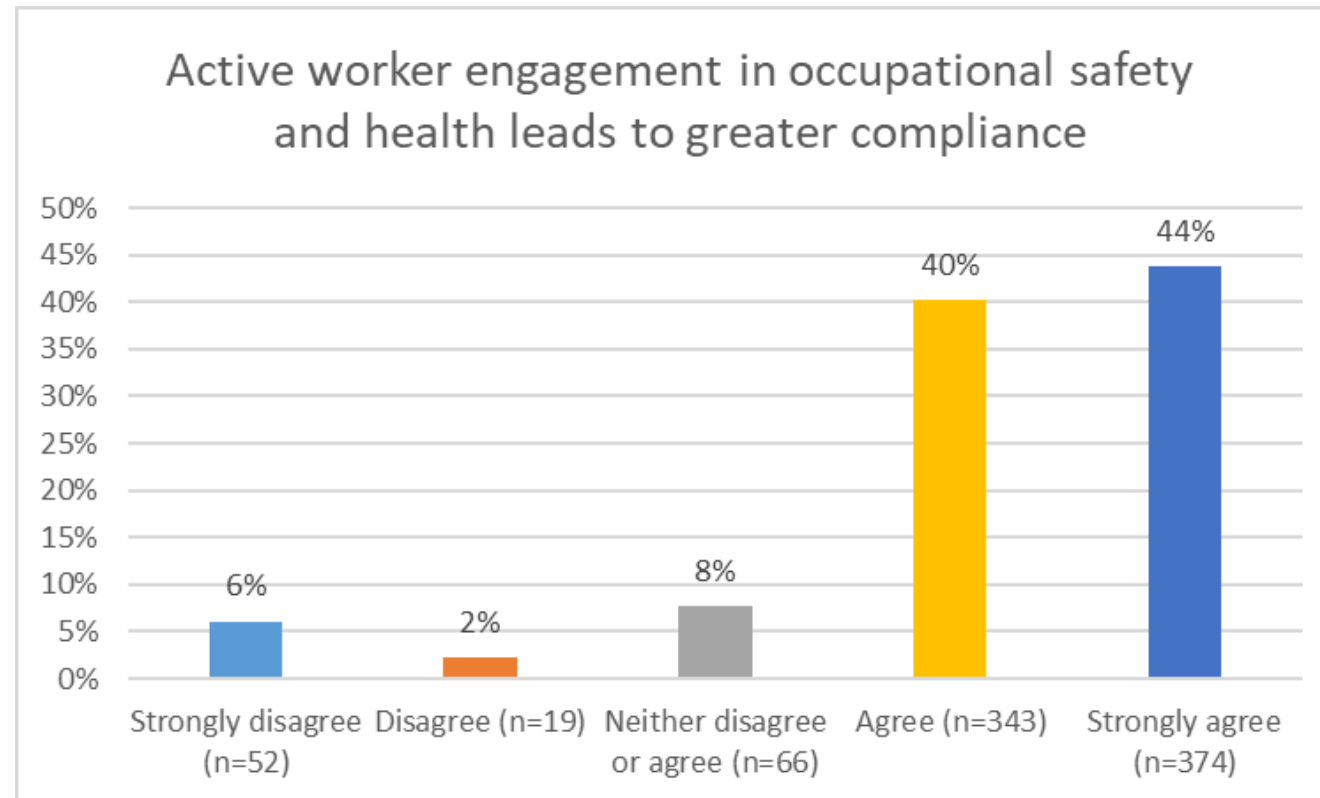
How often is occupational health and safety discussed between employee representatives and the management (Business Size/Regularly)



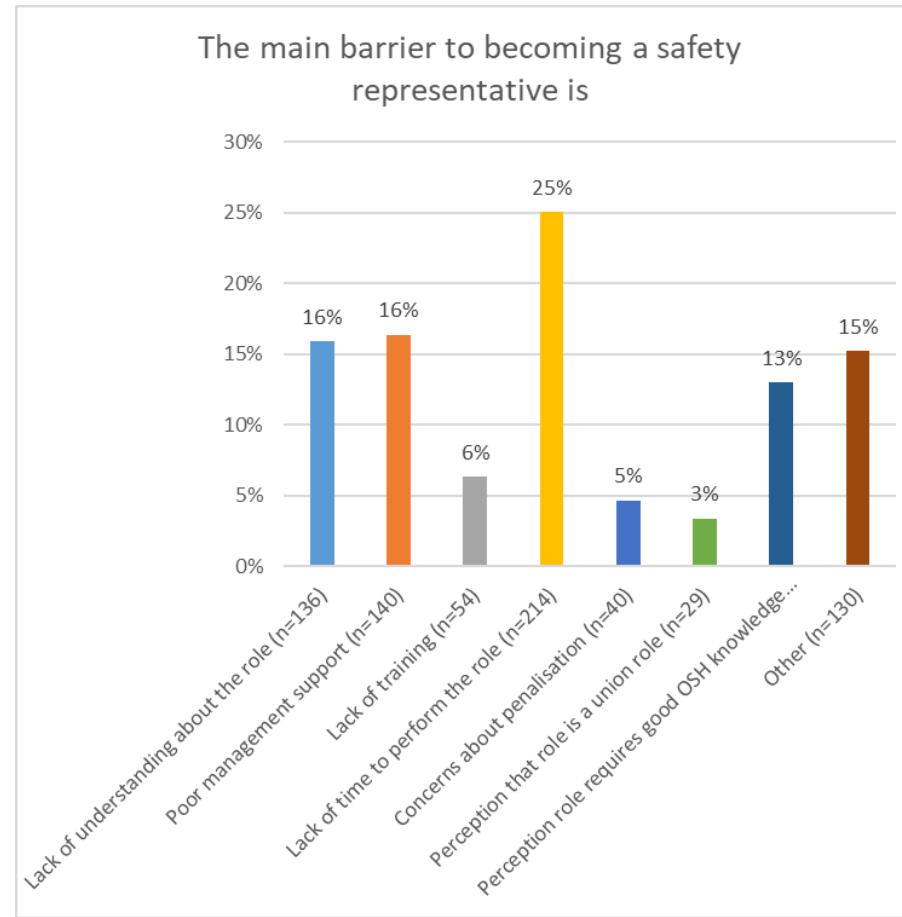
How often is occupational health and safety discussed between employee representatives and the management (**Business Size/Practically Never**)



