



## Health and safety reps survey 2018

This is the twelfth TUC survey of health and safety reps. It is designed to provide the TUC and individual unions with information about who health and safety reps are, and what their experiences and needs are. We need this information so that the TUC and unions can do more to help health and safety reps, and so that their views and experiences are better reflected in public policy debates and the work of the HSE. We will publish the results, and use them to campaign for better safety standards at work (including more rights for health and safety reps).

Your response is crucial to ensuring that this survey provides the information we seek. Please answer as many questions as you can - but if they seem irrelevant to your experiences, ignore them. Collating the responses to this survey will be a time-consuming and expensive task, so we cannot enter into correspondence arising from the survey. But we do want to know about any successes you have had in improving health and safety standards. Please send details to the TUC, Congress House, Great Russell Street, London WC1B 3LS. Email: [healthandsafety@tuc.org.uk](mailto:healthandsafety@tuc.org.uk)

**Many thanks for completing this questionnaire. Please return it as soon as you can (by Friday 29th June at the latest) to:**

**TUC health and safety rep survey**

**LRD, 78 Blackfriars Road**

**London, SE1 8HF**

**It can also be completed online at [www.tuc.org.uk/safetyrepssurvey2018](http://www.tuc.org.uk/safetyrepssurvey2018)**

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**Risks newsletter** - The TUC issues an online bulletin on health and safety for safety reps and others every weekend, packed with news, information, resources, events and suggestions for action. Risks is free – all you need to do to subscribe is go to <https://www.tuc.org.uk/mediacentre/register> and fill in the form online.

**Hazards magazine** - Hazards magazine is a quarterly health and safety magazine supported by the TUC. Subscriptions cost £15 a year, but bulk orders for your branch or workplace are available at fantastic reductions. To subscribe, or to ask about bulk orders, contact Jawad Qasrawi on 0114 201 4265, email [sub@hazards.org](mailto:sub@hazards.org) or write to Hazards, PO Box 4042, Sheffield S8 2DG

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## Questions

### HAZARDS AT WORK

Q1 Please tick any of the following hazards that are of concern to workers at your workplace.

- |  |  |  |
|--|--|--|
| 01) Asbestos..... <input type="checkbox"/>                   | 10) Handling heavy loads..... <input type="checkbox"/> | 19) Repetitive Strain Injuries (RSI)..... <input type="checkbox"/> |
| 02) Asthma..... <input type="checkbox"/>                     | 11) High temperatures..... <input type="checkbox"/>    | 20) Road traffic accidents.... <input type="checkbox"/>            |
| 03) Back strains..... <input type="checkbox"/>               | 12) Infections..... <input type="checkbox"/>           | 21) Falls from a height..... <input type="checkbox"/>              |
| 04) Bullying/Harassment..... <input type="checkbox"/>        | 13) Long hours of work..... <input type="checkbox"/>   | 22) Slips trips, falls on the level..... <input type="checkbox"/>  |
| 05) Chemicals or solvents.... <input type="checkbox"/>       | 14) Low temperatures..... <input type="checkbox"/>     | 23) Stress..... <input type="checkbox"/>                           |
| 06) Cramped working conditions..... <input type="checkbox"/> | 15) Machinery hazards..... <input type="checkbox"/>    | 24) Vibration..... <input type="checkbox"/>                        |
| 07) Dermatitis/skin rashes.... <input type="checkbox"/>      | 16) Noise..... <input type="checkbox"/>                | 25) Violence and threats..... <input type="checkbox"/>             |
| 08) Display screen equipment..... <input type="checkbox"/>   | 17) Overwork..... <input type="checkbox"/>             | 26) Working alone..... <input type="checkbox"/>                    |
| 09) Dusts..... <input type="checkbox"/>                      | 18) Passive smoking..... <input type="checkbox"/>      | 27) Workplace transport accidents..... <input type="checkbox"/>    |

Q2 Looking at the hazards you have ticked in Q1 above, please select the **five of greatest concern** and enter the appropriate number in the spaces below, eg if overwork is the most important concern enter 17 in the leftmost space.

