



WorkPro Safety Survey research results

The WorkPro Safety Survey researched the attitudes and sentiment towards OHS induction training among a sample of 562 candidates* from recruitment agencies across Australia. The online survey, conducted in September 2007, covered an even cross-section of white-collar and blue-collar workers.

The following questions were asked:

1. What sector of work best describes the type of roles you generally apply for?

White-Collar, for example office-type work	243 (46%)	
Blue-Collar, for example trade or factory-type work	287 (54%)	Total- 530

- The survey sample evenly represents both blue and white collar workers.
- This is important since workplace safety is often associated with blue collar issues, such as employees who regularly lift heavy weights. The reality is employers can still be liable for injuries that involve poor office ergonomics . not just labour intense work.

2. How many general safety inductions have you completed in the past twelve months?

1 . 2	381 (76%)	
3 . 4	87	
5 or more	33	Total- 501

More than three times- 120 (24%)

- One in four candidates have had to do an induction more than three times in the past 12 months.

3. Learning about safety in the work environment is:

Really important	473 (92%)
Somewhat important	33
Not very important	2
Not at all important	1
Something I do because I have to	3

Either really or somewhat important- 506 (99%)

Total- 512

- The vast majority of candidates (99%) feel learning about safety in the workplace is important- candidates are taking safety seriously and are realising the employer obligation.
- Employers who fail to prioritise OHS training and don't take it seriously will have questions to answer.
- There's a double risk at stake- they risk legal and safety issues but also, employer satisfaction.



4. Please mark the box that most accurately describes how you feel about safety inductions for the following statements:

a. 'Most safety inductions are boring':

16 64 144 180 108

Strongly Agree Agree Neither Agree nor Disagree Disagree Strongly Disagree Total- 512

Strongly agree or agree- 16%
Neither agree nor disagree- 28%
Strongly disagree- 56%

- While over half of the respondents (56%) don't find safety inductions boring, 16% feel the need to be more stimulated or engaged by the material.

b. 'I'm tired of having to repeat the same general induction training for each new job':

26 68 129 178 112

Total- 513

Strongly Agree Agree Neither Agree nor Disagree Disagree Strongly Disagree

Strongly agree or agree- 18%
Neither agree nor disagree- 25%
Disagree or strongly disagree- 51%

- There was a strong correlation between those who have done over three inductions in the past 12 months (24%) and those that had induction fatigue (18%).
- This shows, the more candidates complete inductions, the more likely they are to have induction fatigue and the less likely they are to take in the information.
- The results support that a once-off induction with a refresher for eg; WorkPro's format, is actually a more effective way of ensuring knowledge transfer.

c. 'I don't need to know most of the things safety inductions talk about':

10 24 34 216 235

Total- 519

Strongly Agree Agree Neither Agree nor Disagree Disagree Strongly Disagree

Strongly agree or agree- 7%
Neither agree nor disagree- 7%
Disagree or Strongly disagree- 87%

- Most candidates (87%) do believe they need to know about the workplace safety issues discussed in an induction
- Anecdotally, people tend to think employees only do inductions because they have to, but the research suggests, there's quite a hunger for this information.
- Candidates/ employees will expect safety training to be a business priority.



5. What type of things help you to remember a safety message?

Reading the message at my own pace	210 (32%)
Reading the message at the same time as listening to an audio message	94 (15%)
Listening to somebody explain the safety message in person	173 (26%)
Watching an audio visual presentation, for example a video	185 (28%)
	Total- 662

- The results show that candidates have varied preferences for how they like to receive information.
- Respondents were divided in their preferences for receiving information- the majority prefer to read at their own pace (32%) and a further 15% prefer to read with the addition of an audio voice over.
- Employers should be looking at ways to tailor inductions to peoples individual preferences, particularly in an era where the new generation of candidates are use to having the freedom to customise content to their needs with the user-generated phenomenon.
- But more importantly, if we want to boost workforce participation we need to embrace multimedia forms of learning and provide options for people with a visual impairment for example.
- WorkPro has built in this flexibility.

Overall, candidates know their safety is important and are taking it seriously but demand a greater sense of autonomy when it comes to choosing how they receive the information.

Notes:

** The term candidate is commonly used throughout this research and refers to a person seeking work via a recruitment agency. Labour-hire candidates or contractors are considered 'employees' of the recruitment agency contracting them out to host employers. In this case the recruitment agency is liable for any injuries or safety issues which occur to employees within a host employer's workplace. Providing general OHS training to candidates prior to their placement in a role, and in addition to their on-site induction, is therefore an industry requirement.*

About WorkPro:

WorkPro is an online Occupational Health and Safety (OHS) and Equal Employment Opportunity (EEO) induction solution designed specifically for the recruitment and labour-hire industry. WorkPro streamlines the safety compliance process for employers and candidates, by creating, storing, sharing and managing their personal information and induction assessment results in a centralised, on-line system that can be made accessible to each new employer.

WorkPro's induction modules have been developed to meet WorkSafe legislative requirements, and are tailored to meet industry-specific and role-specific needs.

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