



**Workers' Compensation Board
of British Columbia**

***Young Worker Officer
Blitz Survey - Supervisors:***

Abbreviated Survey Results

September 2002

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EXECUTIVE SUMMARY OF FINDING IMPLICATIONS

Finding Implications:

- The opinions in this survey are those of individuals who have been supervisors for longer than two years. Only 10% of respondents have worked as supervisors for less than a year. As well, over a third of respondents supervise more than 20 employees. Therefore, results can be weighed accordingly.
- However, for most respondents, fewer than a quarter of their staff are young workers.
- There is strong support for H&S training among survey respondents — participants from across a wide spectrum of industries.
- Over two thirds of respondents have received H&S training as part of their training as supervisors. However, it is impossible to tell how thorough this training has been or whether it is viewed as sufficient by supervisors. Popular topics covered have been WHMIS, joint H&S committees and accident investigation.
- At least four out of every ten individuals who responded indicate interest in receiving H&S training in the following topics: supervisor responsibilities, due diligence, WCB Regulation, and safety inspections. Preference is for a workshop or video format.
- An overwhelming majority of respondents have been approached by an employee with a H&S related issue. Workplace hazards, equipment operation, and personal protective gear are among the most common reasons for the consultation.
- Supervisors would most likely consult their boss if faced with a H&S related issue.
- An overwhelming majority have witnessed unsafe behaviour and have chosen to speak to the person acting unsafe.
- Most participants receive H&S information at work, most often through H&S committee meeting minutes and informal discussions with their bosses.
- Fifty percent or more of survey participants inform their staff members about H&S via staff meetings, one-to-one discussions, and informal group discussions.

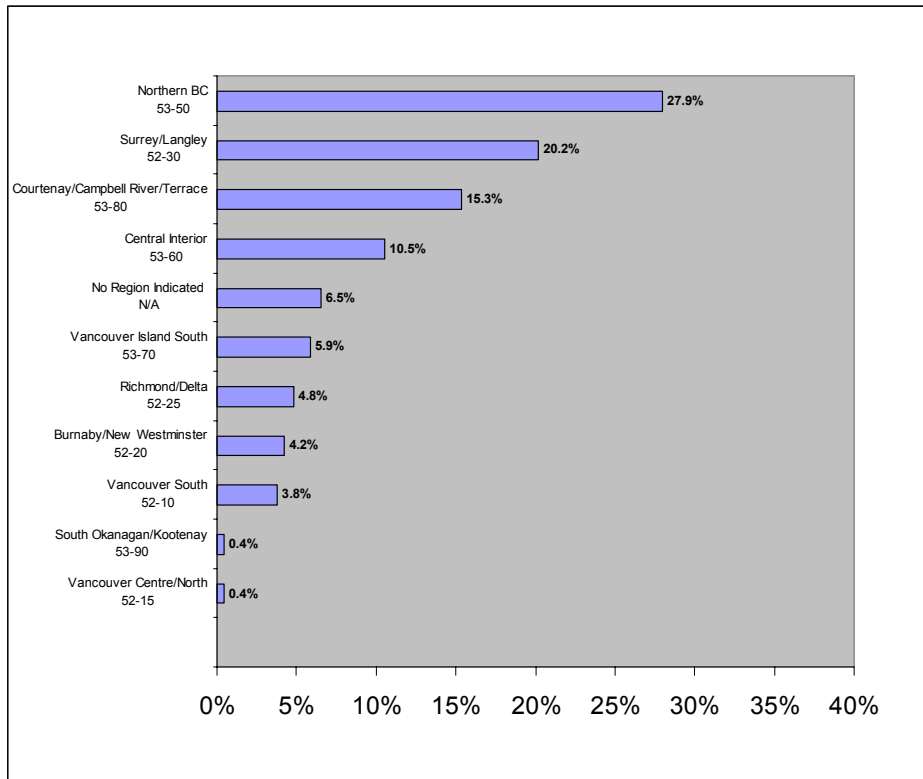
Data Interpretation Cautions:

- Participants were not randomly selected; therefore survey findings cannot be generalized to all supervisors of young workers in all industries.
- Some industries may be over or under represented, compared to the sectors in which young workers are predominantly employed.
- Detailed written responses have yet to be analyzed for patterns of responses (for example, the greatest challenges facing workers in their supervision of young workers).

