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This report presents the findings of the fifth ‘IOSH salary and attitudes survey’. The last survey was carried out in 2005. As in the previous surveys, the aim was to gauge the opinions of health and safety professionals on a range of key issues, as well as check on salary levels.

The 2009 survey was designed by UBM Ltd, publishers of SHP magazine, who also hosted the responses, and was conducted entirely online. In April 2009, we invited all IOSH members, via our e-bulletin Connect, to take part in the survey. It was also open to non-IOSH health and safety professionals via the homepage of the IOSH website. A total of 2,969 people took part. Of these, 93 per cent (n = 2,754) were employed as ‘in-company’ health and safety professionals, while 7 per cent (n = 215) were self-employed consultants.

The first question in the survey asked: ‘Are you employed as an in-company health and safety professional or are you a self-employed consultant?’ Twenty-two per cent of respondents answered this question only, and took no further part in the survey, leaving 2,306 who continued. For a complete list of the questions, see the Appendix (page 13).

While many respondents answered all subsequent questions, responses to individual questions varied from 64 to 78 per cent in the employed group, and from 59 to 69 per cent in the self-employed group. For example, over a quarter of employed respondents didn’t say how much their annual salary was, and nearly 40 per cent of self-employed consultants didn’t state their daily rate of pay.

Please note that throughout this report all percentages of 0.5 and above are rounded up to the nearest whole figure, and those below 0.5 are rounded down.

* Depending on whether they were ‘employed’ or ‘self-employed’, respondents were then asked different sets of questions.
2 Characteristics of respondents

Organisation, location and position
Respondents came from a wide range of organisational backgrounds and sectors.

Employed respondents
Seventy-eight per cent of employed respondents told us which sector they worked in.

The main sectors were:
- construction (18 per cent)
- local government (12 per cent)
- education and training (7 per cent)
- healthcare (5 per cent)
- other manufacturing industries (5 per cent)
- engineering (4 per cent)
- oil and gas (4 per cent)
- food, drink and tobacco (3 per cent)
- chemical and allied industries (3 per cent)
- retail distributive trades (2 per cent)
- railways (2 per cent).

This represents a similar breakdown to the last survey.

Eighty-five per cent of employed respondents were UK-based. Three per cent of respondents came from the Republic of Ireland – a significant reduction from the 6 per cent who completed the 2005 survey.

When asked about their category of IOSH membership, 77 per cent of employed respondents answered the question. Of these, 40 per cent were Chartered Members or Chartered Fellows; 20 per cent were Grad IOSH Members; 22 per cent were Tech IOSH Members; and 10 per cent were Affiliates. Just under 8 per cent stated they were not members of IOSH.

Seventy-six per cent of employed respondents told us their job role. Of these, 43 per cent were managers; 9 per cent were senior managers or directors; and 36 per cent were advisers. Just over half (55 per cent) had no employees reporting directly to them.

Self-employed respondents
As mentioned at the start of this report, 7 per cent of the respondents were self-employed consultants (n = 215). This is a small sample and its size needs to be borne in mind when drawing any conclusions.

When self-employed consultants were asked about the sectors they worked in, the top 10 responses were:
- construction (51 per cent)
- safety and health services (42 per cent)
- engineering (32 per cent)
- education (26 per cent)
- oil and natural gas (21 per cent)
- other manufacturing industries (15 per cent)
- food, drink and tobacco (15 per cent)
- chemicals and allied industries (14 per cent)
- healthcare (13 per cent)
- hotel and catering (12 per cent).

Looking at academic qualifications (not health and safety-related), 32 per cent were qualified to degree level (down 5 per cent compared to 2005) and a further 12 per cent had postgraduate qualifications – a reduction of 7 per cent on 2005. As in previous surveys, nearly all the respondents (98 per cent) had one or more health and safety qualification.

Eighty-four per cent of employed respondents felt that their health and safety role was valued or highly valued by their organisation.

Experience, qualifications and responsibilities of employed respondents
Forty-six per cent of the employed respondents had worked in a health and safety role for over 10 years – slightly lower than in the previous survey. Just over a third (36 per cent) had five to 10 years’ experience. However, only 19 per cent had been in their current role for less than five years, compared to over half (55 per cent) in 2005. A mere 9 per cent were still in the same role they were working in 10 years ago. This profile represents a lower proportion of longer-serving staff than in the previous survey (17 per cent).

In terms of their responsibility for numbers of sites, 63 per cent were responsible for more than one site in a single country, while almost 10 per cent were responsible for multi-sites in more than one country.

Over a third of employed respondents (36 per cent) said they had come into their role through an internal move from another health and safety role or from another discipline – down 4 per cent on the 2005 survey. Forty-six per cent had been recruited from another organisation.

Eighty-four per cent of employed respondents felt that their health and safety role was valued or highly valued by their organisation.
When asked about areas that they dealt with or had responsibility for, 76 per cent of the employed group answered the question. Of these, almost all (98 per cent) said they looked after safety. Their other areas of responsibility were:
- fire (78 per cent)
- occupational health (69 per cent)
- environment (57 per cent)
- security (26 per cent)
- general facilities management (24 per cent)
- quality control (18 per cent).

Once again, respondents could give more than one answer to the question.