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



The main barrier to becoming a safety representative is

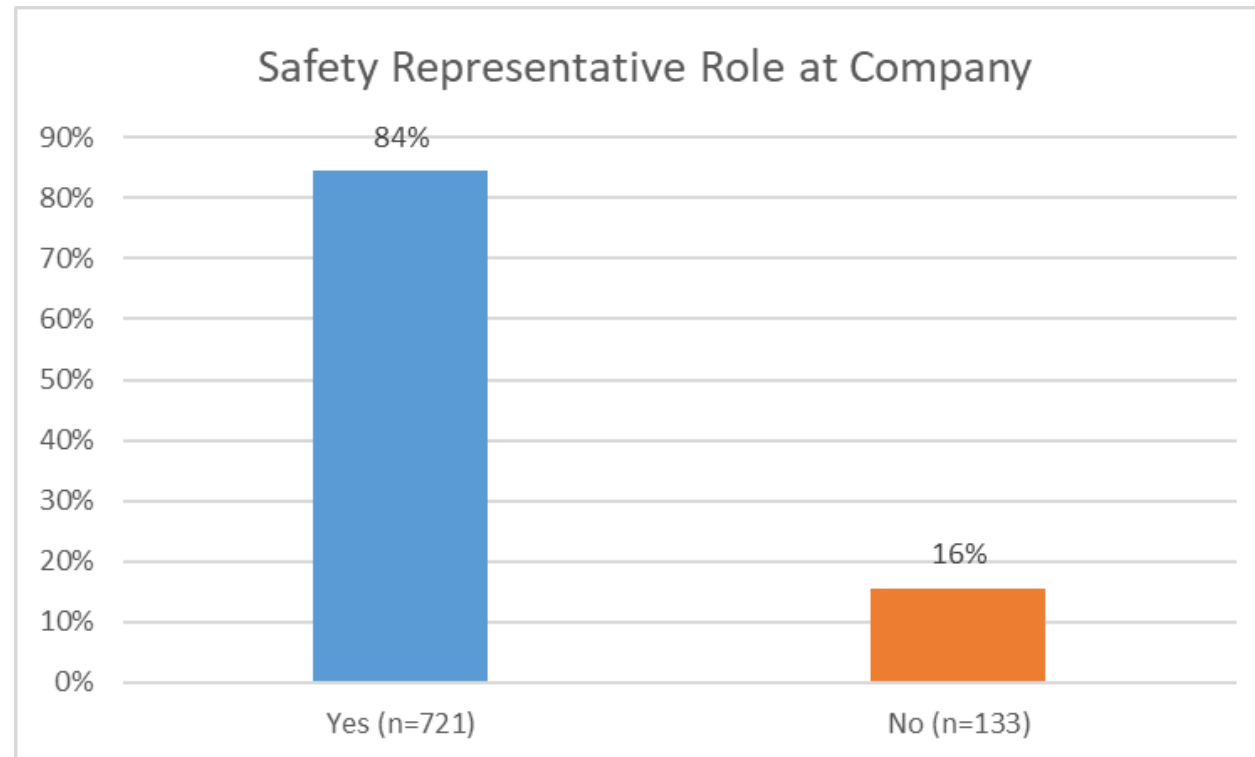


Survey Part 5: Safety Representative Role at Company

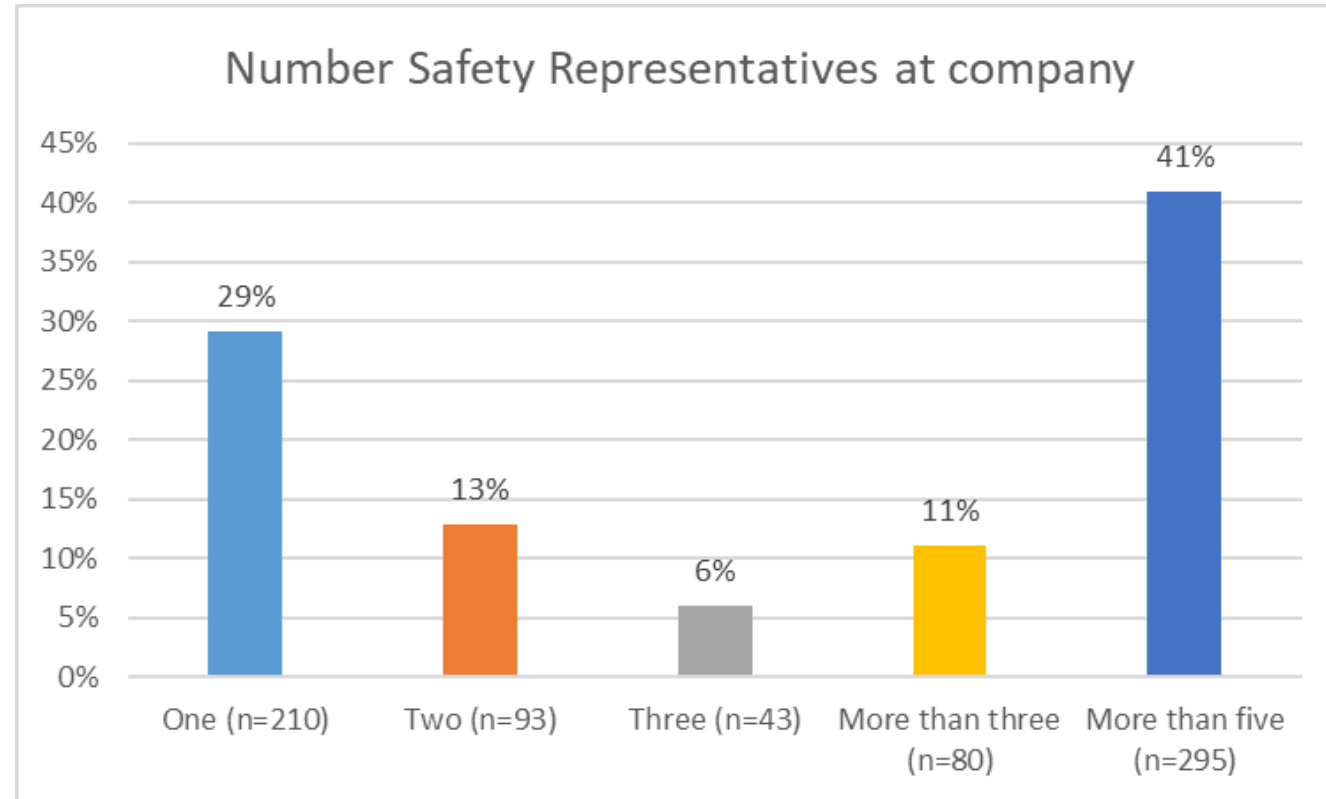
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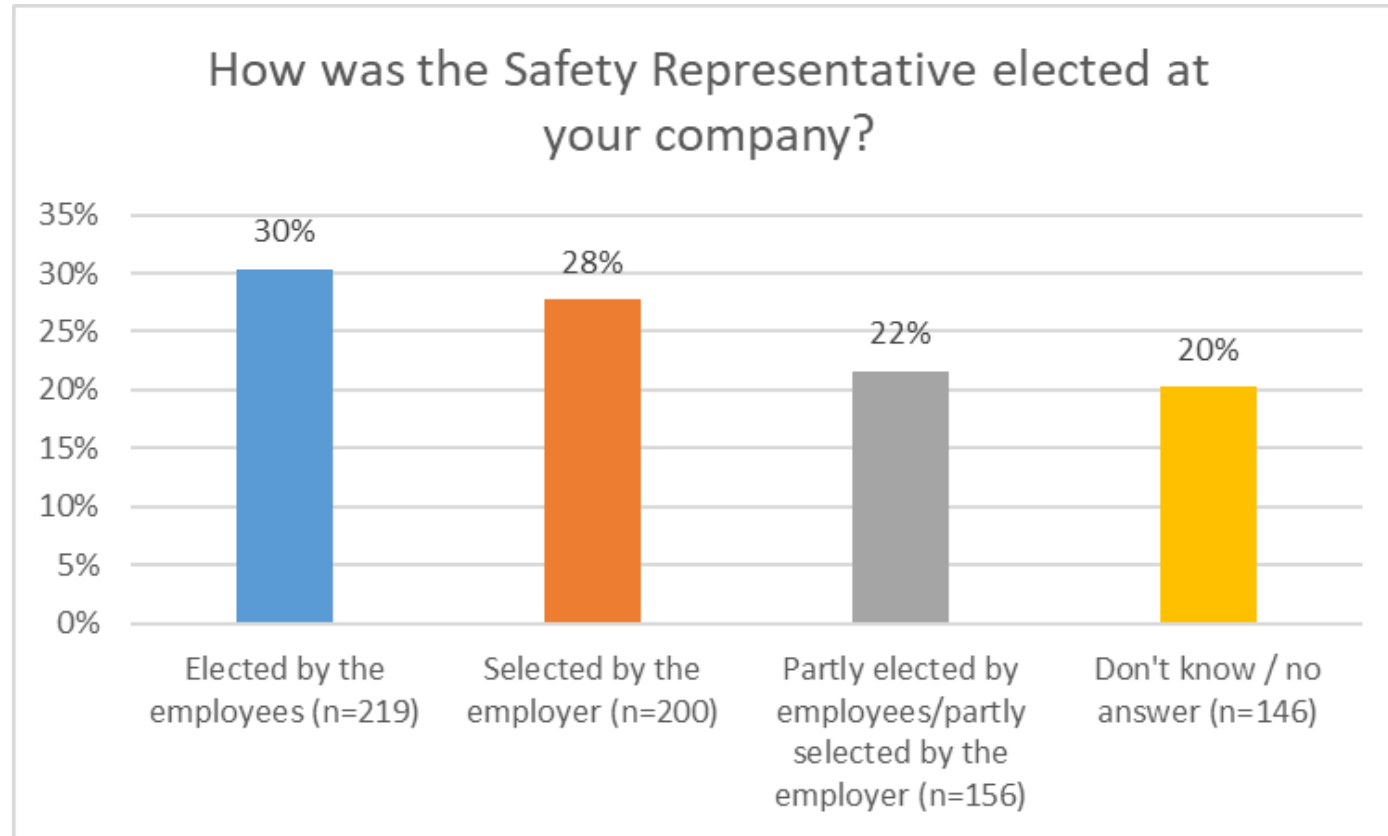
Safety Representative at Company



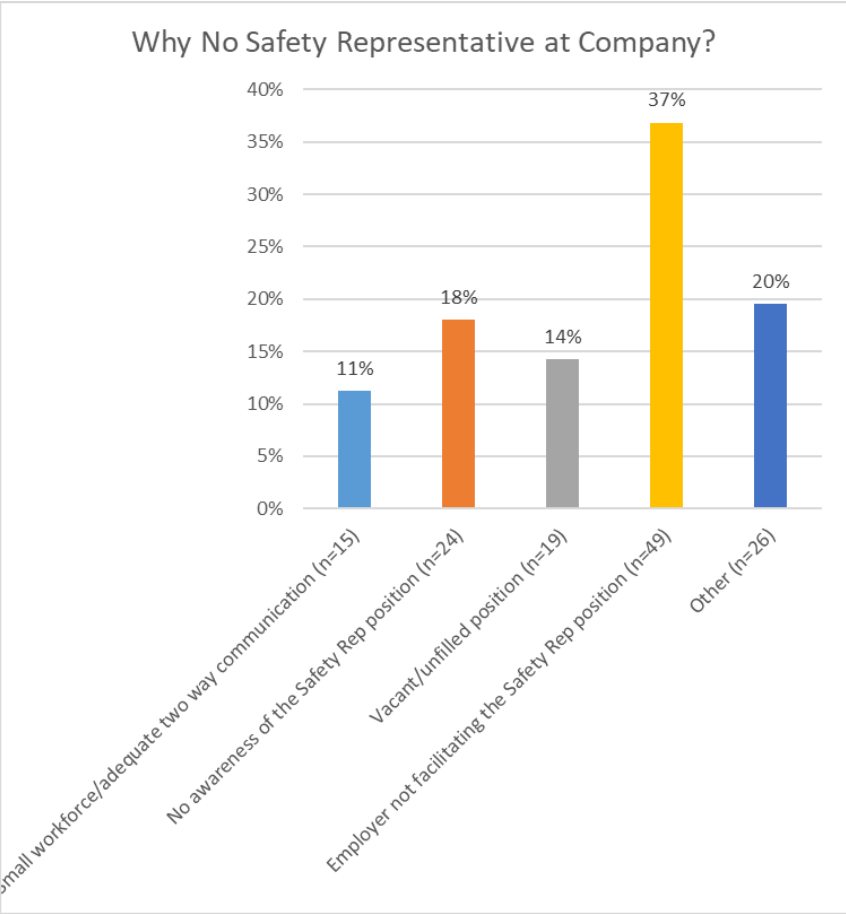
How many safety representatives are there at your company?



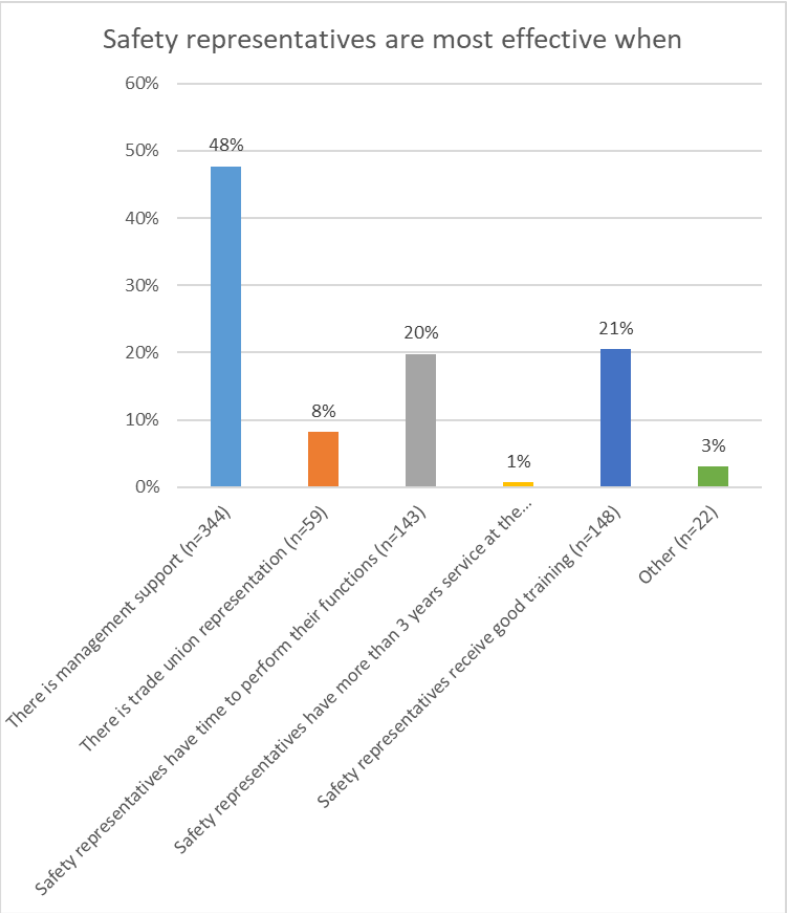
How was the Safety Representative elected at your company?



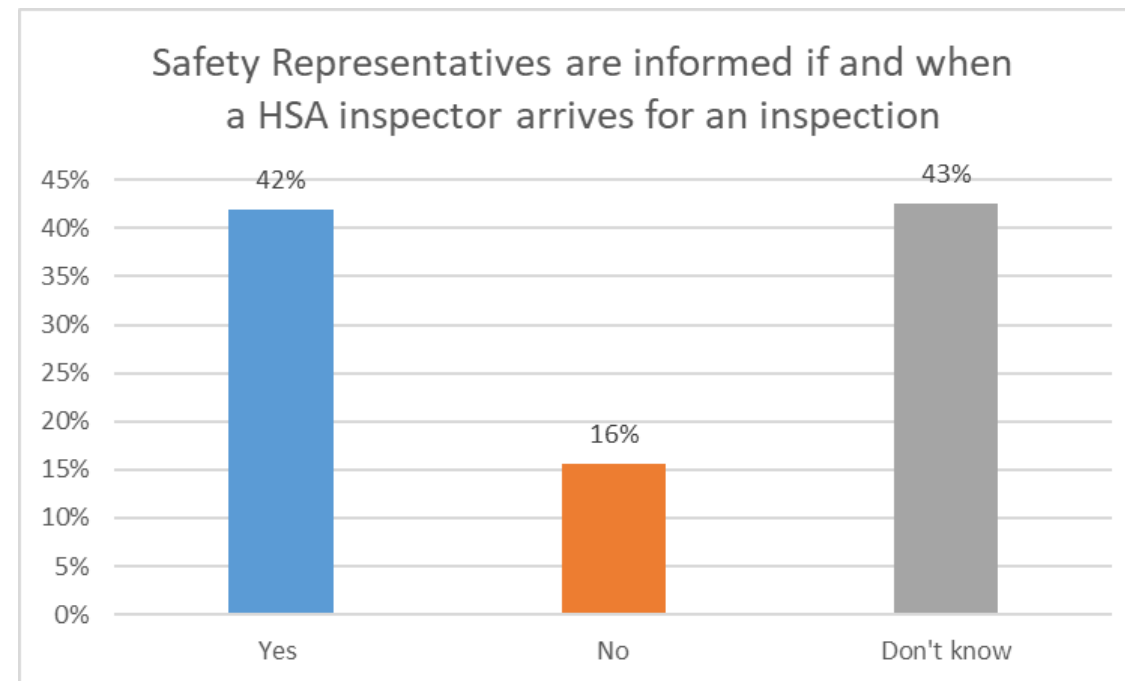
Why is there no safety representative?



