NSC SURVEYS

NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY
U.S. DEPARTMENT OF COMMERCE

NSC SAFETY BAROMETER

National Institute of Standards & Technology (NIST)
NSC Safety Barometer Results

December 2022 - February 2023

2022-2023 **NSC Safety Barometer** Results

contents

Understanding Your Results: **NSC Safety Barometer**

*This page provides you with foundational information about the **NSC Safety Barometer** items and six safety performance categories.*

NSC Safety Barometer (click to view your Safety Barometer Form)

NSC Employee Perception Surveys provide comprehensive, sensitive leading indicator metrics to assess your safety culture, identify strengths and opportunities, and gaps in your safety management system that can assist in prioritizing continuous improvement efforts. The **NSC Safety Barometer** is a validated safety survey, asking respondents to indicate their level of agreement with 50 standardized general safety statements (Q01-Q50) assessing safety management system health and safety culture. These statements describe activities or conditions related to the administrative, operational, technical, and cultural elements of the safety management system, representing six fundamental safety performance categories or areas of safety excellence: Management Commitment (7 items), Supervisor Engagement (9 items), Employee Involvement (9 items), Safety Support Activities (10 items), Safety Support Climate (10 items), Organizational Climate (5 items). Descriptions of the six performance categories and their respective standard items are below.

Management Commitment

Management Commitment items describe ways in which top & middle management demonstrate their leadership and commitment to safety in the form of words, actions, organizational strategy, and personal engagement.

Q07 Management's views on the importance of safety are seldom stressed in employee communications.
Q14 Management has published a written policy that expresses their attitude about employee safety.
Q21 Management has provided adequate staff to manage and support its safety program.
Q31 Management sets a positive safety example through their words and actions.
Q34 Management regularly participates in safety program activities.
Q40 It is well known that management ignores a person's safety performance when determining raises and promotions.
Q49 Management annually sets safety goals for which all employees are held accountable.

Supervisor Engagement

Supervisor Engagement items consider primary roles through which supervisors communicate their support for safety: leader, manager, controller, trainer, organizational representative, and advocate for employees.

Q05 My supervisor maintains a high standard of job safety performance.
Q12 My supervisor's behavior often goes against safe job procedures.
Q19 My supervisor enforces safe job procedures.
Q24 My supervisor understands the job safety problems I face.
Q28 My supervisor seldom acts on employee safety suggestions.
Q32 My supervisor has successfully fit safety into the work routine.
Q38 The training or guidance provided through my supervisor (or principal investigator, or senior practitioner/mentor) helps me do my job safely.
Q43 Employees are afraid to report safety problems to their supervisors.
Q44 My supervisor is involved in safety incident investigations.

Employee Involvement

Employee Involvement items specify selected actions and reactions that are critical to making a safety program work. Emphasis is given to personal engagement, responsibility, and compliance.

Q01 It is common for employees to take part in identifying and eliminating worksite hazards.
Q04 Employees often get involved in developing or revising job safety and health policies and procedures (e.g., NIST Safety Suborders, Safe Operating Procedures, etc.).
Q11 I can protect myself and coworkers through my actions while on the job.
Q18 I understand the safety and health regulations relating to my job.
Q20 The same basic precautions are used by employees who deal with hazardous materials.
Q25 Designated employees are familiar with and follow procedures to isolate hazardous energy sources, such as regular lockout/tagout procedures.
Q37 Employees take part when accident or incident investigations occur.
Q46 Many employees don't use the personal protective equipment necessary to do their jobs safely.
Q50 Employees rarely take part in the development of safety requirements for their jobs (e.g., safe operating procedures and hazard reviews).

Safety Support Activities

Safety Support Activities items probe the presence or quality of various safety program practices, with a focus on communications, training, inspection, maintenance, and emergency response.

