



# State of the EHS Nation 2008

## Exclusive results from ISHN's 24th annual White Paper Survey

### SAFETY PROFESSIONALS

Taking a sounding of safety pros in 2008, based on responses from readers with full-time safety jobs.

#### Professional Life (past 12 months)

	Increased	Decreased	Same
EHS responsibilities	65%	3%	33%
Job satisfaction	39%	18%	43%
Job stress	59%	9%	32%
Work hours	48%	3%	48%
Personal effectiveness	43%	8%	49%

Percentages may not equal 100% due to "not applicable" answers

#### OSHA Priorities

With the presidential election occurring in 2008, what should be the top three priorities for the new team at OSHA?

- Expand training & outreach – **62%**
- Become more cooperative & consultative – **48%**
- Update standards referencing outdated ANSI specs – **38%**

#### Global Experience (past 12 months)

	Increased	Decreased	Same
Need for international skills	16%	4%	80%

Percentages may not equal 100% due to "not applicable" answers

#### Biggest Headaches

Indicate your organization's top three most difficult safety & health objectives:

- Health/wellness programs – **39%**
- Off-the-job safety programs – **35%**
- Ergonomics – **33%**

#### Easiest Challenges

Indicate your organization's top three easiest safety & health objectives:

- PPE compliance – **48%**
- OSHA compliance – **46%**
- Emergency planning/response – **31%**

#### Budgets in '08

Increase	39%
Decrease	8%
Same	53%

#### Staffing in '08

Increase	18%
Decrease	7%
Same	75%

#### Outsourcing in '08

Increase	18%
Decrease	7%
Same	75%

#### Current salary

**\$68,187** (mean)  
**\$67,000** (median)

#### Support & Security (past 12 months)

	Increased	Decreased	Same
Budget/staff resources	27%	21%	52%
Sr. management leadership	39%	18%	43%
Job security concerns	16%	16%	68%

Percentages may not equal 100% due to "not applicable" answers

### INDUSTRIAL HYGIENISTS

Taking a sounding of industrial hygienists in 2008, based on responses from readers with full-time industrial hygiene jobs.

#### Professional Life (past 12 months)

	Increased	Decreased	Same
EHS responsibilities	86%	0%	14%
Job satisfaction	14%	57%	29%
Job stress	71%	0%	29%
Work hours	57%	0%	43%
Personal effectiveness	29%	14%	57%

Percentages may not equal 100% due to "not applicable" answers

#### OSHA Priorities

With the presidential election occurring in 2008, what should be the top three priorities for the new team at OSHA?

- Increase enforcement - **57%**
- Update permissible exposure standards - **43%**
- Increase standards-setting activity - **43%**
- Devote more research to nanotechnology & other emerging issues - **43%**

#### Global Experience (past 12 months)

	Increased	Decreased	Same
Need for international skills	43%	0%	57%

Percentages may not equal 100% due to "not applicable" answers

#### Biggest Headaches

Indicate your organization's top three most difficult safety & health objectives:

- Exposure protection – **43%**
- Health/wellness programs – **43%**
- Off-the-job safety programs – **43%**
- Ergonomics – **43%**

#### Easiest Challenges

Indicate your organization's top three easiest safety & health objectives:

- OSHA compliance – **43%**
- PPE compliance – **43%**
- Health/wellness programs – **43%**
- Emergency planning/response – **43%**
- Confined space entry – **43%**

#### Budgets in '08

Increase	0%
Decrease	29%
Same	71%

#### Staffing in '08

Increase	0%
Decrease	43%
Same	57%

#### Outsourcing in '08

Increase	29%
Decrease	0%
Same	71%

#### Current salary

**\$102,857** (mean)  
**\$100,000** (median)

#### Support & Security (past 12 months)

	Increased	Decreased	Same
Budget/staff resources	29%	43%	29%
Sr. management leadership	29%	29%	43%
Job security concerns	0%	43%	57%

Percentages may not equal 100% due to "not applicable" answers

### MONEY-MAKERS

Taking a sounding of pros in profitable companies in 2008, based on responses from readers working in companies whose sales and profits increased in the past 12 months.

#### Professional Life (past 12 months)

	Increased	Decreased	Same
EHS responsibilities	65%	1%	34%
Job satisfaction	35%	18%	47%
Job stress	61%	7%	32%
Work hours	57%	3%	40%
Personal effectiveness	42%	8%	50%

Percentages may not equal 100% due to "not applicable" answers

#### OSHA Priorities

With the presidential election occurring in 2008, what should be the top three priorities for the new team at OSHA?

