



SAFETY PROFESSIONALS

Taking the pulse of safety pros in 2010, based on responses from readers with full-time safety responsibilities.

NOTE: Percentages do not equal 100% in all tabulations due to rounding, multiple answer options, or omission of "neutral" or "same as" responses.

Economic Impact

In the past 12 months:
Sales & profits for your company
DECLINED 52% of respondents
INCREASED 26%
REMAINED SAME 22%

After the deluge... (in the past 12 months)

Travel restricted 54%
Salaries frozen 46%
EHS staff hiring freeze 30%
EHS budgets cut 28%
EHS staff layoffs 14%
Personal salary cut 11%

Rockin' the Culture

(Recession's impact on organizations in 2009)
Employee morale decline 70%
Maintenance deterioration 33%
Management EHS support decrease 18%
Injury & illness increase 15%

Forecast for 2010

EHS BUDGETS
55% same 34% down 11% up
EHS STAFF
72% same 21% down 6% up

Personal Climate for EHS Pros in 2010

Job-related stress rising 62%
Work hours increasing 48%
Sustainability role increasing 46%
EHS resource support decreasing 37%
CSR role increasing 35%
Job security concern increasing 26%
Job satisfaction decreasing 14%

EHS Resilience

Recession's impact on your career:
14% devastating 54% no impact
Recession's impact on your EHS program:
8% devastating 67% no impact

Demographics

Gender:
Male – 87%
Female – 13%

Age:
50-59 – 36%
40-49 – 32%
60+ – 20%
30-39 – 11%
Under 30 – 0%

Recordkeeping

Underreporting injuries in illness by U.S. industry is widespread:
Yes – 48% No – 18%
Incentive contests too often hide injuries:
Yes – 56% No – 22%

OSHA Affairs

What should be priority standards for the new regime:
Workplace Injury/illness prevention plan – 46%
Align hazcom with GHS – 43%
Update PELs – 35%
Ergonomics – 28%
STOP! – Initiate no new standards at all – 18%
Combustible dust – 17%

Should Congress:
Increase OSHA fines? Make it easier to prosecute egregious violators?

Yes – 38%
No – 32%
Neutral – 30%

After 40 years...

Is OSHA still relevant to your EHS work?
Yes – 68%
No – 8%

Culture Improvements

What steps will you take in 2010?
Engage employees more – 76%
Get leaders more involved – 64%
Develop / improve metrics – 49%
Benchmark your program – 36%
Conduct perception surveys – 28%
Implement behavior-based safety – 14%

What training methods will you use in 2010?

Classroom training 88%
Job safety analysis / Job hazard analysis 71%
Hands-on demos 69%
Lectures 56%
Online training 54%
Peer-to-peer observation & feedback 50%
Employees as instructors 50%
Coaching techniques 44%

Income

\$90K+ – 32%
\$70K – \$79,000 15%
\$80K – 89,999 14%
\$50K – 59,999 12%
\$60K – 69,999 10%
\$40K – \$49,999 9%
\$30K – \$39,999 4%
Less than \$30,000 4%

INDUSTRIAL HYGIENISTS

Taking the pulse of industrial hygiene pros in 2010, based on responses from readers with full-time IH responsibilities.

NOTE: Percentages do not equal 100% in all tabulations due to rounding, multiple answer options, or omission of "neutral" or "same as" responses.

Economic Impact

In the past 12 months:
Sales & profits for your company
DECLINED 43% of respondents
INCREASED 36%
REMAINED SAME 21%

After the deluge... (in the past 12 months)

Travel restricted 71%
EHS budgets cut 50%
EHS staff hiring freeze 36%
Salaries frozen 36%
EHS staff layoffs 25%
Personal salary cuts 14%

Rockin' the Culture

(Recession's impact on organizations in 2009)
Employee morale decline 75%
Maintenance deterioration 39%
Management EHS support decrease 21%
Injury & illness increase 4%

Forecast for 2010

EHS BUDGETS
54% same 36% down 11% up
EHS STAFF
72% same 21% down 6% up

Personal Climate for EHS Pros in 2010

Job-related stress rising 62%
Sustainability role increasing 54%
Work hours increasing 54%
CSR role increasing 35%
EHS resource support decreasing 29%
Job security concerns increasing 26%
Job satisfaction decreasing 18%