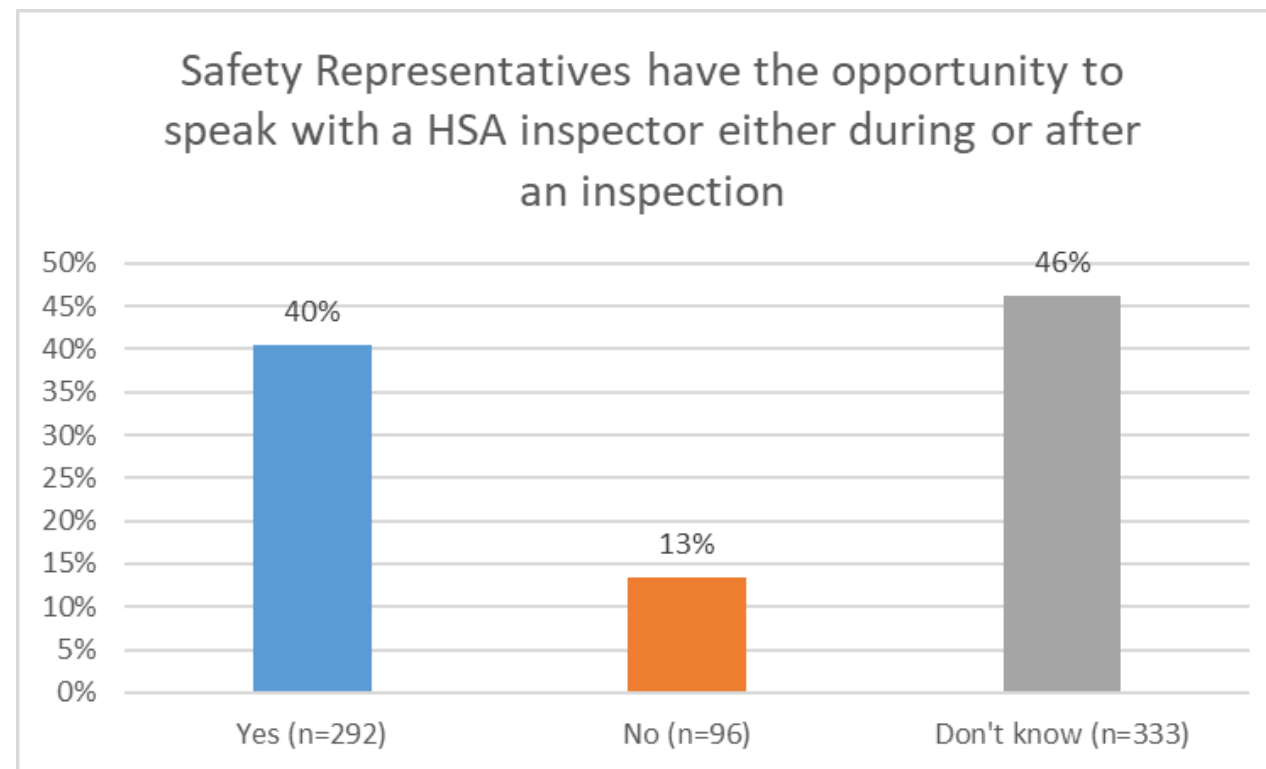
Safety representatives are most effective when



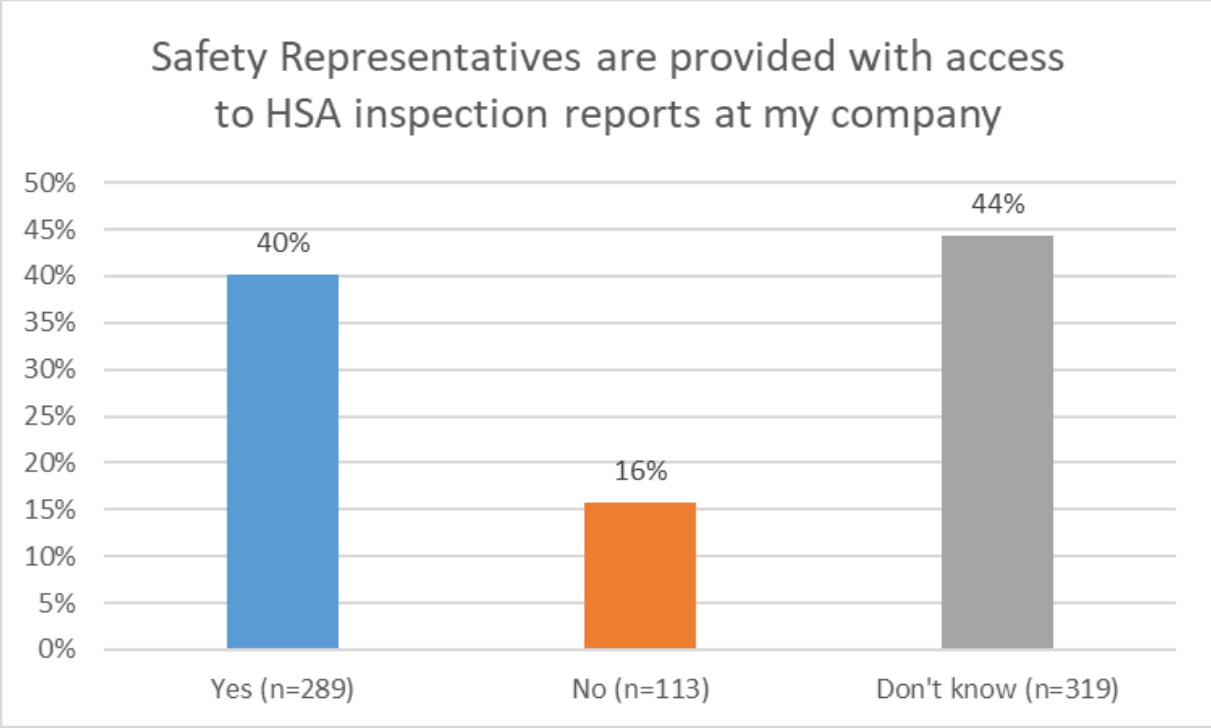
Safety Representatives are informed if and when a HSA inspector arrives for an inspection



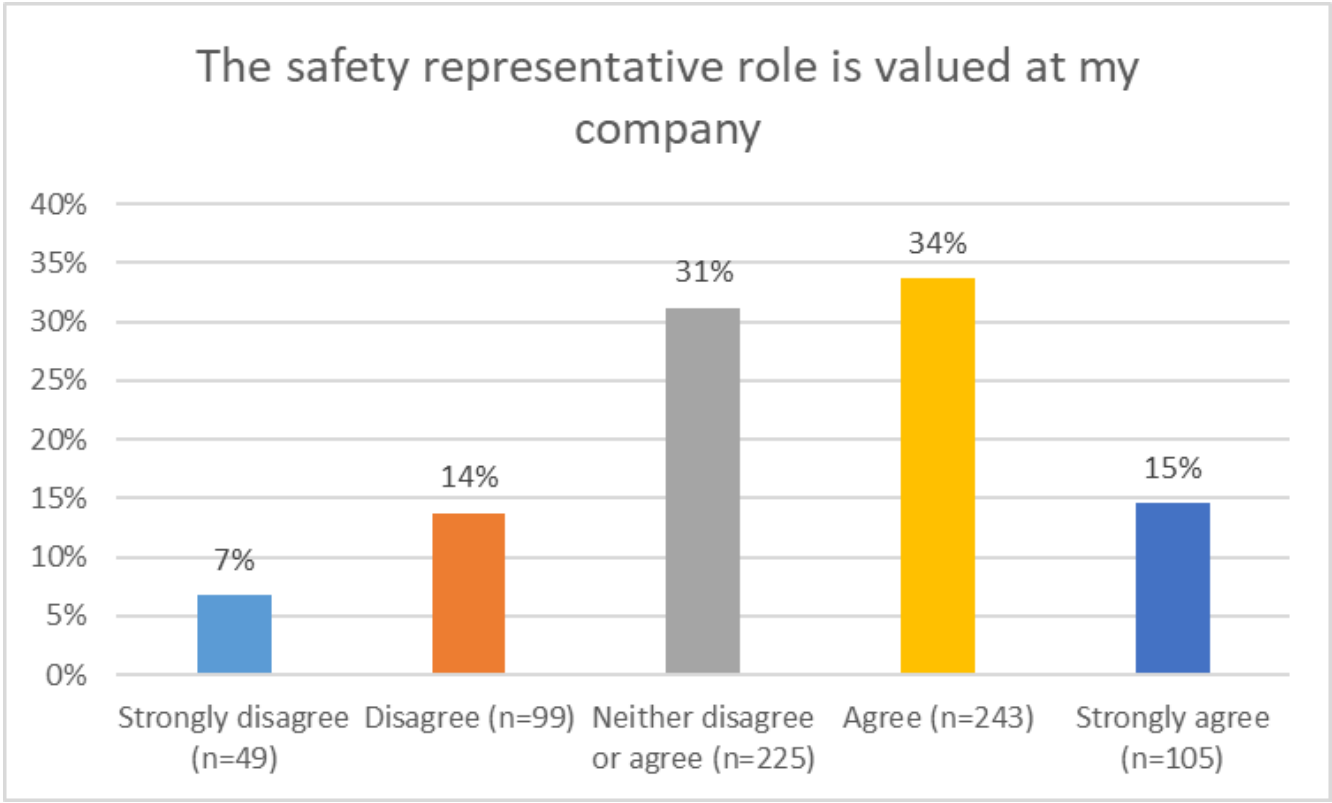
Safety Representatives have the opportunity to speak with a HSA inspector either during or after an inspection



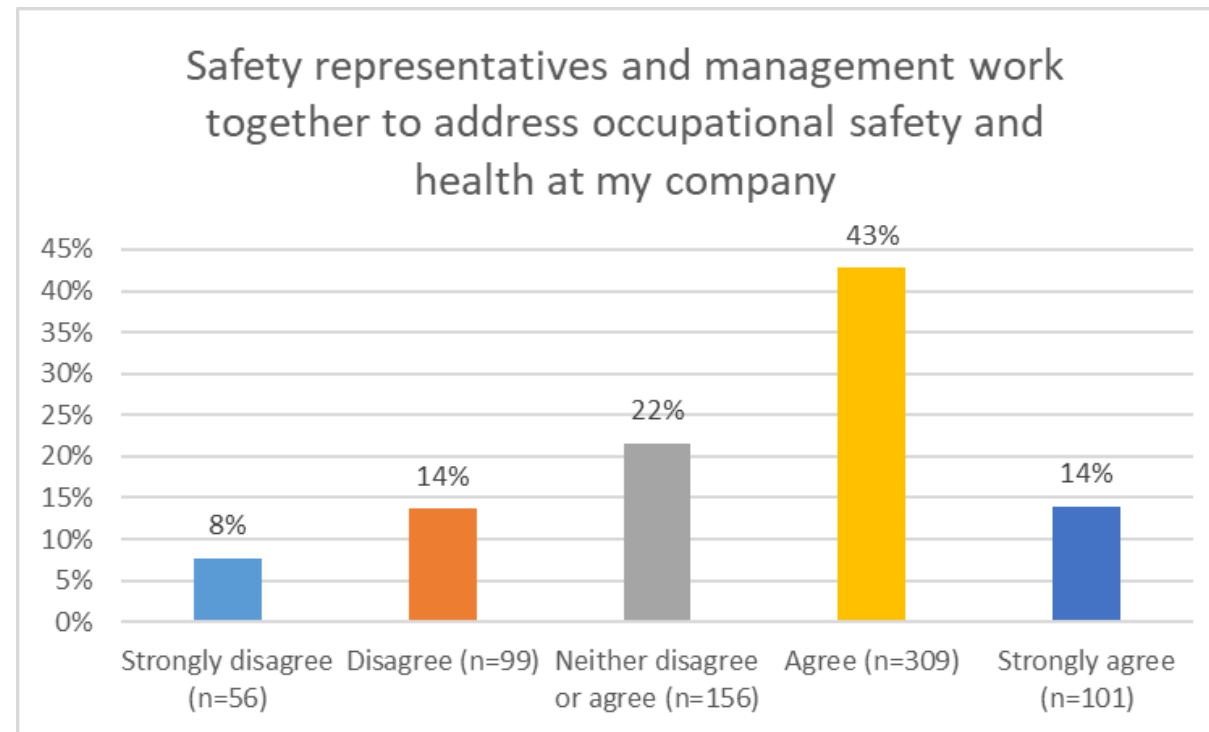
Safety Representatives are provided with access to HSA inspection reports at my company