Experience, qualifications and responsibilities of self-employed respondents
Sixty-nine per cent of the self-employed sample answered questions on how long they had been self-employed and how long they had worked in health and safety. Fifty-eight per cent had been self-employed for less than five years, and 4 per cent for over 20 years. Meanwhile, 59 per cent had worked in health and safety for over 10 years; 22 per cent for over 20 years; and 9 per cent for less than five years.

The most popular reasons respondents gave for becoming self-employed were:
- to give them more control over the type of work they did
- to be their own boss
- to increase income.

Twenty-five per cent had made the decision following redundancy.

Looking at academic qualifications (not health and safety-related), 33 per cent had a degree, with 14 per cent qualified at master’s level or above. Ninety-five per cent had one or more health and safety qualification. Over half held the NEBOSH Certificate, although this was not usually their highest-level qualification.

As for membership of IOSH, 44 per cent were Chartered Members or Chartered Fellows; 20 per cent were Grad IOSH Members; 18 per cent were Tech IOSH Members; and 12 per cent were Affiliates. Six per cent didn’t hold IOSH membership.

When asked about their areas of responsibility, 61 per cent of self-employed consultants provided answers. Generally, they looked after areas in similar proportions to their ‘in-company’ counterparts. For example, most were responsible for safety; a quarter looked after security; over half had environmental responsibilities; and a quarter looked after general facilities management. They differed from the ‘in-company’ group in that around two-thirds were responsible for fire; just over half looked after occupational health; and slightly more than a quarter had responsibility for quality control.
**Employed respondents**

When asked about their annual salary, 2,015 employed respondents answered the question. Of these, 40 provided figures in currencies other than sterling and were excluded from the sample. This left 1,975 responses. Two of these were excluded: one because a figure of £3,000 related to a bonus; the other because it was unclear whether ‘234,000’ related to US dollars or sterling. Once these were excluded, the final sample was 1,973 (72 per cent of employed respondents). Four salaries were amended in the sub-sample, as they appeared to contain input errors.

The mean salary of the sample was £37,705. The distribution of salaries is shown in Figure 1.

The average figure of £37,705 represents an increase of 6.2 per cent over the average of £35,500 reported in 2005 – a reflection of cumulative annual salary increases, and perhaps also of differences between the sample profiles of the two groups. This compares to a salary increase between the 2002 and 2005 surveys of 17 per cent.

When asked about recent salary increases, over a third (38 per cent) said they had received a pay rise of between 3 and 5 per cent at their last salary review – a lower proportion compared to the 2005 survey. Just over a quarter had received between 1 and 2 per cent. As in 2005, 11 per cent had received 6 per cent or more.

Average salaries varied significantly across different industry sectors and according to experience, qualifications and other factors. The highest annual salary – £150,000 – was recorded by a manager working in the Middle East construction sector. The highest salary in the UK – £120,000 – was reported by two respondents based in the South East. Both were responsible for multi-sites in Europe: one in the chemical and allied industries sector; the other in the oil and natural gas sector.

The best-paid sector is still oil and gas, with an average annual salary of £57,408 (n = 82*). This represents a reduction from the 2005 average annual salary for this sector of £58,000, although this is probably due to differences in the way the statistics were gathered. Unlike the 2005 survey, the 2009 questionnaire allowed respondents to enter information in a free-format field. This meant that answers were provided in different formats and in a range of currencies. Only salaries entered in sterling were analysed.

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**Figure 1. Salary distribution of employed respondents**

* Here, the sample sizes (‘n’) represent those who answered questions about their annual salary and principal field of operation.
We looked at the sectors where most employed respondents worked and compared them against those in the 2005 report. The results were:

- railways – £44,114 (n = 41), up nearly 7 per cent from 2005
- chemicals – £42,348 (n = 60), up just over 5 per cent on 2005
- safety and health services/ consultancy – £41,370 (n = 37), up nearly 17 per cent on 2005
- construction – £39,681 (n = 342), up nearly 7 per cent on 2005
- food, drink and tobacco – £37,421 (n = 60)
- engineering – £37,292 (n = 75)
- retail and distributive trades – £34,802 (n = 33)
- other manufacturing – £34,402 (n = 91)
- healthcare – £33,971 (n = 91)
- education and training – £33,708 (n = 126)
- local government – £31,972 (n = 232).

Less well-represented sectors included:
- telecommunications – £40,892 (n = 21), compared to £43,600 in 2005
- atomic energy – £43,000 (n = 6), compared to £44,100 in 2005
- sea transport – £38,943 (n = 7), compared to £45,500 in 2005
- hotels and catering – £38,871 (n = 9), compared to £43,900 in 2005.

Some of these figures are based on very small sample sizes and should be treated with caution.

In 2005, one of the lowest-paid sectors was local government, with an average annual salary of £29,700. In this survey, the average salary in this sector was £31,972, which is lower than the average salary for all respondents. The average salary of HSE/local authority inspectors who responded to the survey (n = 32) was £32,953.

In 2005, the lowest average salary was in the textiles sector, at £25,800. In this survey, the average salary in the textiles sector was similar, at £25,333, but there were only three respondents to this question. The lowest individual salary – where the sector could be identified – was £12,345 for a Grad IOSH, working as a manager in advertising and market research in the South East.

