

GHSL Health, Safety & Wellbeing (HSW) Workforce Survey

Survey of HSW Professionals from
Government Health & Safety Lead (GHSL)
Member Agencies – April 2018

Executive Summary

Government Health & Safety Lead (GHSL) – HSW Workforce Survey 2018



Survey Distribution

- In April 2018 the survey was distributed to all known* health and safety & wellbeing (HSW) practitioners across the Government Health & Safety Lead (GHSL)'s 36 member agencies, comprising a total of 132 people.
- 91 people responded to the survey, representing **68.9%** of the GHSL HSW workforce.



Survey Data

- The survey sought to collect data to better understand the make-up of the GHSL's HSW workforce. It included the following;
 - Current Role
 - Job title
 - Length of time in role
 - Demographics
 - Age (range)
 - Gender
 - H&S Career
 - Length of time in H&S
 - H&S primary career?
 - Next role?
 - Qualifications
 - Current study
 - Professional memberships

** Based on data as provided by lead H&S Managers from 36 member agencies when contacted by GHSL in April 2018.*



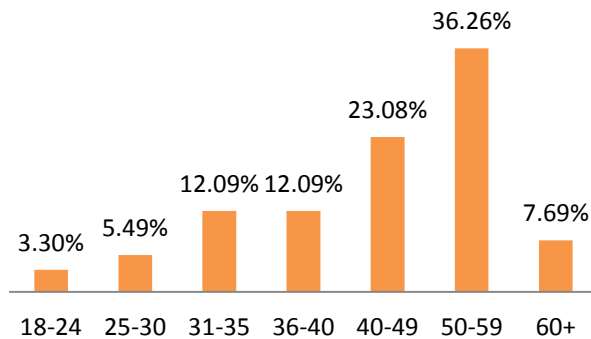
Demographics

GHSL Health, Safety & Wellbeing (HSW) Workforce Survey 2018

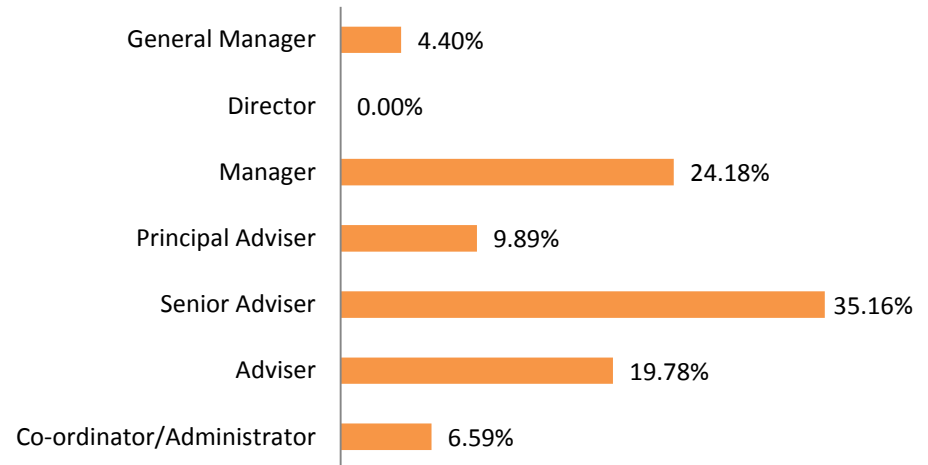


Demographics

- **Gender:** The respondent's gender mix was reasonably balanced. 46.15% identified as male and 50.55% as female, with 3.3% preferring not to answer.
- **Age:** 43.95% of respondents are over 50, with an additional 23% between 40-49. Only 8.79% are 30 or younger.