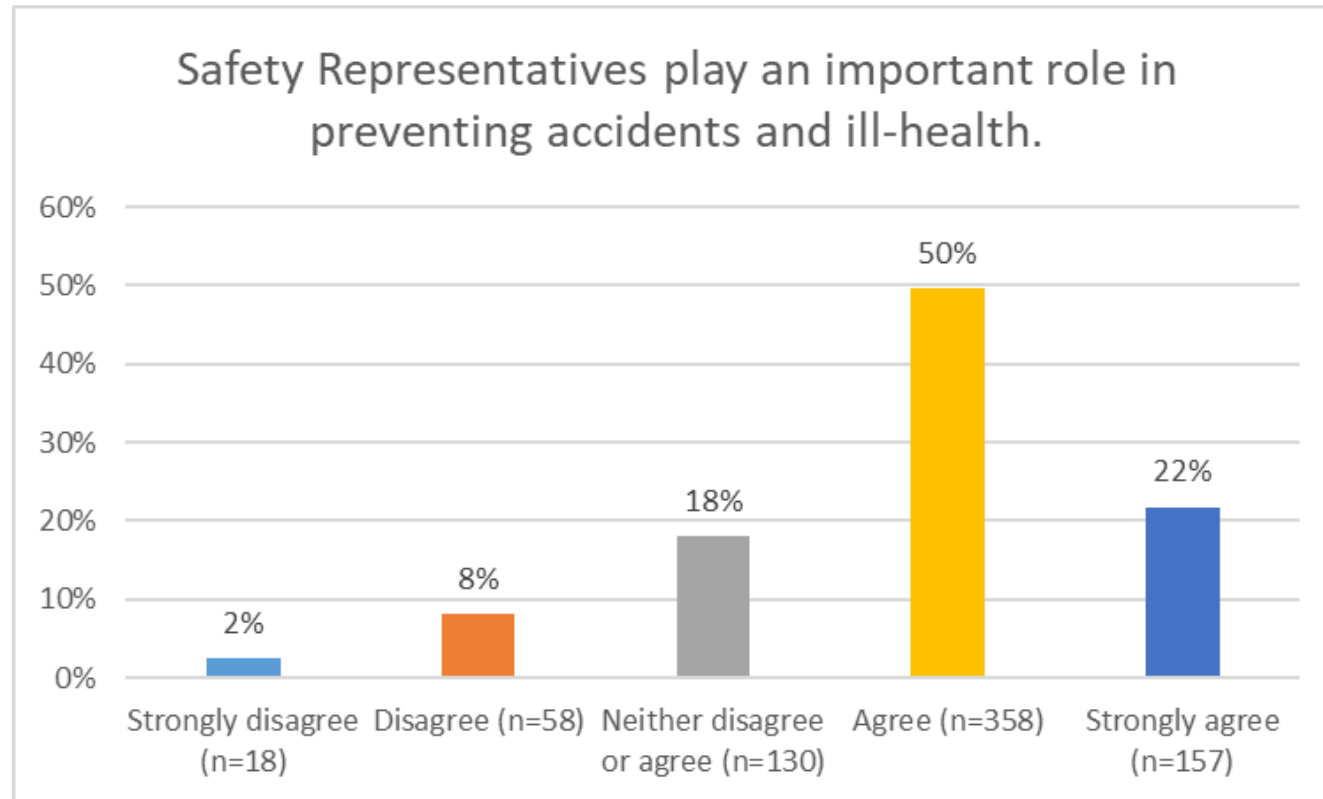
The safety representative role is valued at my company



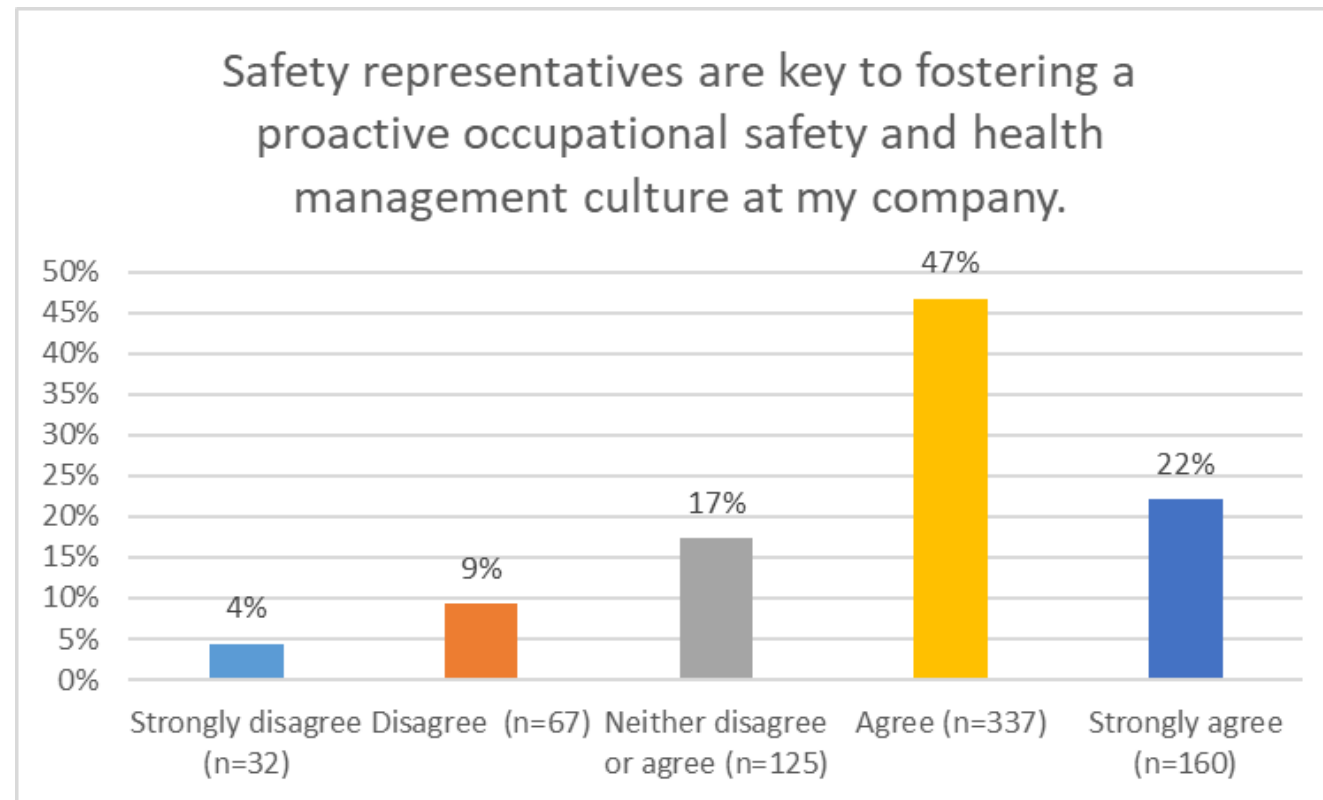
Safety representatives and management work together to address occupational safety and health at my company



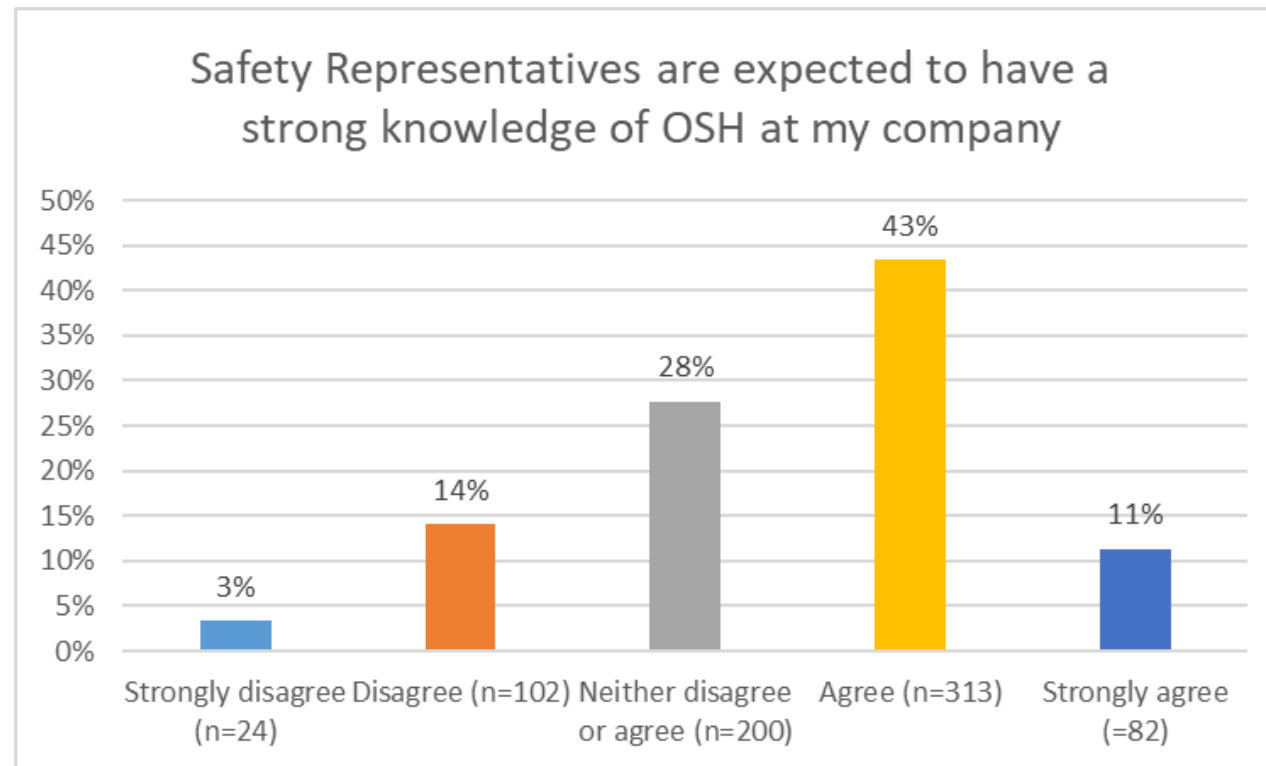
Safety Representatives play an important role in preventing accidents and ill-health



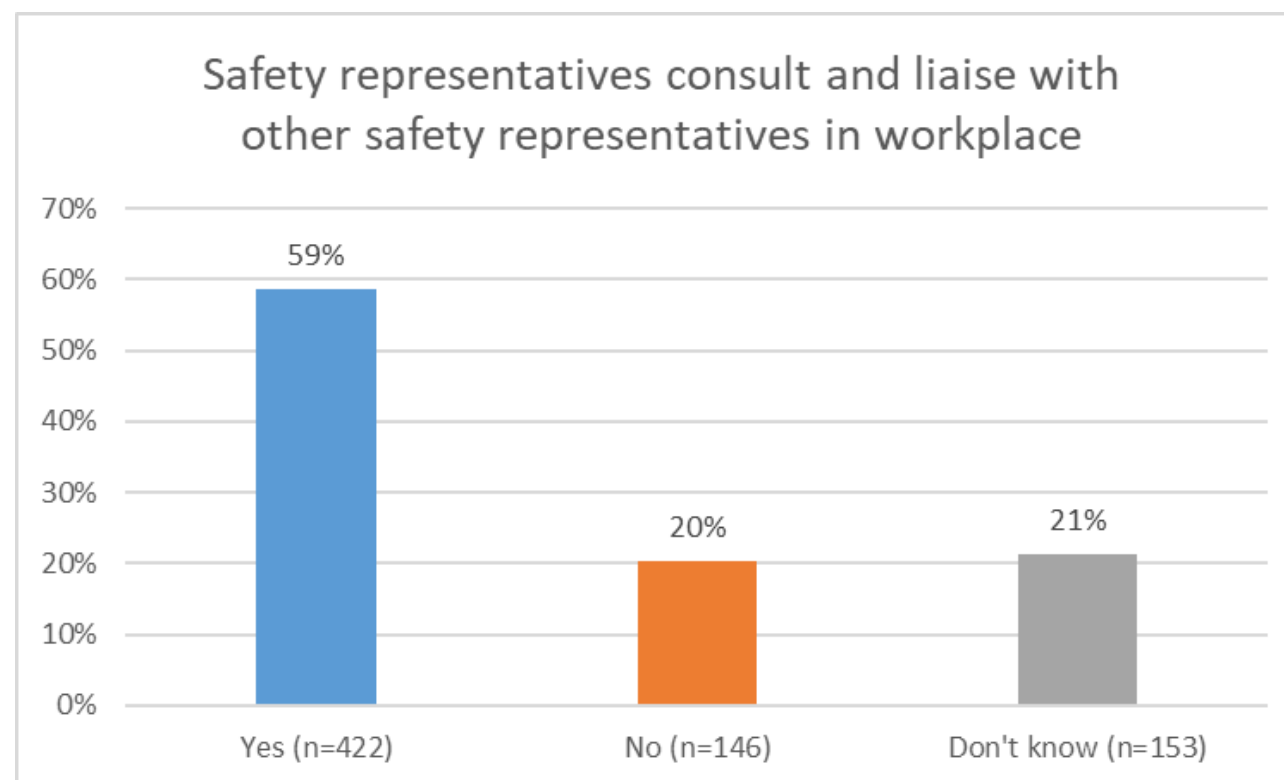
Safety representatives are key to fostering a proactive occupational safety and health management culture at my company