As in the 2005 survey, where respondents with more than 10 years’ experience tended to earn substantially more, in this survey the longer respondents had worked in the field, the higher their salaries were. For example, the average salary for those who had more than 20 years’ experience was £49,316, (n = 177). This compared to an average salary of:
- £41,478 (n = 732), for those who had worked 10–19 years
- £34,884 (n = 714), for those who had worked 5–9 years
- £30,278 (n = 351), for those who had worked 0–4 years.

Similarly, as in 2005, respondents with higher-level academic qualifications generally earned the most. Those with MBAs (n = 14) earned on average £55,071. Those with an MPhil or PhD (n = 29) earned an average of £47,043. Those with master’s degrees (n = 187) earned £44,751, but those with an MSc in health and safety earned an average of £46,114 (n = 277) – nearly £2,000 more than those with other master’s degrees (not including MPhils and MBAs). Respondents with a degree earned an average of £39,105 (n = 636), while those with an HNC or HND (n = 312) earned on average £36,566. Figure 2 illustrates the average salary by highest academic (not health and safety-related) qualification.

Average annual salaries also varied according to respondents’ category of IOSH membership, as can be seen in Table 1.

By UK region, the highest earners were in the South East, with an average salary of £42,371. Scotland came second with an average salary of £38,273. Average salaries in Wales were £33,363.

The larger the organisation that respondents worked for, the higher their salary tended to be. For example, those working in organisations with more than 10,000 employees earned on average £42,211 a year; in organisations with 1,001–10,000 employees, respondents earned an average £39,249; while those who worked in organisations with fewer than 50 employees earned an average of £34,474.

Greater responsibilities were also reflected in larger salaries. Those responsible for a single site in the UK averaged £35,103, whereas those responsible for a multi-site in a single country (including the UK) averaged £36,573. Those who looked after a multi-site in Europe earned an average of £47,444, while those with multi-site worldwide responsibility earned on average £56,986.

Respondents’ salaries also varied according to their areas of responsibility. For example, those who dealt with occupational health earned an average of £39,053; those who had environmental responsibilities earned on average £38,512; while those who looked after general facilities management earned an average of £36,225.

Equally, roles were reflected in salaries. Senior managers or directors earned an average of £56,744; managers earned £39,371; supervisors earned £37,119; and advisers earned £32,297. A small number of trainers were represented in the sample (n = 22). Their average salary was £30,670.
Table 1. Average salary by IOSH membership category

<table>
<thead>
<tr>
<th>Category of membership</th>
<th>Average annual salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>CFIO SH</td>
<td>£58,484</td>
</tr>
<tr>
<td>CMIO SH</td>
<td>£42,847</td>
</tr>
<tr>
<td>Grad IOSH</td>
<td>£35,058</td>
</tr>
<tr>
<td>Tech IOSH</td>
<td>£33,748</td>
</tr>
<tr>
<td>Affiliate</td>
<td>£32,469</td>
</tr>
<tr>
<td>No membership</td>
<td>£31,384</td>
</tr>
</tbody>
</table>

Figure 2. Average salary by qualification
Self-employed respondents
Sixty-one per cent told us the daily rate that they charged clients. Of these, 29 per cent charged up to £250. This compares to 36 per cent in 2005. Nineteen per cent charged more than £550 per day, while over half charged between £250 and £550 per day (see Figure 3).

Thirty-two per cent of respondents worked more than 250 ‘remunerated’ days per year. Fifty per cent worked over 200 days – this compares to 54 per cent in 2005. Thirty per cent worked up to 150 days a year – similar to the 2005 proportion of 33 per cent – while 13 per cent worked no more than 100 days (see Figure 4).

Figure 3. Consultants’ average daily rate of pay

Figure 4. Average number of remunerated days worked by consultants
4 Key issues

Accreditation
In response to the question ‘Do you believe government-recognised accreditation of the profession could be beneficial?’, 65 per cent of employed respondents expressed an opinion. Their responses were:

- Yes 81%
- No 8%
- Don’t know 11%

When asked the same question, 59 per cent of consultants responded. Their answers were:*

- Yes 79%
- No 12%
- Don’t know 10%

Organisational commitment to health and safety
Sixty-one per cent of employed respondents felt that their organisation was more committed to health and safety compared to five years ago. Just over half (54 per cent) of the self-employed respondents agreed.

Sixty-seven per cent of employed respondents answered questions on how health and safety was reported, valued and driven in their organisation. Of these, 80 per cent reported that a designated member of their organisation’s main board or governing body acted as a champion for health and safety. As for the route that health and safety matters are reported to the main board or governing body, 61 per cent reported directly; 13 per cent reported via HR or personnel; 9 per cent via operations; and 3 per cent via facilities or estates.

Forty-three per cent of employed respondents felt that health and safety practitioners in their organisation had a higher status compared with five years ago. Ten per cent said that they had a lower status, while 39 per cent felt it was about the same.

Fifty-seven per cent of employed respondents felt valued by their organisation and 26 per cent felt highly valued. Thirteen per cent did not feel valued.

When asked about who or what were the main drivers behind – or had a considerable influence on – health and safety policy in their organisation, respondents identified:

- senior health and safety managers (82 per cent)
- legislation (81 per cent)
- a board director (75 per cent)
- the main board (72 per cent)
- the desire to improve corporate reputation (65 per cent)
- ‘knee-jerk’ reactions to events (55 per cent)
- the commercial advantages of good health and safety practice (50 per cent).