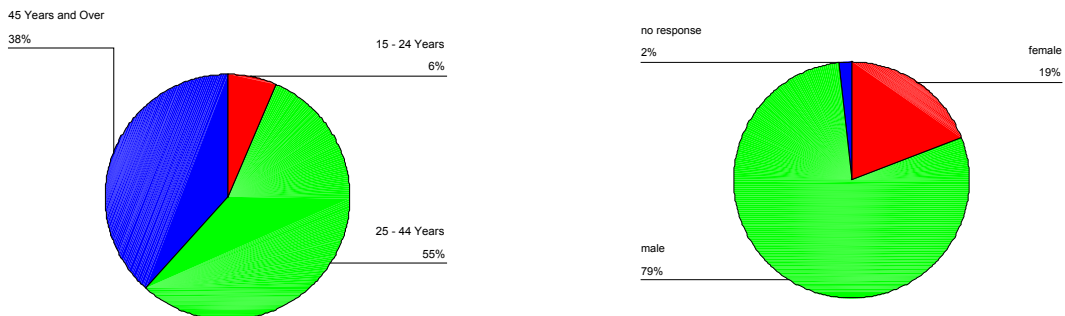
SELECTED SUMMARY OF SURVEY RESULTS

Sample Characteristics

- A total of 476 Young Worker Officer Survey Blitz Supervisor questionnaires were submitted as part of a yearly Regional Services initiative.¹ Participants are supervisors of young workers.
- The breakdown of surveys by Prevention Region is as follows:

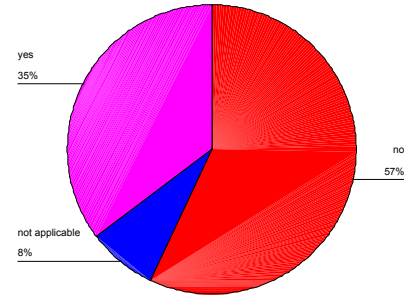
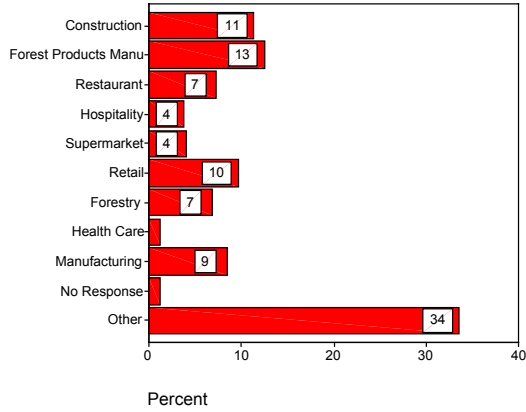


- The age and gender breakdown of survey respondents is as follows:



¹ Note: A total of 26 surveys were excluded from the analysis for various reasons (i.e. incomplete surveys).

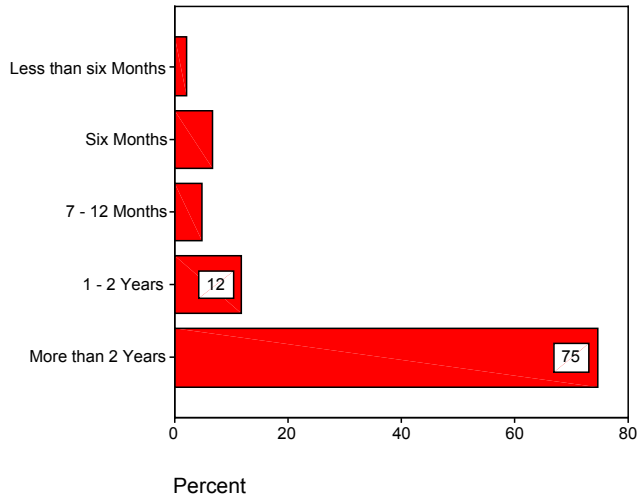
- Over a third of those surveyed work in industries other than on the list provided, while a third of those working in other industries work in the oil and gas sector. Just over a third of respondents are members of their employer’s joint H&S committee:



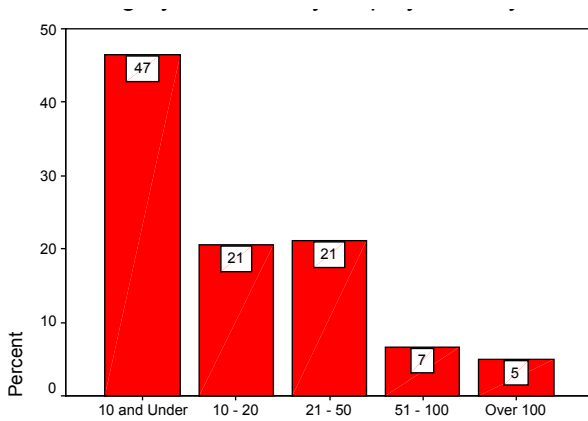
Survey Findings

How long have you been a supervisor?

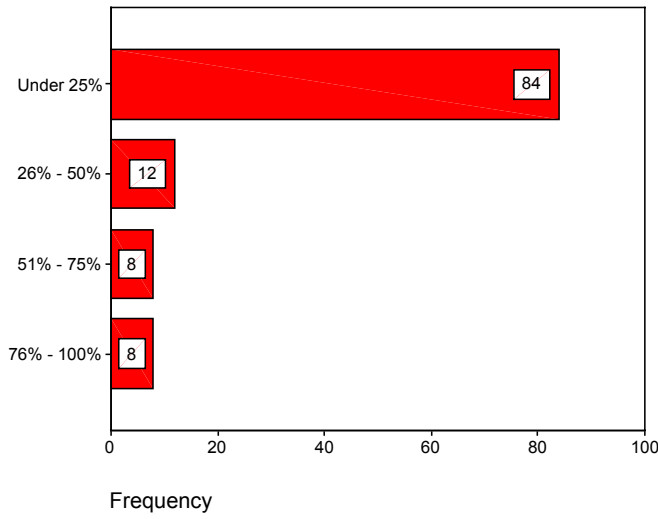
- Three quarters of survey participants have been supervisors for longer than two years (75%).



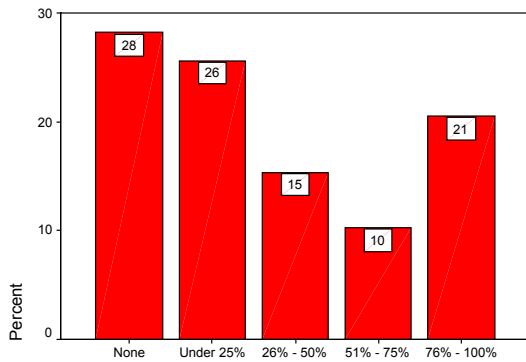
How many employees are you currently supervising?



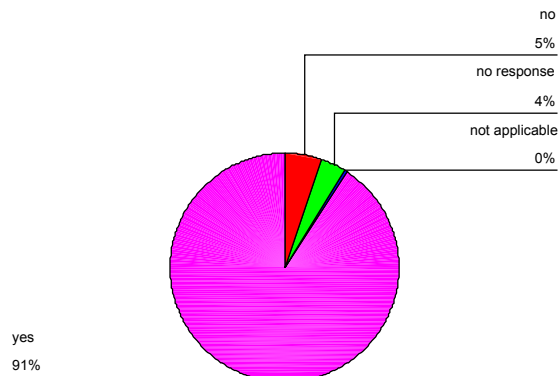
What percentage of employees who report to you is under 25 years of age?