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

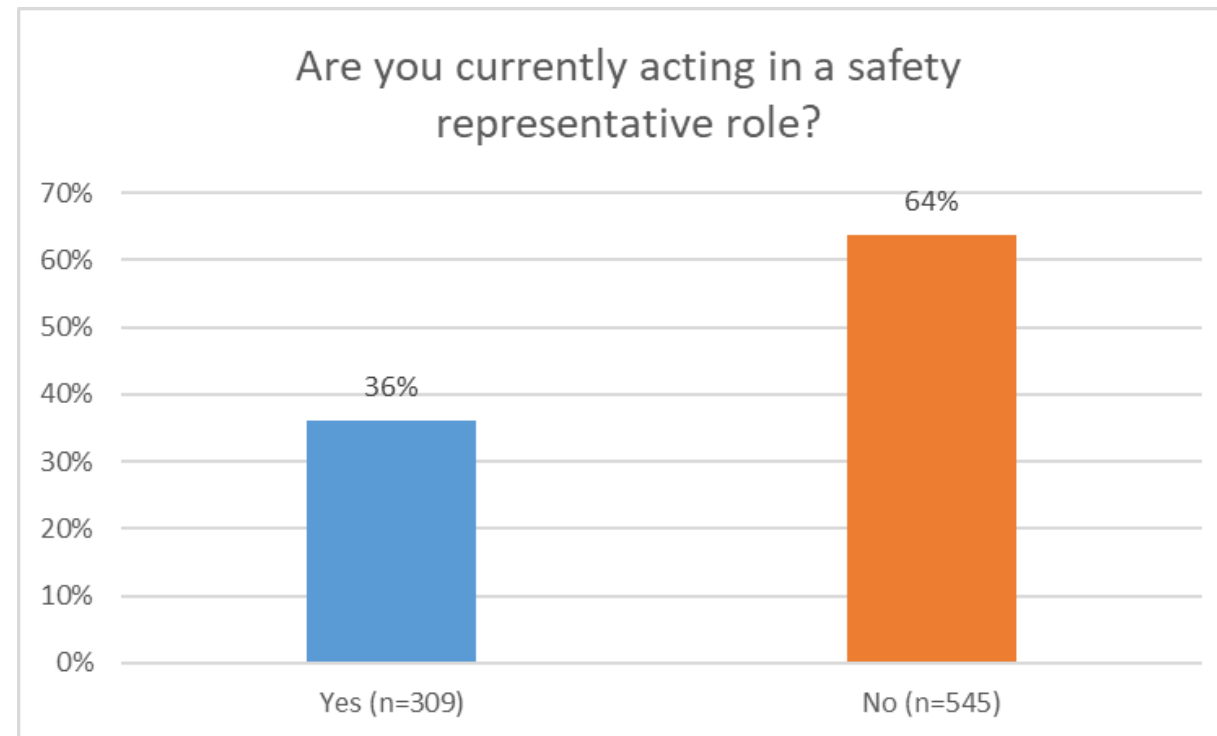


Survey Part 6: Experience of Safety Representative

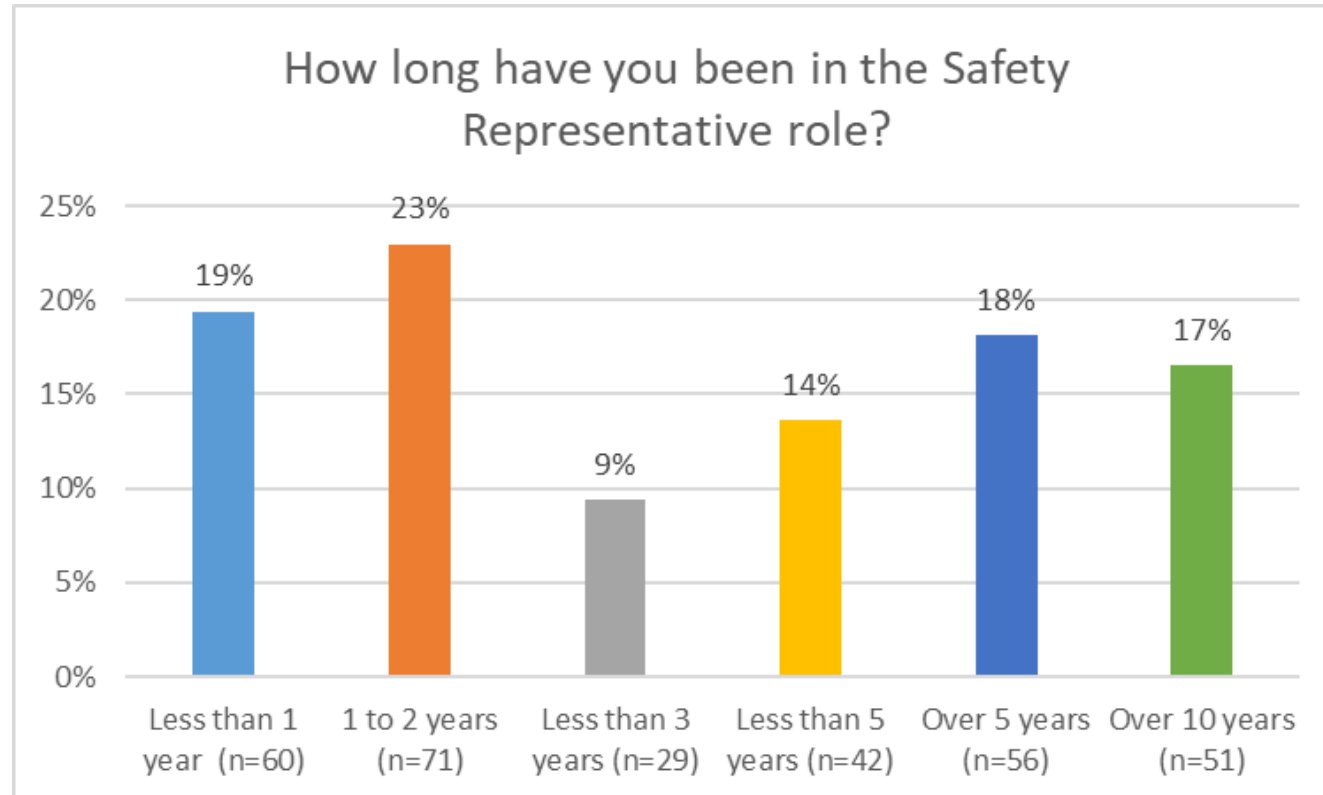
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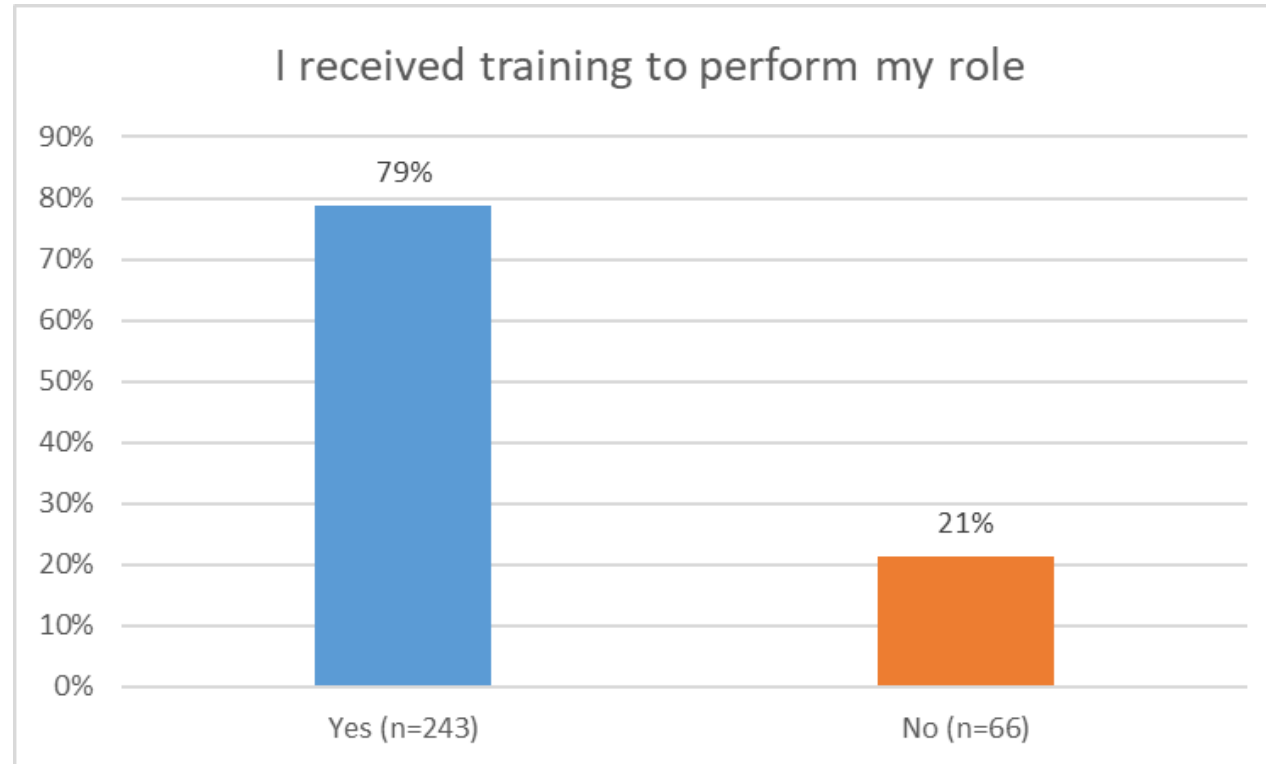
Current Safety Representative Role