Forty-eight per cent felt that stories and prosecution reports in the media had a slight influence, while 79 per cent said that trade unions had a slight or no influence. As in 2005, insurance companies were seen to be less influential than other drivers.

Table 2 shows a comparison of the main drivers in 2005 and 2009. The data are taken from answers to Q19 (2005 survey) and Q31 (2009 survey). ‘Trade unions’ and ‘media stories’ were not asked about in 2005, so are not included.

<table>
<thead>
<tr>
<th>Driver</th>
<th>2005 (%)</th>
<th>2009 (%)</th>
<th>Difference in percentage points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Main board</td>
<td>69</td>
<td>72</td>
<td>+3</td>
</tr>
<tr>
<td>Board director</td>
<td>73</td>
<td>75</td>
<td>+2</td>
</tr>
<tr>
<td>Senior health and safety managers</td>
<td>79</td>
<td>82</td>
<td>+3</td>
</tr>
<tr>
<td>Legislation</td>
<td>78</td>
<td>81</td>
<td>+3</td>
</tr>
<tr>
<td>‘Knee-jerk’ reaction</td>
<td>52</td>
<td>55</td>
<td>+3</td>
</tr>
<tr>
<td>Reputation</td>
<td>55</td>
<td>65</td>
<td>+10</td>
</tr>
<tr>
<td>Commercial advantage</td>
<td>48</td>
<td>50</td>
<td>+2</td>
</tr>
<tr>
<td>Need to secure business</td>
<td>46</td>
<td>49</td>
<td>+3</td>
</tr>
<tr>
<td>Insurer</td>
<td>38</td>
<td>35</td>
<td>–3</td>
</tr>
</tbody>
</table>

Table 2. Employed respondents’ views of the main influences driving health and safety policy: 2005 and 2009

* Percentages do not total 100 due to roundings.
Recruitment into their current role
Respondents were asked how they came to be in their current role and how they came to land their current job (77 per cent of employed respondents answered this question).

Forty-six per cent said they had been recruited from another organisation, while 20 per cent said they had been promoted internally. Only 2 per cent had come into the role as their first significant job since leaving education.

Fifteen per cent had come into the role as a result of a career change. Of these, 32 per cent found their current role either by an internal move, promotion or by seeing it advertised on their company intranet. Sixteen per cent through press or magazine advertisements; and 8 per cent via recruitment websites.

Helping others return to work
Only 30 per cent of employed respondents and just over a third of self-employed respondents (36 per cent) felt very prepared for the challenge of helping people return to work after a long-term absence.

Recommending a career in health and safety
Ninety per cent of employed and self-employed respondents would recommend a career in health and safety to others.

Benefits
Sixty-four per cent of employed respondents told us about the benefits they received from their employer. Table 3 shows a comparison of the results with those from the 2003 survey – the last survey we have such data for. The main benefits are still:

- IOSH subscription (60 per cent of respondents – up by 18 percentage points on 2003)
- company car/car allowance (52 per cent of respondents – up by 10 percentage points)
- bonus (47 per cent of respondents – up by 14 percentage points)
- medical insurance (39 per cent of respondents – up by 5 percentage points).

Respondents could give more than one answer to the question.

Impact of the current economic downturn
Almost a third (32 per cent) of self-employed respondents were pessimistic and felt their businesses would suffer in the downturn. However, some felt that there would be no significant impact (38 per cent) or that they could take action to secure new business (17 per cent). Fourteen per cent of self-employed respondents were optimistic that the economic downturn could be good for business.

Just under a third of employed respondents (32 per cent) were concerned that they could lose their jobs. But just over a fifth (21 per cent) felt that their status would be enhanced, as their company would appreciate the benefits that well-managed health and safety could bring to the bottom line.

Over half (52 per cent) thought their role would be changed to include extra duties. However, most did not think their company would outsource more of its health and safety to consultants.

Over half (54 per cent) felt that there would be an increase in issues such as workplace stress and absenteeism, and over half (56 per cent) felt that people would work longer hours and be reluctant to take time off.

<table>
<thead>
<tr>
<th>Benefit</th>
<th>2003 (%)</th>
<th>2009 (%)</th>
<th>Difference in percentage points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonus</td>
<td>33</td>
<td>47</td>
<td>+14</td>
</tr>
<tr>
<td>Commission</td>
<td>0</td>
<td>1</td>
<td>+1</td>
</tr>
<tr>
<td>Profit share</td>
<td>8</td>
<td>6</td>
<td>–2</td>
</tr>
<tr>
<td>Share options</td>
<td>15</td>
<td>14</td>
<td>–1</td>
</tr>
<tr>
<td>Medical insurance</td>
<td>34</td>
<td>39</td>
<td>+5</td>
</tr>
<tr>
<td>IOSH subscription</td>
<td>42</td>
<td>60</td>
<td>+18</td>
</tr>
<tr>
<td>Company car/car allowance</td>
<td>42</td>
<td>52</td>
<td>+10</td>
</tr>
</tbody>
</table>

Table 3. Employed respondents’ benefits: 2003 and 2009
Respondents were asked to name the top three issues they felt were facing the health and safety function at present.

Sixty-five per cent of employed respondents and 57 per cent of self-employed respondents answered this question. The three top issues were the same for each sub-sample.