- **Current Role:** Respondents were provided with a list of positions and asked which they most identify with. Senior Advisers were the largest group (35%), as shown below;

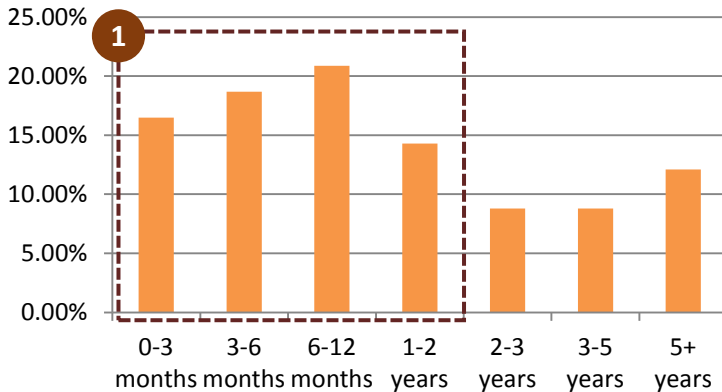


Participants in leadership roles by gender

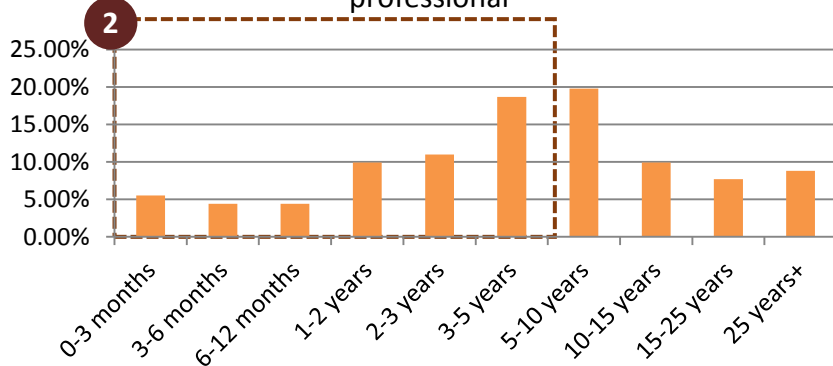


Survey Questions: Experience

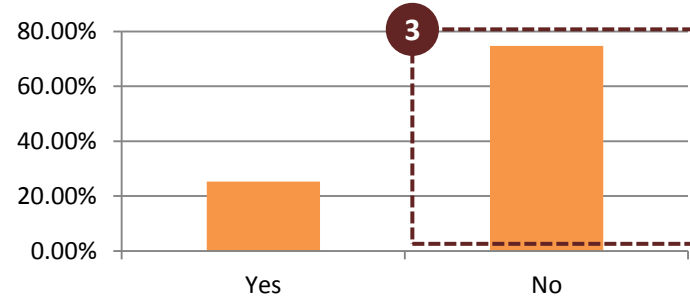
How long have you been in your current role?



How long have you been a health & safety professional



Has health & safety been your primary career?



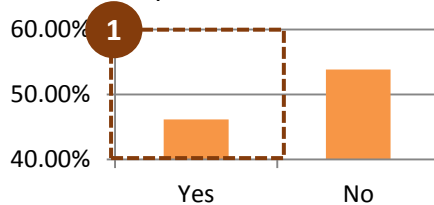
Key Insights

- 1** 70% of respondents have been in their current role **2 years or less**
- 2** 24.15% of respondents are in their first two years of their career in health and safety. The majority (**38.46%**) have been a health and safety profession between **2 and ten years**.
- 3** Most respondents (**75%**) have moved into health and safety from a previous career. (Additionally, 80% have worked outside the public sector at some stage).