- Expand training & outreach – **58%**
- Become more cooperative & consultative – **50%**
- Update standards referencing outdated ANSI specs – **39%**

#### Global Experience (past 12 months)

	Increased	Decreased	Same
Need for international skills	21%	6%	74%

Percentages may not equal 100% due to "not applicable" answers

#### Biggest Headaches

Indicate your organization's top three most difficult safety & health objectives:

- Health/wellness programs – **40%**
- Ergonomics – **40%**
- Off-the-job safety programs – **37%**

#### Easiest Challenges

Indicate your organization's top three easiest safety & health objectives:

- PPE compliance – **49%**
- OSHA compliance – **44%**
- Emergency planning/response – **33%**

#### Budgets in '08

Increase	40%
Decrease	6%
Same	54%

#### Staffing in '08

Increase	71%
Decrease	7%
Same	76%

#### Outsourcing in '08

Increase	22%
Decrease	4%
Same	75%

#### Current salary

**\$70,134** (mean)  
**\$65,000** (median)

#### Support & Security (past 12 months)

	Increased	Decreased	Same
Budget/staff resources	27%	17%	56%
Sr. management leadership	38%	21%	41%
Job security concerns	17%	14%	69%

Percentages may not equal 100% due to "not applicable" answers



# State of the EHS Nation 2008

Exclusive results from **ISHN's 24th annual White Paper Survey**

## MONEY-LOSERS

**Taking a sounding of pros in unprofitable companies in 2008, based on responses from readers working in companies whose sales and profits declined in the past 12 months.**

### Professional Life (past 12 months)

	Increased	Decreased	Same
EHS responsibilities	50%	2%	48%
Job satisfaction	31%	24%	45%
Job stress	60%	0%	41%
Work hours	33%	7%	60%
Personal effectiveness	40%	12%	48%

Percentages may not equal 100% due to "not applicable" answers

### OSHA Priorities

*With the presidential election occurring in 2008, what should be the top three priorities for the new team at OSHA?*

- Become more cooperative & consultative – **55%**
- Expand training & outreach – **52%**
- Grow the Voluntary Protection Program – **36%**

### Global Experience (past 12 months)

	Increased	Decreased	Same
Need for international skills	17%	10%	74%

Percentages may not equal 100% due to "not applicable" answers

### Biggest Headaches

*Indicate your organization's top three most difficult safety & health objectives:*

- Health/wellness programs – **45%**
- Off-the-job safety programs – **45%**
- Ergonomics – **33%**

### Easiest Challenges

*Indicate your organization's top three easiest safety & health objectives:*

- PPE compliance – **48%**
- OSHA compliance – **38%**
- Emergency planning/response – **33%**

### Support & Security (past 12 months)

	Increased	Decreased	Same
Budget/staff resources	14%	31%	55%
Sr. management leadership	33%	26%	41%
Job security concerns	26%	17%	57%

Percentages may not equal 100% due to "not applicable" answers

### Budgets in '08

Increase	17%
Decrease	19%
Same	64%

### Staffing in '08

Increase	2%
Decrease	19%
Same	79%

### Outsourcing in '08

Increase	12%
Decrease	0%
Same	88%

### Current salary

**\$59,230** (mean)  
**\$62,500** (median)

**FOR FULL REPORT RESULTS,** please e-mail [info@clearseasresearch.com](mailto:info@clearseasresearch.com).  
Percentages of results in all cases may not equal 100% due to rounding.



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## Exclusive results from ISHN's 24th annual White Paper Survey

### SMALL FACILITIES

Taking a sounding of pros in small facilities in 2008, based on responses from readers working in operations with less than 50 employees.

#### Professional Life (past 12 months)

	Increased	Decreased	Same
EHS responsibilities	44%	0%	56%
Job satisfaction	29%	4%	67%
Job stress	45%	5%	49%
Work hours	47%	2%	51%
Personal effectiveness	35%	5%	60%

Percentages may not equal 100% due to "not applicable" answers

#### OSHA Priorities

With the presidential election occurring in 2008, what should be the top three priorities for the new team at OSHA?