The first issue was the economic downturn (mentioned by 54 per cent of all respondents). On this issue, respondents were concerned about (in no particular order):

- maintaining the importance of health and safety among managers faced with cost saving decisions
- the possibility of businesses cutting corners to save costs
- cutting back staff numbers to reduce support functions such as health and safety
- cutting back on training
- fewer job opportunities
- increased work pressure on staff following redundancies
- lack of resources
- budget and funding cuts.

The second issue, mentioned by 30 per cent of respondents, was the poor portrayal of the industry in the media. Here, respondents were concerned about (again, in no particular order):

- their credibility in the public eye
- the need to deal with ‘bonkers conkers’ press stories
- the need to fight the myths to preserve serious health and safety messages
- inaccurate reporting by the media
- the negative image of health and safety practitioners portrayed in the media.

Related to this issue, and mentioned by 17 per cent of respondents, was the lack of professional recognition for health and safety practitioners, as well as the insufficient experience and qualification of some advisers.

The third issue – mentioned by 29 per cent of respondents – concerned the difficulties faced in communicating health and safety issues in the workplace. Respondents were concerned about (in no particular order):

- communicating the health and safety message to the workforce in an acceptable way
- changing behaviour, attitudes and culture to get everyone to take health and safety as seriously as other business issues
- getting companies to commit to change, not just on paper but in practice
- engendering a safety culture through behavioural means, not just legal compliance
- getting buy-in from the workforce
- keeping staff motivated during organisational changes
- encouraging people to take responsibility for their own actions and countering a blame culture
- making management aware of their health and safety responsibilities
- tackling the worker and management divide in addressing health and safety
- driving out ‘risk aversion’ and getting a balanced approach to risk assessment, with managers taking risk management seriously and people understanding the principles of sensible risk management.

Closely related to this issue, but categorised separately, 17 per cent of respondents mentioned the issue of convincing top management that health and safety risks were business risks and being able to influence decisions made at the top of an organisation. A lack of commitment from directors and senior managers was also mentioned.
This survey, which provides a useful comparison with the past and baseline for the future, reveals that health and safety professionals feel more valued than they did five years ago. Over 40 per cent of employed respondents say that they have a higher status in their organisation and more than 80 per cent think that their role is valued or highly valued. Also, over 60 per cent of them think that their organisation is more committed to health and safety than five years ago.

The survey shows that employed respondents were paid an average annual salary of £37,705 a year – an increase of 6.2 per cent on the average 2005 salary. Various factors were associated with higher average earnings, including academic qualifications; experience; responsibility; organisation size; and sector. Over half of the consultants charge between £250 and £550 per day, while half work over 200 remunerated days a year.

Of some concern is the finding that only 30 per cent of employed practitioners and 36 per cent of self-employed consultants feel ‘very prepared’ to meet the challenge of helping employees return to work after long-term absence. We believe that trained health and safety practitioners can be well placed to make an important contribution in this area. To help equip them, we’re currently piloting ‘Proactive intervention in occupational health’ – a course we’ve developed with the Department for Work and Pensions. Should the evaluation prove successful, it’s intended that this course can be rolled out nationally.

While the economic downturn was foremost in practitioners’ minds, the survey also highlighted concerns about their ability to communicate health and safety messages in the workplace and challenge ‘risk averse’ cultures. Poor media portrayal was still felt to affect their credibility.

Over 80 per cent stated that accreditation would be beneficial to the profession. IOSH and the Chartered Institute of Environmental Health have been asked by the Health and Safety Executive to conduct a feasibility study into this.

Despite the various challenges that respondents report, health and safety was still felt to be a worthwhile career, with nine out of 10 saying they would recommend it to others.
Appendix Salary survey questions

1. Are you employed as an in-company health and safety professional or are you a self-employed consultant? (please select whichever option most accurately describes your role)
   - In-company
   - Self-employed

In-company health and safety professionals’ questions

2. Which of the following categories best describes the PRINCIPAL field in which your organisation operates? (select one only)
   - Advertising and market research
   - Aerospace equipment manufacturing and repairing
   - Agriculture, forestry and fishing
   - Air transport
   - Armed Forces
   - Atomic Energy
   - Banking
   - Other financial institutions
   - Bricks, pottery, glass, cement, abrasives and building materials
   - Building Society
   - Chemicals and allied industries
   - Clothing and footwear
   - Coal and petroleum products
   - Construction
   - Education and training
   - Electricity
   - Enforcement
   - Engineering
   - Environmental health
   - Food, drink, tobacco
   - Gas supply
   - Health and safety inspectorate
   - Health care
   - Hotel and catering
   - Insurance/risk management
   - Leather, leather goods and fur
   - Leisure industry
   - Local government
   - Metal goods manufacture
   - Metal manufacture
   - Other manufacturing industries
   - Mining and quarrying
   - Oil and natural gas
   - Paper and board manufacture
   - Port and inland water transport
   - Postal
   - Printing and publishing
   - Property
   - Railways
   - Research and development services
   - Retail distributive trades
   - Road Transport
   - Safety and health services (consultancy)
   - Sea Transport
   - Security
   - Shipbuilding and marine engineering
Telecommunications
Textiles
Vehicle manufacture
Water Supply
Wholesale distributive trades
Other (please specify)