Q06 Detailed safety inspections of work areas, including government-owned vehicles, are made at regular, frequent intervals.
Q08 Safety meetings are held less often than they should be.
Q13 Designated employees are well trained in emergency practices, including for example, hazard review emergency response procedures and building evacuations.
Q15 Near miss incidents are thoroughly investigated.
Q22 Awards and recognition programs used in this organization are not good at promoting safe employee behavior.
Q26 Safety training is part of every new employee's onboarding.
Q29 Emergency response procedures are almost never tested to make sure they are working.
Q30 The work of committees like the ESC (Executive Safety Council), SAC (Safety Advisory Committee), and OU safety councils improve safety conditions.
Q33 The system of preventive maintenance for facilities, work areas (including vehicles), equipment, tools, and machinery operates poorly.
Q41 The safety coordinator (OU safety program coordinator, division safety representative, etc.) are readily available to provide advice and assistance.

Safety Support Climate

Safety Support Climate items ask employees across an organization for general beliefs, impressions, and observations about management's commitment and underlying values with regard to safety.

Q03 Safety takes a back seat to productivity.
Q10 Management shows that it cares about employee safety.
Q17 Management does no more than the law requires to keep employees safe.
Q23 Job performance standards for production/work output are higher than safety performance standards.
Q27 I believe management is sincere in its efforts to ensure employee safety.
Q35a The safety office has high status in this organization.
Q35b The safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status in this organization.
Q36 Hazards that are not fixed right away by supervisors are often ignored.
Q39 Medical resources are sufficient for treating the injuries that occur.
Q45 Ventilation, lighting, noise, and other environmental conditions are kept at a good level (Includes facilities and other work areas such as vehicles, remote offices, worksites).
Q48 Management insists that supervisors think about safety when doing their jobs.

Organizational Climate

Organizational Climate items probe general conditions that interact with the safety program to affect its ultimate success, such as teamwork, morale, and employee turnover.

Q02 There is frequent contact and communication between employees and management.
Q09 Good teamwork exists among departments (OUs, Divisions, Groups, etc.).
Q16 Employee morale is poor.
Q42 This organization has a stable workforce.
Q47 Job stress is a significant problem for me and my coworkers.

Customized Items

Safety program items that are of special concern to your organization.

Q51 All hazardous activities I perform have an associated hazard review.
Q52 Hazard reviews (or JHAs) are revised and re-reviewed when process changes or new hazards are introduced
Q53 The hazard reviews (or JHA) process reduces risk associated with my work.
Q54 NIST has a positive safety culture.
Q55 The safety culture at NIST is improving.
Q56 The safety requirements are consistently followed in my work area.
Q57 Supervisors encourage the reporting of unsafe/unhealthful conditions.
Q58 Supervisors create a comfortable environment for raising safety concerns.
Q59 I receive enough job-specific safety training to perform my work activities safely.
Q60 Incidents that happen at NIST and lessons learned are discussed in my work area.
Q61 If you experienced a safety-related incident, how likely would it be for you to report it?
Q62 If you experienced a near miss while working, how likely would it be for you to report it?

Understanding Your Results: Benchmarking

This page provides you with key information about benchmarking: how we calculate average scores, interpreting percentile scores, why benchmarking is important, and the NSC Database.

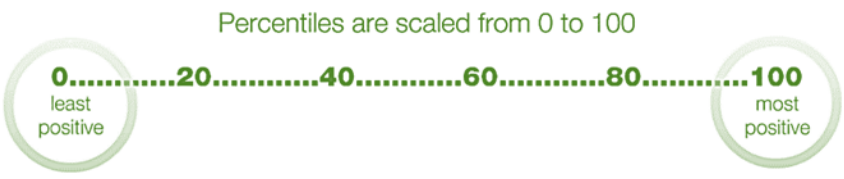
Average Response Scores

To ensure the quality of survey responses, two-thirds of the **NSC Safety Barometer** statements are positively phrased while other statements are negatively phrased. Respondent agreement with a positive statement or disagreement with a negative statement has a positive safety implication for the safety culture. Disagreement with a positive statement or agreement with a negative description has a negative implication. For each statement, average response scores were calculated by assigning the following values to responses:

+2 = strongly positive response
(strongly agreeing with positively phrased item/strongly disagreeing with negatively phrased item);
+1 = positive response
(agreeing with positively phrased item/disagreeing with negatively phrased item);
0 = neutral response;
-1 = negative response
(disagreeing with positively phrased item/agreeing with negatively phrased item);
-2 = strongly negative response
(strongly disagreeing with positively phrased item/strongly agreeing with negatively phrased item).