EHS Resilience

Recession's impact on your career:
11% devastating 50% no impact
Recession's impact on your EHS program:
18% devastating 50% no impact

Demographics

Gender:
Male – 86%
Female – 14%

Age:
50-59 – 64%
30-39 – 40%
40-49 – 21%
60+ – 11%
Under 30 – 0%

Recordkeeping

Underreporting injuries in illness by U.S. industry is widespread:
Yes – 43% No – 18%
Incentive contests too often hide injuries:
Yes – 36% No – 14%

OSHA Affairs

What should be priority standards for the new regime:
Update PELs – 57%
Align hazcom with GHS – 50%
Combustible dust – 39%
Workplace Injury/illness prevention plan – 32%
Ergonomics – 14%
STOP! – Initiate no new standards at all – 7%

Should Congress:
Increase OSHA fines? Make it easier to prosecute egregious violators?

Yes – 57%
No – 29%
Neutral – 14%

After 40 years...

Is OSHA still relevant to your EHS work?
Yes – 54%
No – 18%

Culture Improvements

What steps will you take in 2010?
Get leaders more involved – 50%
Engage employees more – 46%
Develop / improve metrics – 39%
Benchmark your program – 32%
Conduct perception surveys – 18%
Implement behavior-based safety – 11%

What training methods will you use in 2010?

Classroom training 82%
Online training 71%
Job safety analysis/Job hazard analysis 54%
Peer-to-peer observation & feedback 48%
Coaching techniques 44%
Employees as instructors 39%
Hands-on demos 36%
Lectures 29%

Income

\$90K+ – 36%
\$80K – 89,999 32%
\$60K – 69,999 18%
\$70K – \$79,000 4%
\$50K – 59,999 4%
Less than \$30,000 7%
\$40K – \$49,999 0%
\$30K – \$39,999 0%

METHODOLOGY — Invitations to complete this year's web-based survey were e-mailed to 10,685 ISHN subscribers. The survey was open September 8–23, 2009. A total of 375 completed surveys represent a 4 percent response rate.

Think of our annual White Paper survey as representing a large focus group of almost 400 assembled for a town hall meeting; a cross-section of EHS professionals in more than 20 industries, from construction and chemical processing to heavy manufacturing and consulting services; also from small shops with less than 50 employees to multinational facilities with more than 2,500 employees. What we have is a broad snapshot of activity at the grassroots level of U.S. EHS work. Based on several decades of conducting this research, we feel confident it delivers a realistic picture of the current state of the EHS nation.

LARGE OPERATORS

Taking the pulse of EHS pros in 2010, based on responses from readers in facilities with more than 2,500 employees.

NOTE: Percentages do not equal 100% in all tabulations due to rounding, multiple answer options, or omission of "neutral" or "same as" responses.

Economic Impact
In the past 12 months:
Sales & profits for your company
DECLINED 56% of respondents
INCREASED 26%
REMAINED SAME 19%

After the deluge...
(in the past 12 months)
Travel restricted 81%

EHS budgets cut 56%
Salaries frozen 52%
EHS staff hiring freeze 48%
EHS staff layoffs 44%
Personal salary cuts 7%

Rockin' the Culture
(Recession's impact on organizations in 2009)
Employee morale decline 81%
Maintenance deterioration 48%
Management EHS support decrease 37%
Injury & illness increase 30%

Forecast for 2010
EHS BUDGETS
48% down 33% same 19% up
EHS STAFF
70% same 22% down 7% up

Personal Climate for EHS Pros in 2010
Sustainability role increasing 56%
Work hours increasing 56%
Job-related stress rising 52%
CSR role increasing 52%
EHS resource support decreasing 44%
Job security concerns increasing 26%
Job satisfaction decreasing 22%

EHS Resilience
Recession's impact on your career:
15% devastating 44% no impact
Recession's impact on your EHS program:
33% devastating 48% no impact

Demographics
Gender:
Male – 89%
Female – 11%

Age:
50-59 – 41%
60+ – 22%
40-49 – 22%
30-39 – 11%
Under 30 – 4%

Recordkeeping
Underreporting injuries in illness by U.S. industry is widespread:
Yes – 63% No – 15%
Incentive contests too often hide injuries:
Yes – 70% No – 15%