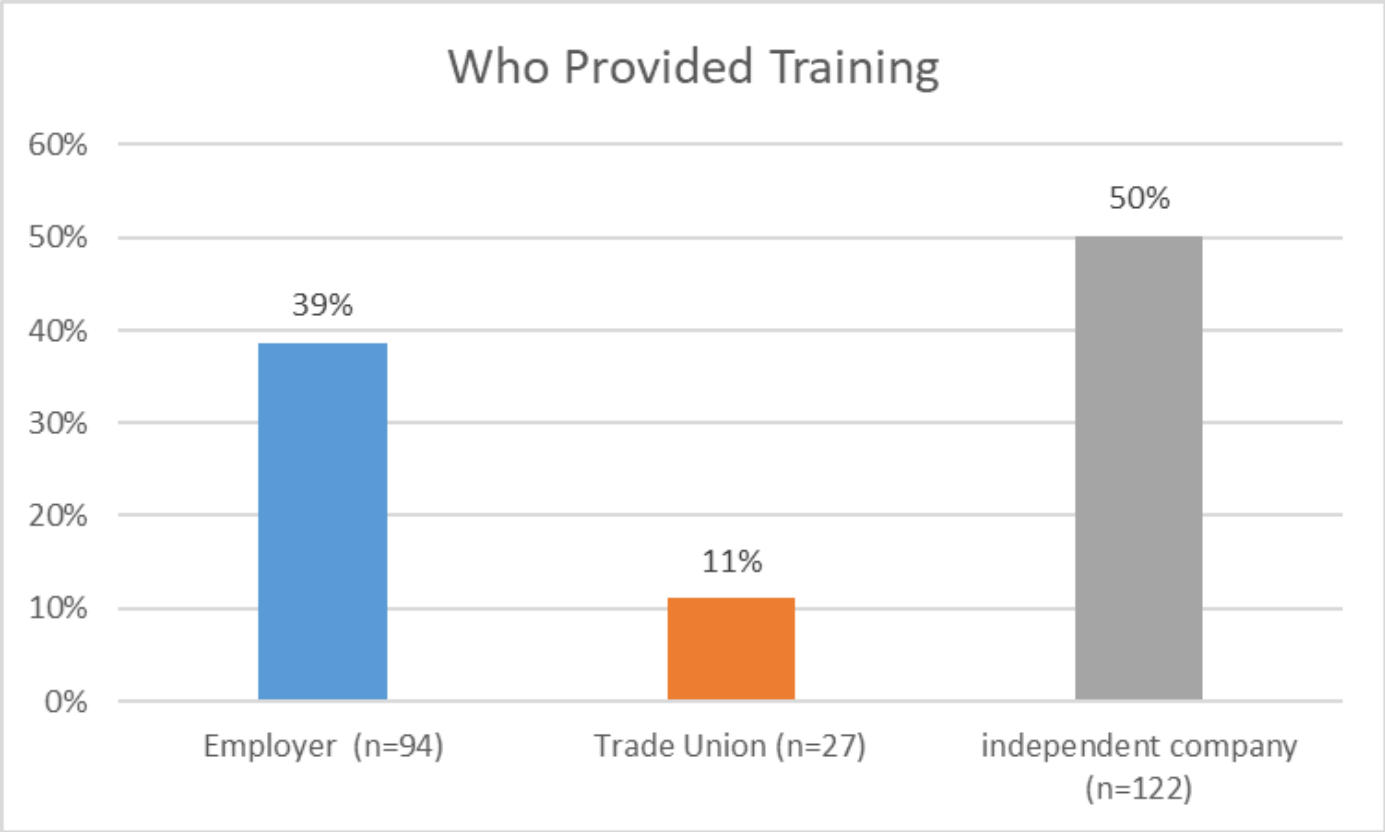
How Long in a Safety Representative Role