3. Approximately how many people are employed by your organisation? (select one only)
☐ <50
☐ 50–249
☐ 250–1,000
☐ 1,001–10,000
☐ >10,000

4. What is the approximate annual turnover of your organisation? (GBP or equivalent) (select one only)
☐ under £100,000
☐ £100,000–£499,000
☐ £500,000–£999,000
☐ £1m–£4.99m
☐ £5m–£49.99m
☐ £50m–£99.99m
☐ £100m–£249.99m
☐ £250m–£499.99m
☐ £500m+
☐ Not applicable

5. In which of the following geographical regions are you primarily based? (select one only)
☐ North East
☐ Yorkshire and Humberside
☐ North West
☐ East Midlands
☐ West Midlands
☐ East Anglia
☐ South East
☐ South West
☐ Scotland
☐ Wales
☐ Northern Ireland
☐ Republic of Ireland
☐ Hong Kong
☐ Caribbean
☐ Middle East
☐ Other (please specify)

6. For how many sites are you responsible? (select one only)
☐ Single site
☐ Multi-site (single state, e.g. UK)
☐ Multi-site (Europe)
☐ Multi-site (Worldwide)
☐ Not applicable
7. How many people are based at the site(s) for which you have responsibility? (select one only)
- 1–4
- 5–24
- 25–49
- 50–99
- 100–249
- 250–499
- 500–999
- 1,000–4,999
- 5,000–9,999
- 10,000–19,999
- 20,000–49,999
- 50,000–999
- 1,000–4,999
- Not applicable

8. How many people report directly to you? (select one only)
- None
- 1–4
- 5–9
- 10–19
- 20–29
- 30–49
- 50+

9. How long have you worked in a health and safety role? (select one only)
- 0–4 years
- 5–9 years
- 10–19 years
- 20+ years

10. How long have you been in your current role? (select one only)
- 0–4 years
- 5–9 years
- 10–19 years
- 20+ years

11. How did you come into this role? (select one only)
- Internal promotion
- Internal move from another discipline
- Recruited from another organisation
- Established own consultancy business
- Career change role
- First career role (i.e. first significant job after finishing education)

12. How did you find your current job? (select one only)
- Internal move/promotion/company intranet
- Advertisement in a magazine
- Advertisement in local press
- Advertisement in national press
- Recruitment consultant
- Specialist health and safety recruitment website (e.g. SHP4jobs)
- General recruitment website (e.g. Monster, fish4jobs etc)
- Word of mouth
- Other (please specify)
13. What is your highest academic (Not health and safety-related) qualification? (select one only)
☐ MPhil/PhD
☐ MBA
☐ Master’s Degree
☐ Degree or equivalent
☐ S/NVQ level 4
☐ HNC/HND or equivalent
☐ Up to ‘A’ level/Highers or equivalent (inc S/NVQ level 3)
☐ Up to GCSE/O’ level/CSE
☐ None
☐ Other (please specify) ________________________________

14. What category of IOSH membership are you? (select one only)
☐ Affiliate
☐ Tech IOSH
☐ Grad IOSH
☐ CIIOSH
☐ CFIOSH
☐ Retired
☐ None

15. Which of the following health and safety qualifications do you have? (select all that apply)
☐ Master’s/Postgraduate Diploma
☐ Postgraduate Certificate
☐ BSc Degree
☐ HE Diploma
☐ NEBOSH Diploma Part 1
☐ QCA Level 6 Diploma (or former NEBOSH Diploma)
☐ NEBOSH Certificate
☐ S/NVQ level 3
☐ S/NVQ level 4
☐ Other accredited Health and Safety qualifications
☐ None

16. How much of your role is focused on H&S? (select one only)
☐ 100%
☐ 75%
☐ 50%
☐ 25% or less

17. Do you deal with/have responsibility for any of the following issues? (select all that apply)
☐ Safety
☐ Fire
☐ Occupational health
☐ Security
☐ Environment
☐ General Facilities Management
☐ Quality Control
18. Which of the following bodies are you or your organisation a member of? (select all that apply)
- BIFM
- BOHS
- BSC
- BSIF
- CIEH
- Ergonomics Society
- IEMA
- IIIRSM
- IOSH
- IOM
- IRM
- RoSPA
- Other (please specify) ___________________________

19. Which of the following best describes your role and responsibilities? (select one only)
- Senior Manager (e.g. Director)
- Manager
- Supervisor
- Adviser
- HSE/Local Authority inspector
- Safety rep
- Trainer
- My role is completely different to any of the other options

20. What is your annual salary before tax? (base salary only) (GBP or equivalent) ___________________________

21. Do you receive any of the following? (select all that apply)
- Bonus
- Commission
- Profit share
- Share options
- Medical insurance
- IOSH subscription
- Company car/car allowance
- Other (please specify) ___________________________

22. If you are provided with a company car, what does the organisation cover? (select one only)
- Business mileage only
- Contribution to costs but not mileage
- All costs
- No car provided

23. What percentage of your salary is contributed to your pension by your employer? (select one only)
- <5%
- 5%–10%
- 11%–20%
- >20%
- None
- Final salary scheme
24. At your last salary review, what was the percentage increase to your basic salary? (select one only)
   - None
   - Up to 1%
   - 1% to 2%
   - 3% to 5%
   - 6% to 10%
   - 11% to 20%
   - More than 20%