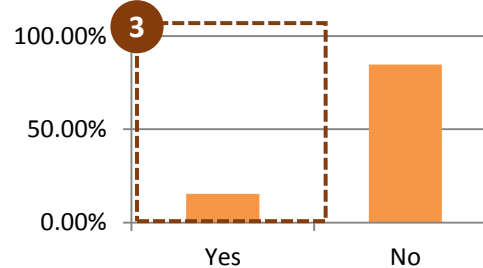


Survey Questions: Qualifications

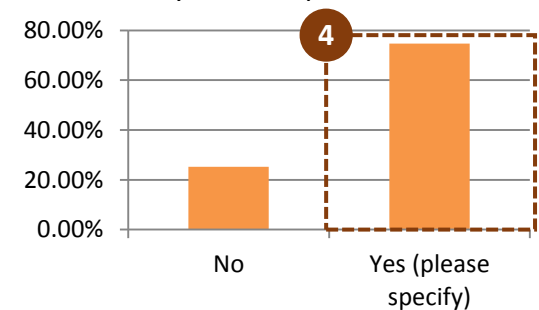
Do you have a tertiary level health and safety qualification?



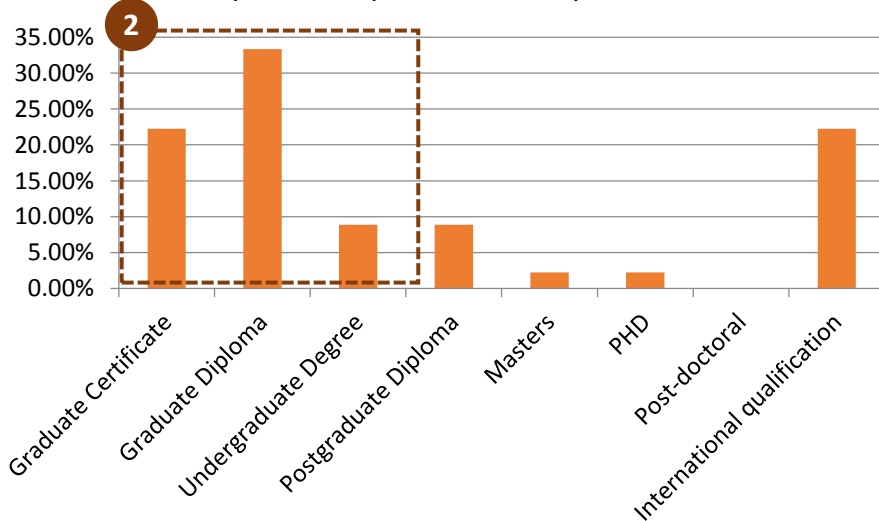
Are you currently undertaking any health and safety tertiary level study?



Do you hold any non health and safety related qualifications?



If yes, what qualification do you hold?