OSHA Affairs
What should be priority standards for the new regime:
Align hazcom with GHS – 70%
Update PELs – 41%
Combustible dust – 37%
Workplace Injury/illness prevention plan – 33%
Ergonomics – 26%
STOP! – Initiate no new standards at all – 15%

Should Congress:
Increase OSHA fines? Make it easier to prosecute egregious violators?
Yes – 44%
No – 22%

After 40 years...
Is OSHA still relevant to your EHS work?
Yes – 52%
No – 19%

Culture Improvements
What steps will you take in 2010?
Engage employees more – 81%
Get leaders more involved – 78%
Develop / improve metrics – 74%
Benchmark your program – 44%
Conduct perception surveys – 30%
Implement behavior-based safety – 26%

What training methods will you use in 2010?
Classroom training 93%
Online training 74%
Job safety analysis/ Job hazard analysis 74%
Peer-to-peer observation & feedback 59%
Hands-on demos 59%
Coaching techniques 56%
Lectures 52%
Employees as instructors 48%

Income
\$90K+ – 67%
\$80K – 89,999 11%
\$60K – 69,999 7%
\$50K – 59,999 7%
Less than \$30,000 4%
\$70K – \$79,000 4%
\$30K – \$39,999 0%
\$40K – \$49,999 0%

SMALL OPERATORS

Taking the pulse of EHS pros in 2010, based on responses from readers in facilities with 50-99 employees.

NOTE: Percentages do not equal 100% in all tabulations due to rounding, multiple answer options, or omission of "neutral" or "same as" responses.

Economic Impact
In the past 12 months:
Sales & profits for your company
DECLINED 60% of respondents
INCREASED 21%
REMAINED SAME 19%

After the deluge...
(in the past 12 months)
Travel restricted 59%

Salaries frozen 57%
EHS budgets cut 30%
EHS staff hiring freeze 20%
Personal salary cuts 17%
EHS staff layoffs 13%

Rockin' the Culture
(Recession's impact on organizations in 2009)
Employee morale decline 76%
Maintenance deterioration 50%
Management EHS support decrease 24%
Injury & illness increase 11%

Forecast for 2010
EHS BUDGETS
50% same 33% down 17% up
EHS STAFF
83% same 13% down 4% up

Personal Climate for EHS Pros in 2010
Job-related stress rising 57%
Sustainability role increasing 50%
Work hours increasing 43%
CSR role increasing 37%
EHS resource support decreasing 37%
Job security concerns increasing 30%
Job satisfaction decreasing 11%

EHS Resilience
Recession's impact on your career:
20% devastating 46% no impact
Recession's impact on your EHS program:
9% devastating 63% no impact

Demographics
Gender:
Male – 91%
Female – 9%

Age:
50-59 – 57%
60+ – 15%
40-49 – 15%
30-39 – 11%
Under 30 – 2%

Recordkeeping
Underreporting injuries in illness by U.S. industry is widespread:
Yes – 41% No – 26%
Incentive contests too often hide injuries
Yes – 48% No – 26%

OSHA Affairs
What should be priority standards for the new regime:
Align hazcom with GHS – 39%
Ergonomics – 39%
Workplace Injury/illness prevention plan – 35%
Update PELs – 30%
STOP! – Initiate no new standards at all – 22%
Combustible dust – 20%

Should Congress:
Increase OSHA fines? Make it easier to prosecute egregious violators?
Yes – 37%
No – 41%

After 40 years...
Is OSHA still relevant to your EHS work?
Yes – 65%
No – 13%

Culture Improvements
What steps will you take in 2010?
Engage employees more – 83%
Get leaders more involved – 59%
Develop / improve metrics – 39%
Benchmark your program – 30%
Conduct perception surveys – 24%
Implement behavior-based safety – 24%

What training methods will you use in 2010?
Classroom training 87%
Job safety analysis / Job hazard analysis 70%
Hands-on demos 63%
Employees as instructors 57%
Lectures 54%
Peer-to-peer observation & feedback 46%
Online training 43%
Coaching techniques 35%

Income
\$60K – 69,999 24%
\$90K+ – 22%
\$40K – \$49,999 13%
\$80K – 89,999 11%
\$70K – \$79,000 11%
\$50K – 59,999 11%
\$30K – \$39,999 4%
Less than \$30,000 4%