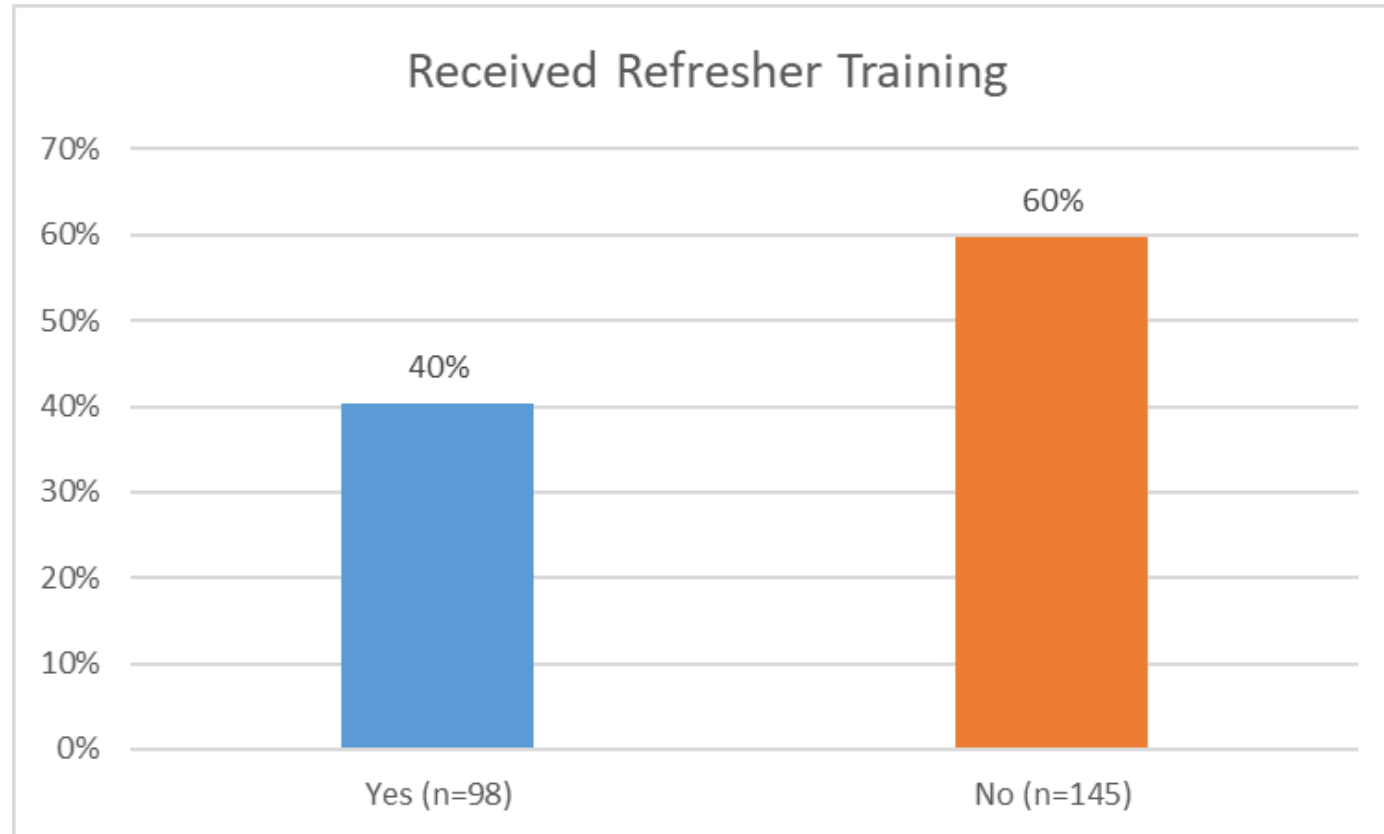
Received Training



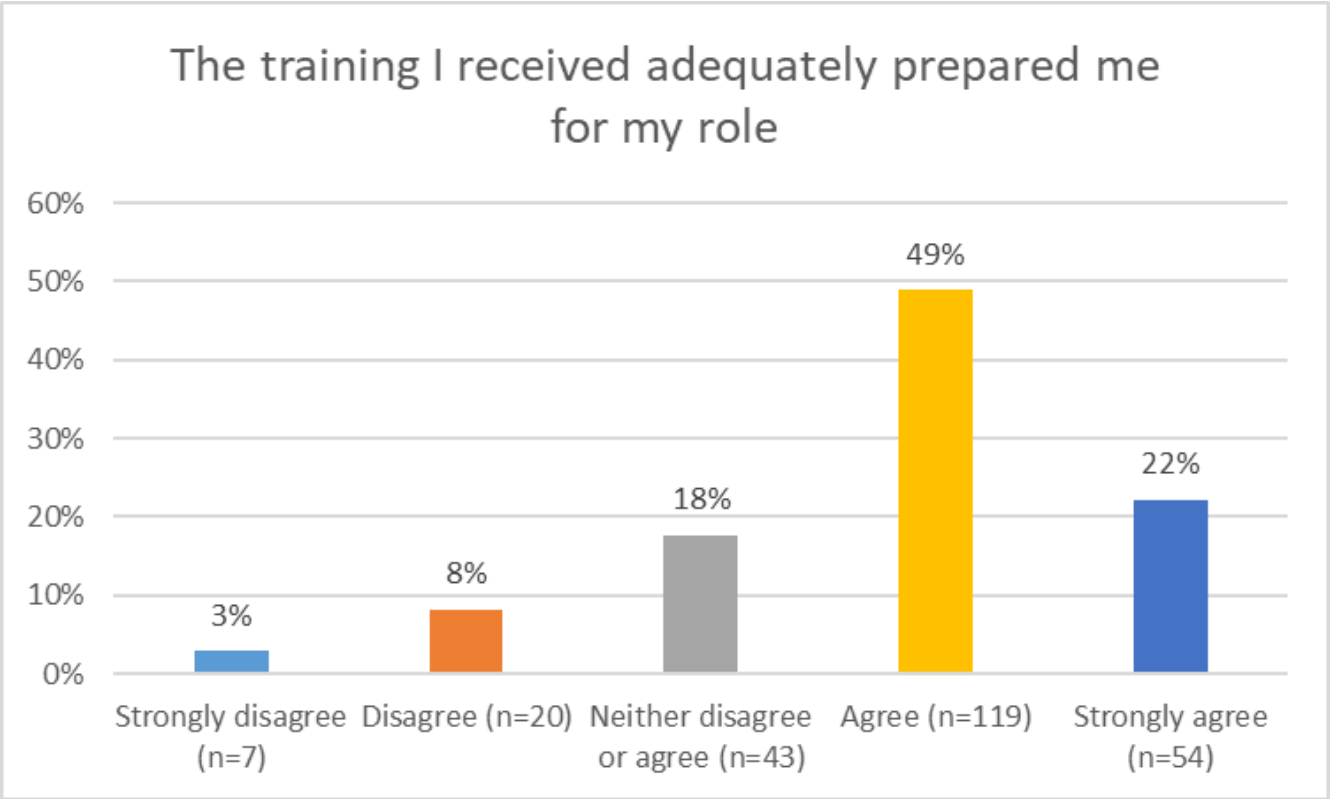
Who Provided Training



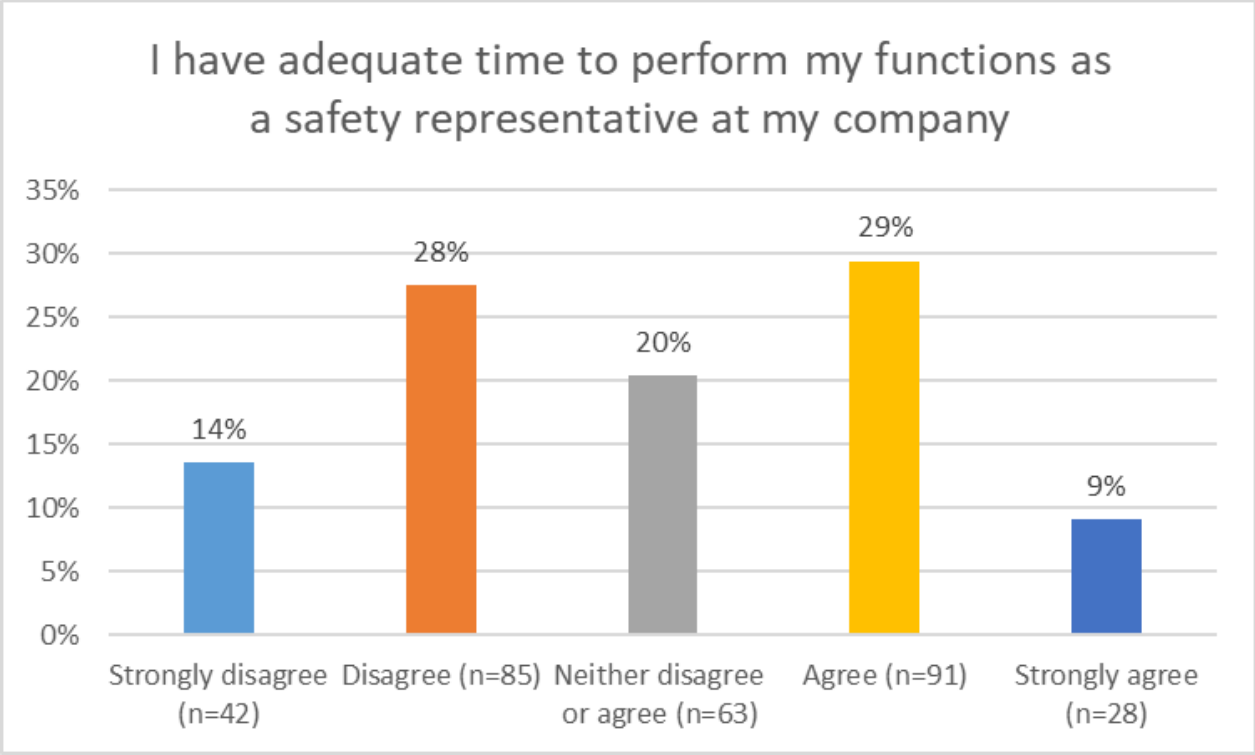
Received Refresher Training



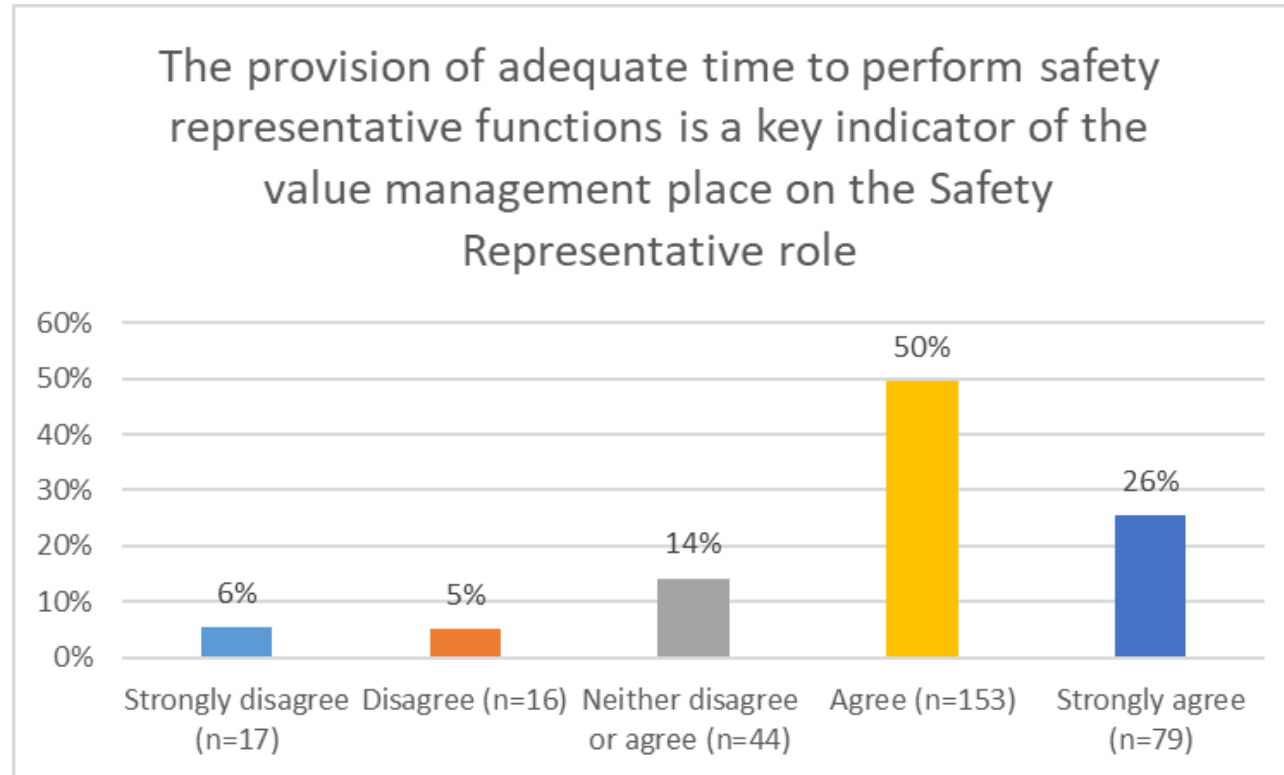
The training I received adequately prepared me for my role



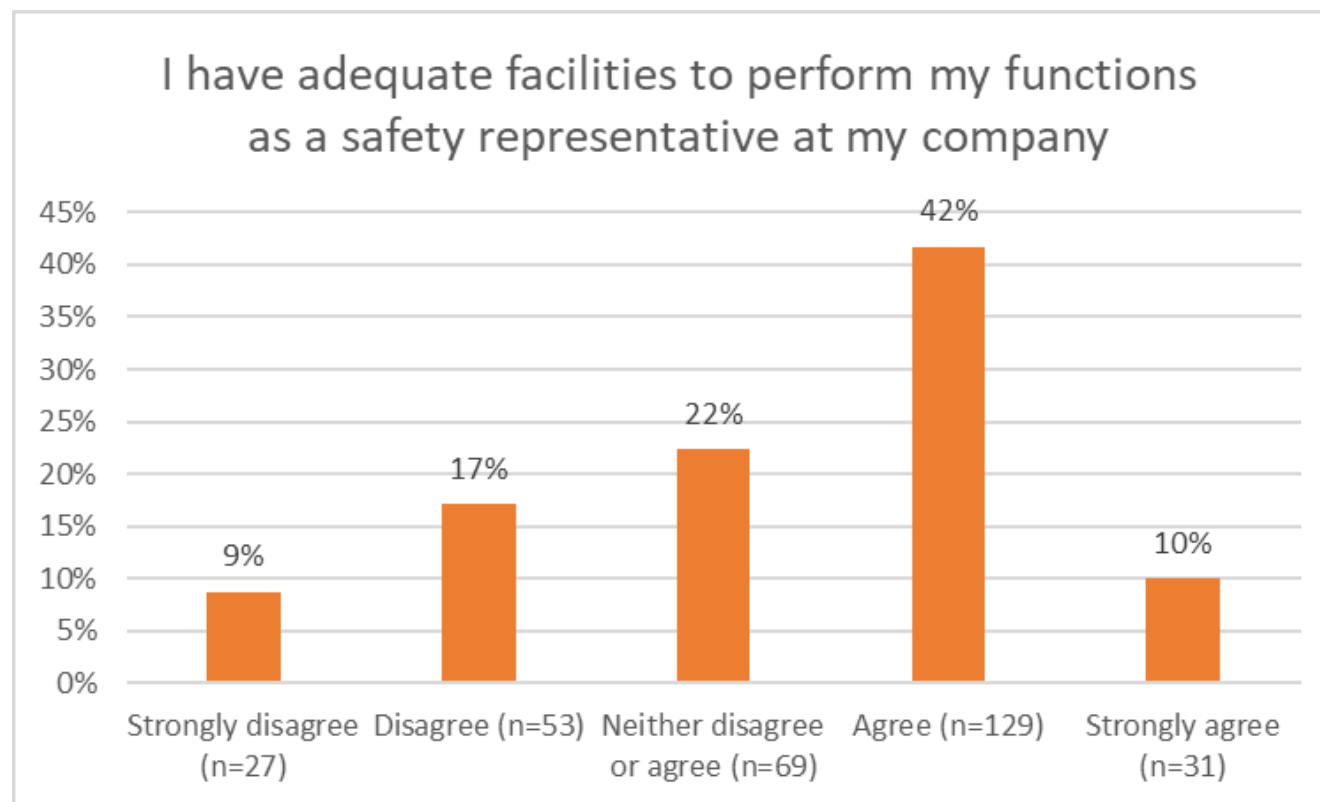
I have adequate time to perform my functions as a safety representative at my company



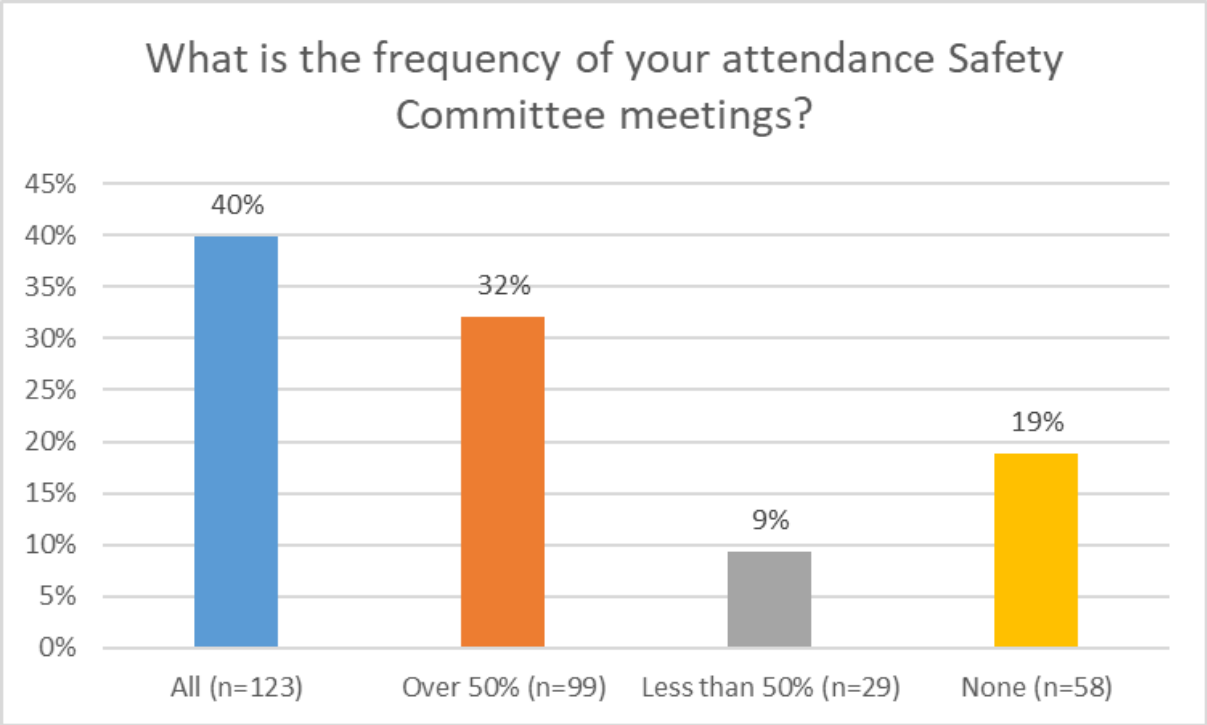
Time and Management Values



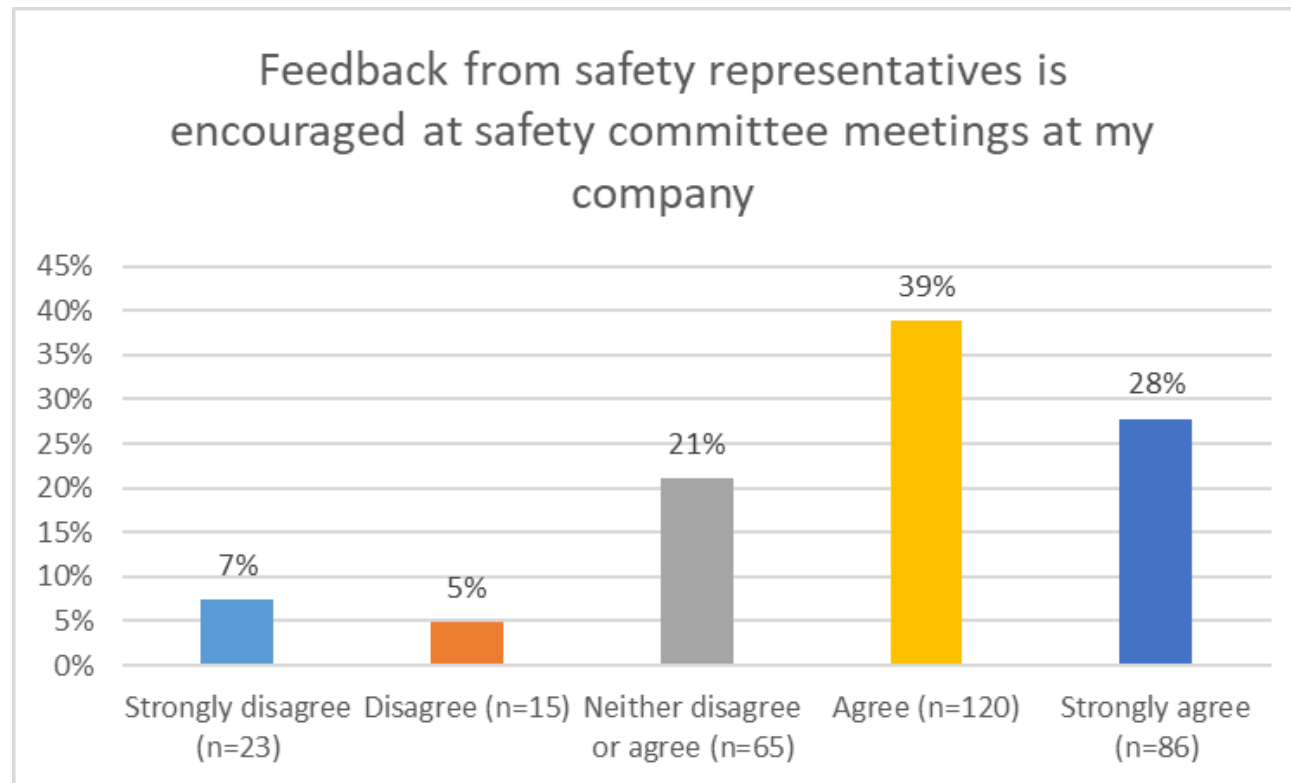
I have adequate facilities to perform my functions as a safety representative at my company