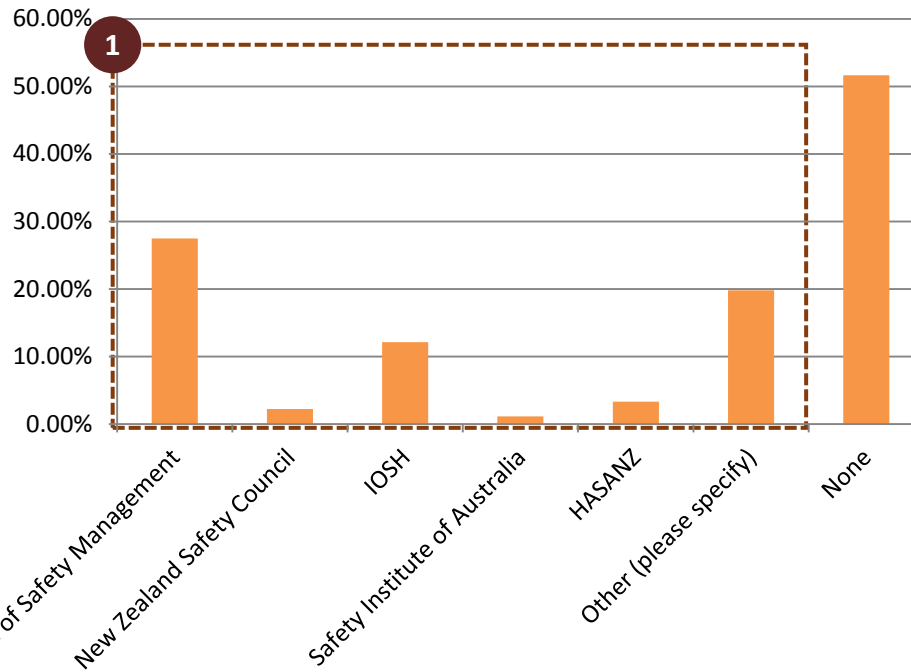
Key Insights

- 1 Less than half (46.15%) of respondents hold a tertiary level health and safety qualification, with the majority (55.55%) being at graduate certificate or graduate diploma level.
- 2
- 3 Only 15% of respondents are currently studying health & safety.
- 4 Almost three quarters (74.73%) of respondents do hold another (non-health and safety related) qualification.



Survey Questions: Memberships

What Professional Associations do you belong to?



Key Insight

Over half (48.35%) of the respondents are members of at least one professional association such as IOSH, NZISM or another similar body.



HASANZ Comparisons

Health and Safety New Zealand (HASANZ) Health and Safety Professionals Survey 2017 included responses from more than 700 health and safety professionals across NZ. Below are some comparisons between the HAZANZ and GHSL Surveys.

	GHSL	HAZANZ	Comments
Date	April 2018	2017	
Survey Participation	Sent to 132 people who work specifically in a HSW role in one of the GHSL 36 member agencies and received 92 responses (69%).	Sent to all HAZANZ members. Received 705 responses.	HAZANZ membership is wider than HSW Professionals – 81% of respondents were providing advice and services to organisations vs. 19% of “users”
Gender	46.15% male 50.55% female 3.3% no response Female respondents in HSW leadership roles - 19% Male respondents in HSW leadership roles 38%	Not asked	GHSL balanced from a gender perspective overall. By comparison, the average of women in public sector roles is 60.4% (SSC, 2017) Higher percentage of males in HSW leadership roles (GHSL survey only)
Age	18-24 3.30% 25-39 17.58% 40-49 23.08% 50-59 36.26% 60+ 7.69%	18-24 0.87% 25-39 17.2% 40-49 31.07% 50-59 38.44% 60+ 12.43%	Age ranges between both groups are similar, with the majority being over 40 (80% HASANZ and 67% GHSL)



HASANZ Comparisons Contd..

	GHSL	HASANZ	Comments
Experience	<ul style="list-style-type: none"> 70% have been in current role for less than two years. 46% have worked in the HSW profession for more than five years. Most respondents (75%) have moved into health and safety from a previous career. 	<ul style="list-style-type: none"> 73% have been working in HSW for more than 5 years. 34% responded that they had been active in the industry for more than 15 years, with 50% active for more than 11 years. 	Looking at age and experience together, both surveys suggest that a majority of health and safety professionals may have transferred from other fields to health and safety.
Qualifications	<ul style="list-style-type: none"> Less than half (46.15%) of respondents hold a tertiary level health and safety qualification, with the majority (55.55%) being at graduate certificate or graduate diploma level. Almost three quarters (74.73%) of respondents hold another (non-health and safety related) qualification. Only 25% do not hold any qualifications. 	<ul style="list-style-type: none"> Approximately one-third reported they had a graduate or post-graduate diploma in OSH and nearly 60% of respondents had a relevant qualification. 20% of respondents hold a non-health and safety related qualification. Only 14% do not hold any qualifications. 	The majority of respondents across both survey groups hold some level of qualification although the HASANZ respondents have more HSW related qualifications.
Membership	Over half (65.94%) of GHSL respondents are members of a professional association such as IOSH, NZISM or another similar body.	78% of respondents are members of a professional body with approximately 50% associated with NZISM.	



Next Steps

- GHSL are developing a draft workforce strategy and will be seeking consultation with member agencies and sector stakeholders.
- Contact for further information:

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