Benchmarking

Average response scores are compared with the NSC Database for each of the 50 **NSC Safety Barometer** items and each of the six safety performance categories. A percentile score expresses the percentage of NSC Database businesses with a lower average response score than your business. Possible percentile scores range from 0 to 100, with 0 representing the lowest score in the NSC Database and 100 representing the highest. For example, a percentile score of 100 indicates that all of the businesses in the NSC Database received a lower average response score than your business; a percentile score of 50 indicates that half of the businesses were lower than your business.



A percentile score above 50, the NSC Database average, indicates above average performance, whereas a score below 50 indicates below average performance when compared to NSC Database organizations. Scores below 20 are considered low, while scores of 80 or above are described as high. Scores of 90 or above indicate very high safety performance, as derived from employee perceptions.

Value of Benchmarking

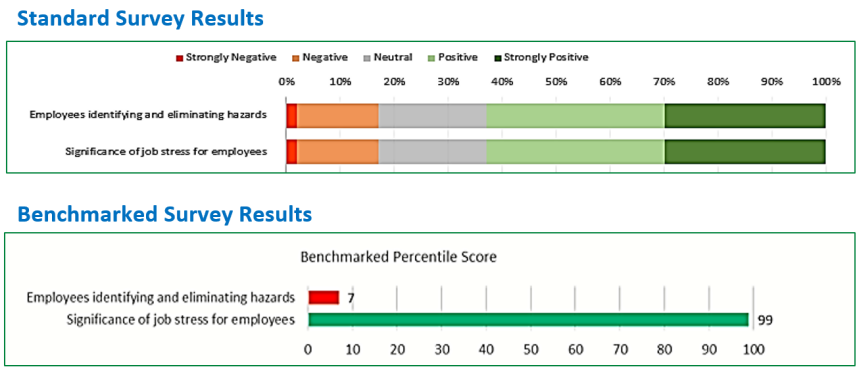
The **true value** of benchmarking in employee survey analysis is it neutralizes inaccuracy in the survey results, allowing organizations to compare scored items and take action. Inherent in all survey work, every survey item has its own natural performance. Some items tend to be answered more positively or negatively than other items. This has to do with the wording of the item, topic being addressed, or both. Benchmarking is a unit of analysis that will allow you to easily identify high and low scores across items and prioritize areas for action planning. The following is an example comparing two **NSC Safety Barometer** survey items.

Two survey items:

Q01) It is common for employees to take part in identifying and eliminating worksite hazards
NSC Database average score of 1.137 and a standard deviation of .27

Q47) Job stress is a significant problem for me and my coworkers
NSC Database average score of -.208 and a standard deviation of .36

If survey results were provided with only average response scores (on a scale of -2 to +2) and your organization produced the same average response score for both of these items, this result can be interpreted that these items are performing rather equally. However, applying our NSC Benchmark can clarify on the true status of this safety component in your safety culture, as derived from employee perceptions. In this example, benchmarking actually reveals that despite garnering the same average score, (Q47) would produce a percentile score of 99 and would be identified as a strength, whereas (Q1) would be performing below average, producing a percentile score of 7. Ultimately, benchmarking enables your organization to correctly interpret and take action based on more accurate survey results. *See image below for visual on benchmarking in action.*