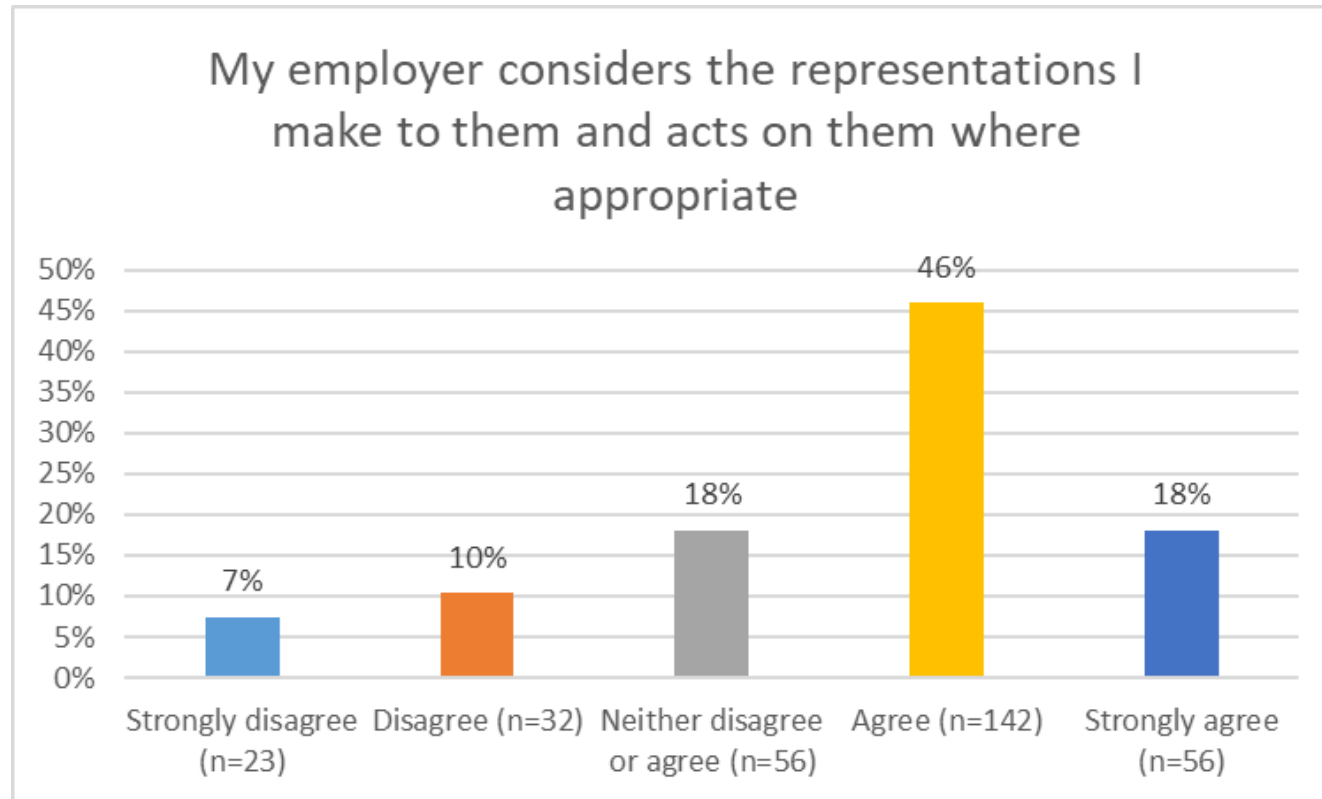
What is the frequency of your attendance Safety Committee meetings



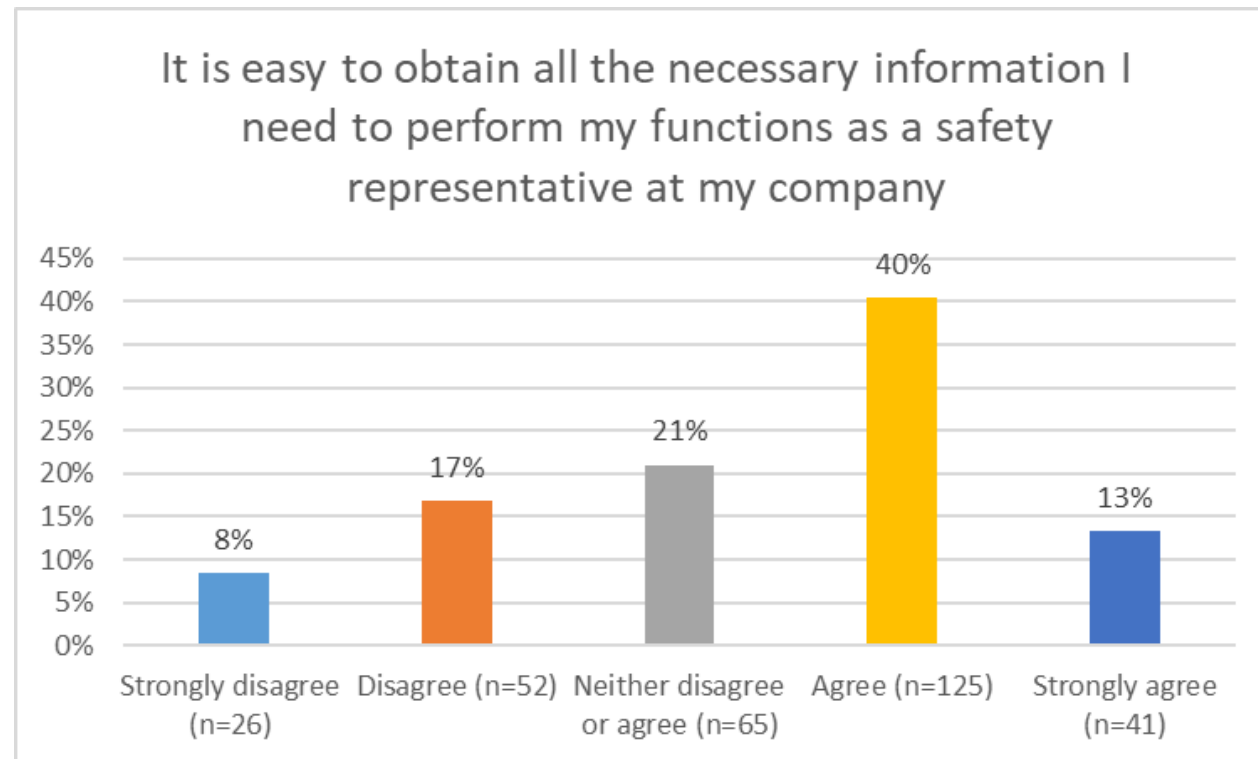
Feedback from safety representatives is encouraged at safety committee meetings at my company



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

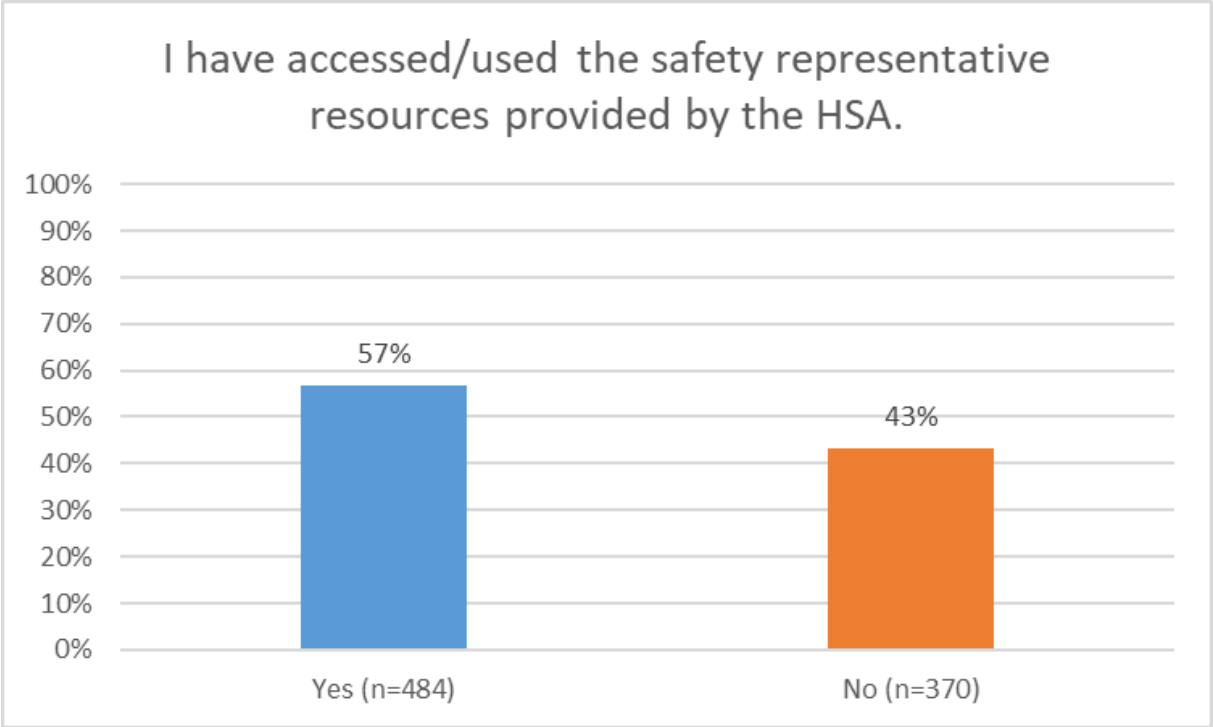


Survey Part 7: Resources

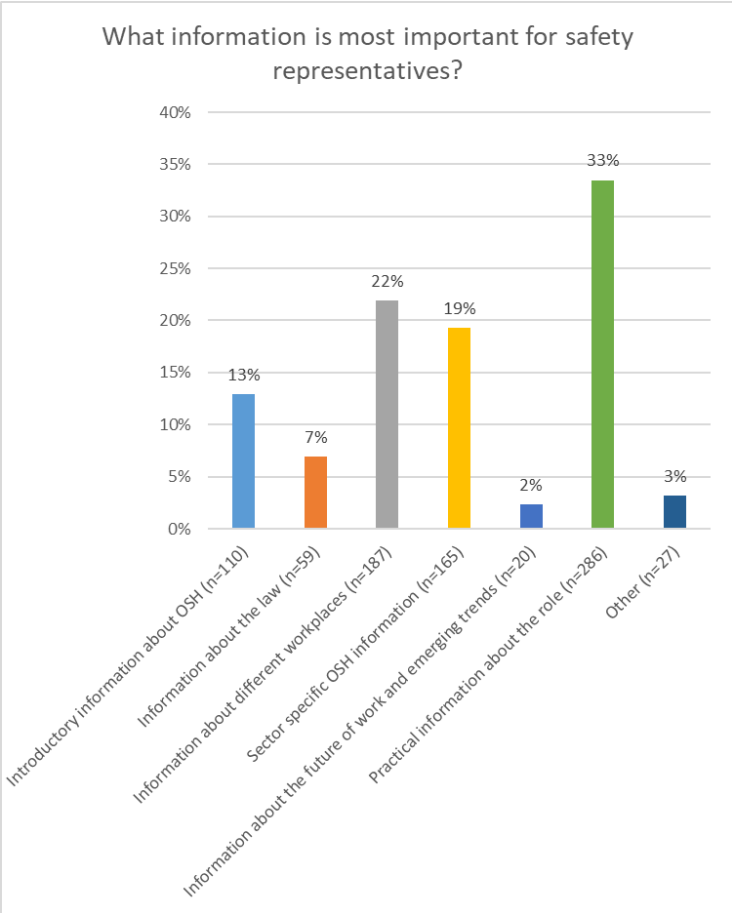
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Accessed/Used HSA Resources



Information Needs & Resources





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Health and Safety Authority

Go raibh maith agaibh
Thank you

T: 0818 289 389

E: contactus@hsa.ie

W: www.hsa.ie