Most important concern	Second most important	Third most important	Fourth most important	Fifth most important
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1 2 3 4 5

1 2 3 4 5

1 2 3 4 5

1 2 3 4 5

1 2 3 4 5

Please list any other hazards of concern at your workplace

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## MANAGEMENT OF HEALTH AND SAFETY

Q3 Does your employer have a written health and safety policy for your area of work?  
Yes ..... ☐ No ..... ☐ Don't know ..... ☐

Q4a Has your employer carried out formal risk assessments to cover the workers you represent?  
Yes..... ☐ No..... ☐ Don't know ..... ☐

Q4b If yes, were they recorded?  
Yes..... ☐ No..... ☐ Don't know ..... ☐

Q4c If your employer carried out formal risk assessments, were they adequate?  
Yes..... ☐ No..... ☐ Don't know ..... ☐

Q5 How much have you or other Safety Reps been involved in drawing up risk assessments?  
Not involved at all ..... ☐ Involved but not enough ... ☐ Satisfied with involvement .. ☐

Q6 Does your employer provide occupational health services to the workers you represent?  
Yes - in house ..... ☐ No ..... ☐  
Yes - external provider ..... ☐ Don't know ..... ☐

Q7 If so, do they provide.....  
Health surveillance..... ☐ Treatment ..... ☐ Access to rehabilitation ..... ☐  
First aid ..... ☐ Sickness monitoring..... ☐ Advice on prevention ..... ☐  
Pre-employment medical screening ..... ☐ Records which Safety Reps are given..... ☐ Disciplinary assessments ... ☐

## SAFETY REPS' RIGHTS

Q8 What union training have you received as a Health and Safety Rep?  
TUC/Union Stage I course... ☐ Other TUC/Union course ... ☐ Joint union-employer course ☐  
Other TUC/Union Stage II course ..... ☐ Course provided by employer..... ☐ TUC certificate in Occupational Safety and Health ..... ☐  
Own union introductory/basic course ..... ☐

Q9 If you have ever been unable to take up such training courses, was this because...(tick as many boxes as apply to you)  
Management refused time-off ..... ☐ It was not the right time in the day/week ..... ☐ Prevented by lack of access or barriers to disability..... ☐  
You were too busy at work ☐ Prevented by family responsibilities ..... ☐

Q10 Does your management consult you or your union in good time over health and safety issues?  
Frequently Occasionally Never  
Automatically ☐ ☐ ☐  
When you ask ☐ ☐ ☐

Q11 In the last twelve months, how many times have you inspected your workplace?  
No inspections..... ☐ Two inspections..... ☐ Five or more inspections..... ☐  
One inspection..... ☐ Three-four inspections..... ☐

Q12 Last week, how much time did you spend specifically on workplace health and safety matters? (If last week was very unusual, answer for the week before).

0-1 hours .....	<input type="checkbox"/>	5-10 hours .....	<input type="checkbox"/>
1-5 hours .....	<input type="checkbox"/>	Over 10 hours .....	<input type="checkbox"/>

Q13 Is there a joint union-management Safety Committee where you work?

Yes .....	<input type="checkbox"/>	Yes but it rarely meets .....	<input type="checkbox"/>	No .....	<input type="checkbox"/>
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## ABOUT YOUR EMPLOYER

Q14 How many people work at your workplace?

Under 50 .....	<input type="checkbox"/>	50-99.....	<input type="checkbox"/>	1,000 or more .....	<input type="checkbox"/>
100-199.....	<input type="checkbox"/>	200-999.....	<input type="checkbox"/>		

Q15 Is the organisation you work for:

in the public sector? .....	<input type="checkbox"/>	in the private sector? .....	<input type="checkbox"/>	in the not-for-profit/ voluntary sector? .....	<input type="checkbox"/>
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Q16 What sector of the economy is your employer in? (These are standard industrial classifications - please pick the closest.)

Agriculture and Fishing .....	<input type="checkbox"/>	Education .....	<input type="checkbox"/>	Local Government.....	<input type="checkbox"/>
Health Services .....	<input type="checkbox"/>	Manufacturing .....	<input type="checkbox"/>	Central Government .....	<input type="checkbox"/>
Distribution, Hotels and Restaurants .....	<input type="checkbox"/>	Banking, Finance and Insurance .....	<input type="checkbox"/>	Transport and Communications .....	<input type="checkbox"/>
Energy and Water.....	<input type="checkbox"/>	Leisure Services .....	<input type="checkbox"/>	Other Services .....	<input type="checkbox"/>
Voluntary Sector .....	<input type="checkbox"/>	Construction .....	<input type="checkbox"/>		

## ABOUT YOU

Q17 Which union do you belong to? .....

Q18 How long have you been a Health and Safety Rep?

Under 1 year .....	<input type="checkbox"/>	1 year to 5 years .....	<input type="checkbox"/>	Over 5 years .....	<input type="checkbox"/>
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Q19 Are you a steward as well?

Yes .....	<input type="checkbox"/>	No .....	<input type="checkbox"/>
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Q20 Where in the UK do you live?