What percentage of your time do you spend supervising young workers?



Do you think supervisors should receive health and safety (H&S) training specific to their supervisory role?



What type of training have you received as a supervisor?

	<i>Frequency</i>	<i>Percent</i>
Supervisory training	300	69%
H&S training	255	59%
Technical training	237	55%
Human resources training	170	39%
Training - other Examples: First Aid, FoodSafe, management courses, WHMIS.	106	25%

N= 432

In your capacity as a supervisor, have you ever received training on any of the following H&S topics?

- Respondents answer “yes” in the following order of frequency to the options provided:

	<i>Frequency</i>	<i>Percent</i>
WHMIS	34	79%
Joint H&S committee	295	68%
Accident Investigation	244	56%
WCB Regulation	237	54%
Safety Inspections	190	44%
Due diligence	170	39%
Supervisor responsibilities	106	25%
H&S training topics - other	60	14%

N= 435

Would you be interested in receiving H&S training in any of the following topics?

- Respondents answer “yes” in the following order of frequency to the options provided:

	<i>Frequency</i>	<i>Percent</i>
Supervisor responsibilities	175	47%
Due diligence	161	43%
WCB Regulation	185	42%
Safety Inspections	190	40%
Accident Investigation	146	39%
WHMIS	108	29%
Joint H&S committee	106	28%
H&S training topics - other	24	6%

N= 374

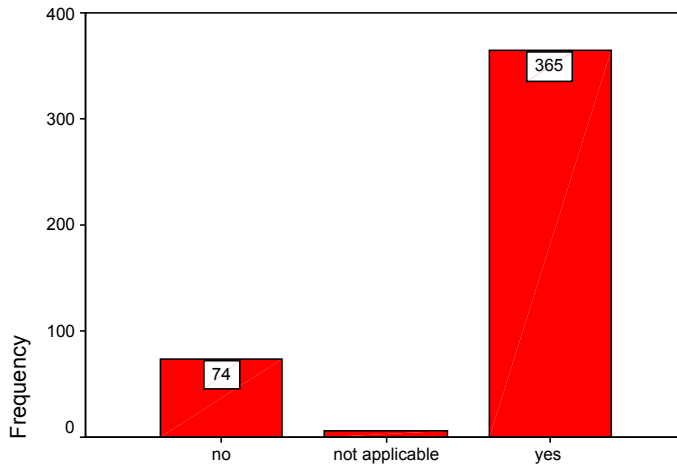
In what format would H&S training be most effective for you?

- There is a preference for workshop and video formats for H&S training.

	<i>Frequency</i>	<i>Percent</i>
Workshop	272	64%
Video	141	33%
Print material	96	23%
Self-study program	74	18%
Mentoring and one-to-one coaching	74	18%
Online	78	18%
Training format - other	3	0.7%

N= 423

Have you ever been approached by an employee with issues related to H&S?



If yes, what are the five most common issues raised?

	<i>Frequency</i>	<i>Percent</i>
Workplace hazards	245	66%
Equipment operation	239	64%
Personal protective gear	206	56%
Unsafe work practices	171	46%
First aid	169	40%
Injury reporting	148	40%
Someone acting unsafe	141	38%
Accident reporting	118	32%
Ergonomic issue	80	22%
Hygiene/health related issue	77	21%
H&S rights and responsibilities	50	13%
Discrimination (H&S related)	26	7%

N= 371

If you as a supervisor had a H&S related issue, who would you most likely consult?

	<i>Frequency</i>	<i>Percent</i>
Boss	278	63%
Safety committee representative	162	37%
Peer (other supervisor)	123	28%
WCB	100	23%
Other	23	5%
No one	18	4%
Union representative	12	3%
Friend	9	2%

N= 440

Have you ever seen something unsafe or someone act unsafe at work?

