

State
of the

EHS nation

Exclusive results from ISHN's 27th annual White Paper Survey

Why cultures fail

An aging nation

Professional
values & beliefs

What pros
think of exec
leadership
and OSHA
priorities

SHARED BELIEFS

Engaging leadership is the primary focus of EHS work – **80%**

I'm given added **non-safety duties that impede** my effectiveness – **79%**

More **safety activism** in the U.S. would help EHS work – **76%**

Behavior-based safety is still worth pursuing – **69%**

I'm not concerned about **criminal liability** – **68%**

Without OSHA, I would be much less effective – **67%**

Economic difficulties at home and at work are the most pressing issues EHS pros face – **65%**

Employment picture for EHS pros is NOT improving – **64%**

Too much of my time is spent **putting out fires** – **61%**

2010 INJURIES & ILLNESSES

Decreased – **53%**

No change – **31%**

Increased – **16%**

VIEWS ON OSHA

What standards should OSHA focus on in 2011?

Global harmonization of MSDSs – **45%**

Update PELs – **39%**

Injury/Illness Prevention Program – **34%**

Combustible dust – **23%**

Ergonomics – **22%**

Initiate no new standards action – **21%**

Does OSHA increase your job security?

Yes – **20%**

How does OSHA add value to your work?

Setting standards – **69%**

Website resources – **66%**

Enforcement – **39%**

Free training – **36%**

Consultations – **30%**

VPP recognition – **24%**

VIEWS ON CULTURE

Producing a strong culture is **demanding and expensive** – YES **49%** NO **24%**

Focusing on injury rates too often **neglects process safety** – YES **56%** NO **18%**

EPA gets more attention than OSHA due to larger penalties – YES **48%** NO **25%**

In 2011, will conduct **classroom training** – **85%**

In 2011, will conduct **job safety analyses/job hazard analyses** – **73%**

Will use peer **observation & feedback** – **48%**

Will use **employees as instructors** – **45%**

Will use **safety coaching** techniques – **35%**

Will conduct employee **perception surveys** – **26%**

Will implement/continue a **formal management system** – **26%**

VALUES

In 2011, we will **engage employees** more in safety activities – **76%**

In 2011, we will get **leadership more involved** in safety activities – **54%**

Human error & mechanical failure are **inadequate "catch-all" attributions** for incidents – **68%**

We spend much more time on **OSHA compliance than safety advocacy** – **57%**

In 2011, we will develop/improve **EHS metrics** – **53%**

We **lack the courage** to risk careers to speak out about safety programs – **52%**

We look at our annual White Paper survey as a large focus group of hundreds of professionals. Based on 27 years of conducting this research, we feel confident it delivers a realistic picture of the experiences, beliefs, values and demographics of the EHS nation.

2011 — THE STATE OF PLAY

EHS budgets will remain the same – **65%**
 EHS budgets will decrease – **19%**
 EHS budgets will increase – **16%**

EHS staffs will remain the same – **75%**
 EHS staffs will decrease – **14%**
 EHS staff will increase – **12%**

Job stress increases – **50%**
Work hours increase – **44%**
Job security concerns increase – **22%**
Job satisfaction increases – **33%**
Sustainability role increases – **39%**
CSR role increases – **36%**

Attitude toward job security, EHS program performance, and company profit/loss status:

Cautiously optimistic – **35%**
 Positive – conditions will improve – **28%**
 No change – 2011 will be more of the same as 2010 – **23%**
 Pessimistic – conditions could worsen – **7%**
 No return – Job security, pay, company finances will never return to pre-recession levels – **7%**

METHODOLOGY —

A total of 10,747 active, qualified ISHN direct request subscribers were selected from these industries – **50% manufacturing, 20% construction, 10% utilities, 10% chemical/refining processes, 10% consultants.** A web-based survey was used, with fielding dates September 9-17, 2010. **363 usable completed surveys** were returned, for a **3% response rate.**

DEMOGRAPHICS**Gender**

Male – **84%**
 Female – **16%**

Age

50-59 – **47%**
 40-49 – **28%**
 60+ – **16%**
 30-39 – **6%**
 Under 30 – **2%**

Average facility employee size

100 - 249 – **23%**
 250 - 499 – **19%**
 50 - 99 – **14%**
 500 - 999 – **11%**
 2,500+ – **10%**
 1,000 - 2,500 – **9%**
 20 - 49 – **9%**
 Under 20 – **6%**

Current annual salary

\$90K+ – **27%**
 \$60K - \$69,999 – **16%**
 \$70K - \$79,999 – **15%**
 \$80K - \$89,999 – **12%**
 \$50K - \$59,999 – **12%**
 \$40K - \$49,999 – **8%**
 \$30K - \$39,999 – **6%**
 Less than \$30K – **3%**

DIVIDED NATION

OSHA reform legislation is needed –
YES 52% NO 48%

Employee error causes most incidents –
YES 44% NO 33%

We are confronting a shortage of EHS pros –
YES 47% NO 40%

EHS pros devote enough time to instilling a culture of safety leadership –
YES 38% NO 41%

BLS injury & illness statistics are accurate –
YES 58% NO 42%

EHS pros should do more to stir safety outrage –
YES 43% NO 35%

We are perceived as OSHA cops more than EHS pros –
YES 41% NO 28%

Employee morale has improved in past year –
NO 37% YES 25%

VIEWS ON MANAGEMENT

Most execs think they get safety but really do not – **49%**

Most execs get it – **44%**

Most execs don't get it at all – **7%**

Execs treat safety as a core value in good times and bad – **YES 66% NO 34%**

Exec priorities & decisions cause most incidents – **NO 33% YES 31%**

Most execs delegate & dismiss safety; they don't personally lead the charge –
YES 59% NO 23%

In 2011 resource support for EHS will:

Remain the same – **60%**

Decrease – **25%**

Increase – **14%**

REASONS CULTURES FAIL

Disengaged leadership – **65%**

EHS staff overworked, under-resourced – **59%**

EHS not integrated into mainstream business – **52%**

Poor organizational communication – **52%**

People don't really care – **43%**

Poor economy – **33%**

Inadequate training at all levels – **31%**

Incompetent staff – **24%**

Inadequate incentives – **21%**

Use of wrong metrics – **21%**

Suboptimal engineering – **12%**

Over-emphasis on OSHA compliance – **1%**