Wales .....	<input type="checkbox"/>	Northern Ireland.....	<input type="checkbox"/>
Scotland .....	<input type="checkbox"/>		
England			
Northern (including Cumbria)	<input type="checkbox"/>	North West .....	<input type="checkbox"/>
Midlands.....	<input type="checkbox"/>	East Anglia .....	<input type="checkbox"/>
South East and South.....	<input type="checkbox"/>	South West .....	<input type="checkbox"/>
		Yorkshire and Humberside...	<input type="checkbox"/>
		London .....	<input type="checkbox"/>

Q21 Are you?

Male .....	<input type="checkbox"/>	Female.....	<input type="checkbox"/>
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Q22 Do you consider yourself to be disabled?

Yes .....	<input type="checkbox"/>	No .....	<input type="checkbox"/>
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Q23 How would you describe yourself (please tick the closest description)

Asian or Asian British.....	<input type="checkbox"/>	Chinese.....	<input type="checkbox"/>	White British.....	<input type="checkbox"/>
Black or Black British.....	<input type="checkbox"/>	Mixed race .....	<input type="checkbox"/>	White – Other.....	<input type="checkbox"/>
Other (please specify)	.....				

Q24 What age are you?

16-25 .....	<input type="checkbox"/>	36-45 .....	<input type="checkbox"/>	Over 60.....	<input type="checkbox"/>
26-35 .....	<input type="checkbox"/>	46-60 .....	<input type="checkbox"/>		

Q25 Do you have access to the web?

At home .....	<input type="checkbox"/>	At work .....	<input type="checkbox"/>
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## ENFORCEMENT

- Q26 When was your workplace last inspected by an HSE Inspector, Environmental Health Officer or other relevant safety inspectorate?  
 Within the last 12 months ... ☐ Over 3 years ago ..... ☐  
 1-3 years ago ..... ☐ Never, as far as you know ☐ (if never, please go to question 29)
- Q27 Were you aware of the most recent visit before it took place?  
 Yes.....☐ No.....☐
- Q28 Did the inspector speak to you or any other safety rep ?  
 Yes ..... ☐ No ..... ☐ Don't know..... ☐
- Q29 To what extent would you say that your employer has improved health and safety or compliance with the law because of the possibility of being visited by an inspector?  
 Not at all .....☐ A little ..... ☐ Somewhat..... ☐  
 A lot..... ☐ Don't know..... ☐
- Q30 Has your employer in the last 2 years made improvements to health and safety after hearing about an enforcement notice or prosecution of another employer?  
 Yes ..... ☐ No ..... ☐ Don't know..... ☐
- Q31 Has your employer ever received a legal enforcement notice?  
 Yes ..... ☐ No ..... ☐ Don't know..... ☐  
 (Please continue to question 32) (Please do not answer questions 32 and 33) (Please do not answer questions 32 and 33)
- Q32 How much did your employer involve safety reps in taking steps to make improvements to comply with the most recent legal enforcement notice? (*Tick the one most appropriate response.*)  
 I heard about it, but only after changes had been made ☐ I heard about the changes to be made, but as far as I know no safety reps were involved in planning ☐ At least one safety rep was involved in planning changes immediately or soon after receipt of the notice ☐
- Q33 How would you describe your employer's response to the most recent legal enforcement notice? Did they: (*tick any that you think apply*):  
 Do the minimum they could to comply with the notice ☐ Implement best practice, but the effect was short term and only affected one work activity or area ☐  
 Comply with the notice and also review other practices in the company in different departments and/or work activities ☐ Implement best practice and the effect has lasted for at least several months but only in one work activity or area. ☐

## INFORMATION AND SUPPORT

- Q34 What sources of information do you regularly use for your work as a union safety representative?
- |                                | Often                    | Occasionally             | Never                    |
|--------------------------------|--------------------------|--------------------------|--------------------------|
| TUC website                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Risks newsletter               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Hazards Magazine/website       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Your union website/newsletters | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| HSE website                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Labour Research Department     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Your employer                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please specify) .....   |                          |                          |                          |

## WHAT HAPPENS NEXT?

The answers you submit will be processed by the Labour Research Department. The information you provide will be used for statistical research purposes. The results of the survey will be available on the TUC website from October 2018.

Many thanks for completing this questionnaire. Please remember to return it **as soon as you can** (by 29<sup>th</sup> June 2018 at the latest) to:

**TUC health and safety reps survey**  
 LRD, 78 Blackfriars Road  
 London SE1 8HF