25. On average, how many hours do you work each week? (contracted or otherwise) (select one only)
   - Under 35
   - 35–48
   - 48+

26. Is there a designated member of your organisation’s main board or governing body who acts as a champion for health and safety? (select one only)
   - Yes
   - No
   - Don’t know

27. Through which route does ‘health and safety’ report to the main board or governing body in your organisation? (select one only)
   - Direct to the main board or governing body
   - Via operations
   - Via HR/personnel
   - Via production
   - Via audit/risk/insurance
   - Via finance
   - Via facilities or estates
   - Via security
   - Via another route
   - I do not know whether there is a reporting line to the main board or governing body

28. How seriously do you feel your organisation is committed to health and safety today, as compared to five years ago? (select one only)
   - More committed
   - About the same
   - Less committed
   - No opinion

29. What do you feel is the status of health and safety practitioners in your organisation today, as compared to five years ago? (select one only)
   - Higher status
   - About the same
   - Less status
   - No opinion

30. How do you feel that your health and safety role is valued by your organisation? (select one only)
   - Highly valued
   - Valued
   - Not valued
   - No opinion
31. How much influence do you believe EACH of the following has in driving health and safety policy in your business?

<table>
<thead>
<tr>
<th></th>
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<th>Slight influence</th>
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32. To what extent would you agree or disagree with the following statements?

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<tr>
<th></th>
<th>Strongly agree</th>
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<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>Not sure/don’t know</th>
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</thead>
<tbody>
<tr>
<td>‘The negative portrayal of health and safety in the media has meant my organisation takes its health and safety responsibilities less seriously’</td>
<td>☐</td>
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<tr>
<td>‘The negative portrayal of health and safety in the media has resulted in my role being taken less seriously by my employer/colleagues’</td>
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<td>‘The introduction of corporate manslaughter/homicide legislation has prompted my organisation to take its health and safety responsibilities more seriously’</td>
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<tr>
<td>‘The introduction of corporate manslaughter/homicide legislation has made me more concerned about my health and safety responsibilities’</td>
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<tr>
<td>‘The likelihood of bigger fines following the introduction of the Health and Safety (Offences) Act (or the Safety, Health and Welfare at Work Act in the Republic of Ireland) has prompted my organisation to take its health and safety responsibilities more seriously’</td>
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</table>
33. What impact do you think the current economic downturn is having on you and your company?

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<tr>
<th>Impact</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>Not sure/don’t know</th>
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<tbody>
<tr>
<td>‘I may lose my job’</td>
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<td>‘My status will be enhanced, as my company appreciates the benefits well-managed health and safety brings to the bottom line’</td>
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<td>‘My role will be changed to encompass extra duties’</td>
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<tr>
<td>‘The number of staff responsible for managing health and safety will be reduced’</td>
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<tr>
<td>‘My company will no longer pay for my professional membership fees’</td>
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<tr>
<td>‘The budget for health and safety related training will be reduced’</td>
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<tr>
<td>‘The budget for health and safety related equipment will be reduced’</td>
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<tr>
<td>‘My company would be more likely to base its service/equipment purchasing decisions on price rather than quality’</td>
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<td>‘My company will outsource more of its health and safety services (e.g. using freelance consultants instead of in-house staff)’</td>
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<td>‘There will be an increase in issues like workplace stress and absenteeism’</td>
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<td>‘People will work longer hours and be reluctant to take time off’</td>
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<td>‘My company may use staff with fewer health and safety qualifications/less experience to save money’</td>
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<td>‘There will be a reduction in working hours’</td>
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<tr>
<td>‘It will have no significant impact’</td>
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</table>

34. Would you recommend a career in health and safety to others?
- Yes
- No

35. How prepared do you feel for the challenges involved with helping people ‘return to work’ after long-term absence?
- Very
- Slightly
- Partly
- Not at all

36. Do you believe government-recognised accreditation of the profession could be beneficial?
- Yes
- No
- Don’t know
37. In your opinion, what are the top three issues facing the Health and Safety function now?

   Issue one
   Issue two
   Issue three

Consultants’ questions

38. In which of the following sectors do you operate? (select all that apply)
   □ Advertising and market research
   □ Aerospace equipment manufacturing and repairing
   □ Agriculture, forestry and fishing
   □ Air transport
   □ Armed Forces
   □ Atomic Energy
   □ Banking
   □ Other financial institutions
   □ Bricks, pottery, glass, cement, abrasives and building materials
   □ Building Society
   □ Chemicals and allied industries
   □ Clothing and footwear
   □ Coal and petroleum products
   □ Coal mining
   □ Construction
   □ Education and training
   □ Electricity
   □ Enforcement
   □ Engineering
   □ Environmental health
   □ Food, drink, tobacco
   □ Gas supply
   □ Health and safety inspectorate
   □ Health care
   □ Hotel and catering
   □ Insurance/risk management
   □ Leather, leather goods and fur
   □ Leisure industry
   □ Local government
   □ Metal goods manufacture
   □ Metal manufacture
   □ Other manufacturing industries
   □ Mining and quarrying
   □ Oil and natural gas
   □ Paper and board manufacture
   □ Port and inland water transport
   □ Postal
   □ Printing and publishing
   □ Property
   □ Railways
   □ Research and development services
   □ Retail distributive trades
   □ Road Transport
   □ Safety and health services (consultancy)
   □ Sea Transport
   □ Security
   □ Shipbuilding and marine engineering
39. In which of the following geographical regions do you operate? (select all which apply)