- Expand training & outreach – **61%**
- Become more cooperative & consultative – **55%**
- Update standards referencing outdated ANSI specs – **38%**

#### Global Experience (past 12 months)

	Increased	Decreased	Same
Need for international skills	20%	0%	80%

Percentages may not equal 100% due to "not applicable" answers

#### Biggest Headaches

Indicate your organization's top three most difficult safety & health objectives:

- Health/wellness programs – **48%**
- Off-the-job safety programs – **36%**
- Motor vehicle safety – **32%**

#### Easiest Challenges

Indicate your organization's top three easiest safety & health objectives:

- OSHA compliance – **47%**
- PPE compliance – **45%**
- Lockout-tagout – **27%**

#### Budgets in '08

Increase	25%
Decrease	4%
Same	71%

#### Staffing in '08

Increase	9%
Decrease	4%
Same	87%

#### Outsourcing in '08

Increase	16%
Decrease	4%
Same	80%

#### Current salary

**\$66,868** (mean)  
**\$68,125** (median)

#### Support & Security (past 12 months)

	Increased	Decreased	Same
Budget/staff resources	24%	11%	65%
Sr. management leadership	33%	7%	60%
Job security concerns	16%	10%	74%

Percentages may not equal 100% due to "not applicable" answers

### MID-SIZE FACILITIES

Taking a sounding of pros in mid-size facilities in 2008, based on responses from readers working in operations with 100-499 employees.

#### Professional Life (past 12 months)

	Increased	Decreased	Same
EHS responsibilities	63%	2%	35%
Job satisfaction	21%	20%	60%
Job stress	65%	4%	31%
Work hours	53%	3%	44%
Personal effectiveness	34%	11%	55%

Percentages may not equal 100% due to "not applicable" answers

#### OSHA Priorities

With the presidential election occurring in 2008, what should be the top three priorities for the new team at OSHA?

- Expand training & outreach – **64%**
- Become more cooperative & consultative – **58%**
- Grow the Voluntary Protection Program – **32%**

#### Global Experience (past 12 months)

	Increased	Decreased	Same
Need for international skills	14%	7%	78%

Percentages may not equal 100% due to "not applicable" answers

#### Biggest Headaches

Indicate your organization's top three most difficult safety & health objectives:

- Health/wellness programs – **46%**
- Ergonomics – **36%**
- Off-the-job safety programs – **33%**

#### Easiest Challenges

Indicate your organization's top three easiest safety & health objectives:

- PPE compliance – **44%**
- OSHA compliance – **35%**
- Emergency planning/response – **35%**

#### Budgets in '08

Increase	35%
Decrease	8%
Same	57%

#### Staffing in '08

Increase	6%
Decrease	10%
Same	84%

#### Outsourcing in '08

Increase	22%
Decrease	3%
Same	75%

#### Current salary

**\$60,892** (mean)  
**\$67,875** (median)

#### Support & Security (past 12 months)

	Increased	Decreased	Same
Budget/staff resources	28%	23%	49%
Sr. management leadership	34%	24%	42%
Job security concerns	19%	15%	66%

Percentages may not equal 100% due to "not applicable" answers

### LARGE FACILITIES

Taking a sounding of pros in large facilities in 2008, based on responses from readers working in operations with 1,000 or more employees.

#### Professional Life (past 12 months)

	Increased	Decreased	Same
EHS responsibilities	62%	2%	36%
Job satisfaction	38%	31%	31%
Job stress	69%	7%	24%
Work hours	38%	9%	53%
Personal effectiveness	31%	18%	51%

Percentages may not equal 100% due to "not applicable" answers

#### OSHA Priorities

With the presidential election occurring in 2008, what should be the top three priorities for the new team at OSHA?

- Expand training & outreach – **60%**
- Grow the Voluntary Protection Program – **42%**
- Update standards referencing outdated ANSI specs – **38%**

#### Global Experience (past 12 months)

	Increased	Decreased	Same
Need for international skills	11%	4%	84%

Percentages may not equal 100% due to "not applicable" answers

#### Biggest Headaches

Indicate your organization's top three most difficult safety & health objectives:

- Ergonomics – **50%**
- Off-the-job safety programs – **38%**
- Health/wellness programs – **36%**

#### Easiest Challenges

Indicate your organization's top three easiest safety & health objectives:

- PPE compliance – **51%**
- OSHA compliance – **40%**
- Emergency planning/response – **31%**

#### Budgets in '08

Increase	40%
Decrease	22%
Same	38%

#### Staffing in '08

Increase	27%
Decrease	18%
Same	56%

#### Outsourcing in '08

Increase	20%
Decrease	2%
Same	78%

#### Current salary

**\$72,679** (mean)  
**\$70,250** (median)

#### Support & Security (past 12 months)

	Increased	Decreased	Same
Budget/staff resources	20%	40%	40%
Sr. management leadership	27%	31%	42%
Job security concerns	22%	13%	64%

Percentages may not equal 100% due to "not applicable" answers