- North East
- Yorkshire and H umberside
- North W est
- East M idlands
- W est M idlands
- East Anglia
- South East
- South W est
- Scotland
- Wales
- Northern Ireland
- Republic of Ireland
- Hong Kong
- Caribbean
- M iddle East
- Australia/New Zealand
- Other (please specify) ________________

40. How many people report directly to you? (select one only)

- None
- 1–4
- 5–9
- 10–19
- 20–29
- 30–49
- 5 0+

41. How long have you worked in a health and safety role? (select one only)

- 0–4 years
- 5–9 years
- 10–19 years
- 20+ years

42. How long have you been self-employed? (select one only)

- 0–4 years
- 5–9 years
- 10–19 years
- 20+ years

43. Why did you decide to become self-employed consultant? (select all that apply)

- I was offered the opportunity to buy an existing business
- I wanted to be my own boss
- I reviewed my options following redundancy
- It was the only way I could significantly increase my income
- It allowed me to do the kind of work that I wanted to do
- Other (please specify) ________________
44. What is your highest academic (Not health and safety-related) qualification? (select one only)

- MPhil/PhD
- MBA
- Master's Degree
- Degree or equivalent
- S/NVQ level 4
- HNC/HND or equivalent
- Up to ‘A’ level/Highers or equivalent (inc S/NVQ level 3)
- Up to GCSE/O’ level/CSE
- None
- Other (please specify)  

45. What category of IOSH membership are you? (select one only)

- Affiliate
- Tech IOSH
- Grad IOSH
- CMIOSH
- CFIOSH
- Retired
- None

46. Which of the following health and safety qualifications do you have? (select all that apply)

- Master's/Postgraduate Diploma
- Postgraduate Certificate
- BSc Degree
- HE Diploma
- NEBOSH Diploma Part 1
- QCA Level 6 Diploma (or former NEBOSH Diploma)
- NEBOSH Certificate
- S/NVQ level 3
- S/NVQ level 4
- Other accredited Health and Safety qualifications
- None

47. How much of your role is focused on H&S? (select one only)

- 100%
- 75%
- 50%
- 25% or less

48. Do you deal with/have responsibility for any of the following issues? (select all that apply)

- Safety
- Fire
- Occupational health
- Security
- Environment
- General Facilities Management
- Quality Control
49. Which of the following organisations are you or your company a member of? (select all that apply)
- BIFM
- BOHS
- BSC
- BSIF
- CIEH
- Ergonomics Society
- IEMA
- IIRSM
- IOSH
- IRM
- RoSPA
- Other (please specify) ____________

50. What is your average daily rate? (for work conducted by you personally) (GBP or equivalent) (select one only)
- Up to £250
- £251–£350
- £351–£450
- £451–£550
- £551–£650
- £651–£750
- Above £750

51. On average, how many remunerated days do you work each year? (select one only)
- Up to 50
- 51–100
- 101–150
- 151–200
- 201–250
- Above 250

52. What is the annual cost of your professional indemnity cover? (GBP or equivalent) ____________

53. What impact do you think the current economic downturn will have on your business as a consultant?
- ‘I will fare worse, as demand from companies decreases owing to pressures to save money’
- ‘I will fare better, as more companies look to outsource health and safety services’
- ‘I will probably need to reduce my rates to secure new business’
- ‘It will have no significant impact’

54. Would you recommend a career in health and safety to others?
- Yes
- No

55. How prepared do you feel to advise your clients on the challenges involved with helping people ‘return to work’ after long-term absence?
- Very
- Slightly
- Partly
- Not at all
56. How seriously do you feel employers in general are committed to health and safety today, as compared to five years ago? (select one only)
☐ More committed
☐ About the same
☐ Less committed
☐ No opinion

57. What do you feel is the status of health and safety practitioners in organisations today, as compared to five years ago? (select one only)
☐ Higher status
☐ About the same
☐ Lower status
☐ No opinion

58. How much influence do you believe EACH of the following has in driving health and safety policy in your clients’ businesses?

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59. To what extent would you agree or disagree with the following statements?

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60. Do you believe government-recognised accreditation of the profession could be beneficial?
☐ Yes
☐ No
☐ Don’t know
61. In your opinion, what are the top three issues facing the Health and Safety function now?
 Issue one
 Issue two
 Issue three
IOSH is grateful to its staff and to UBM for designing the questions set for the survey and compiling the responses. We also acknowledge MDH for their previous work on ‘salary and attitude’ questionnaires and reports.

We would like to thank all those who took the time to participate in the IOSH 2009 survey for their valuable input.

Report prepared by:
Jill Joyce
Senior Policy and Technical Adviser
18 September 2009
IOSH is the Chartered body for health and safety professionals. With more than 35,000 members in 85 countries, we’re the world’s biggest professional health and safety organisation.

We set standards, and support, develop and connect our members with resources, guidance, events and training. We’re the voice of the profession, and campaign on issues that affect millions of working people.

IOSH was founded in 1945 and is a registered charity with international NGO status.