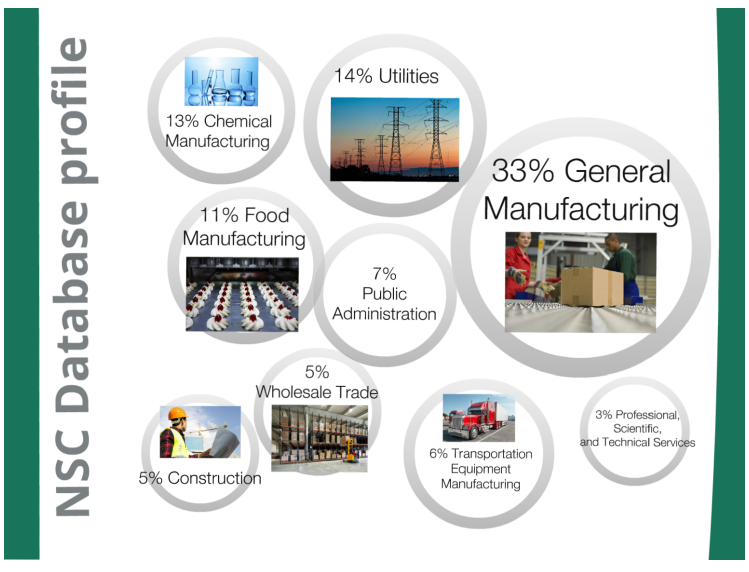


NSC Database

NSC Database includes millions of employee responses from businesses across various industries and countries. The businesses in the NSC Database do not represent a national average. NSC Database businesses tend to be high performing, safety culture focused organizations with emerging and mature safety systems.

Average response scores were compared with the same 1,400 businesses in the NSC Database as at the time of the 2020 survey for each of the 50 **NSC Safety Barometer** items and each of the six safety performance categories. This allows direct comparison to previous survey results, when available. Given the components assessed with the **NSC Safety Barometer** are key for all businesses in building and maintaining a positive safety culture, we compare you to the entire NSC Database to ensure the most accurate and precise results. Although specific risk may vary by industry, the six areas of excellence and their respective components are applicable to all organizations.

Estimated Database Profile



National Institute of Standards & Technology (NIST)
NSC Safety Barometer Results
Executive Summary

Your Survey

These results build on employee survey responses to the **NSC Safety Barometer** survey. The **NSC Safety Barometer** elicits employee responses to 50 statements regarding foundational safety elements. These components are grouped into six performance categories of safety excellence: Management Commitment (7 items), Supervisor Engagement (9 items), Employee Involvement (9 items), Safety Support Activities (10 items), Safety Support Climate (10 items), Organizational Climate (5 items).

Your **NSC Safety Barometer** survey was conducted in December 2022 to February 2023.

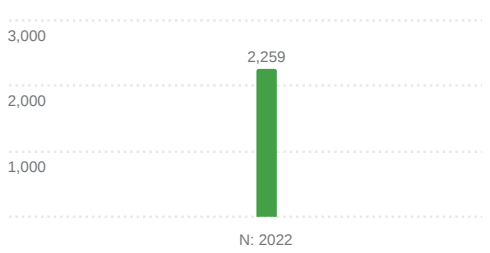
Survey administered via anonymous online link.

38**%** of respondents provided improvement feedback in the comments section.

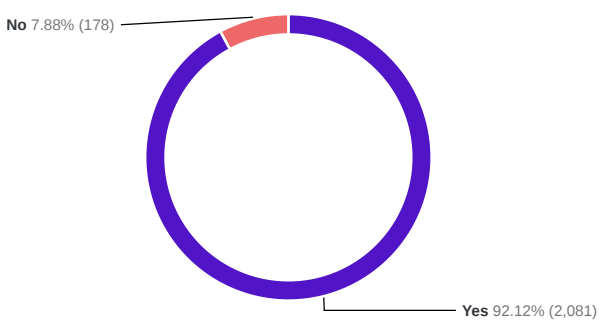
Overall Response Rate

2022: 49.7%

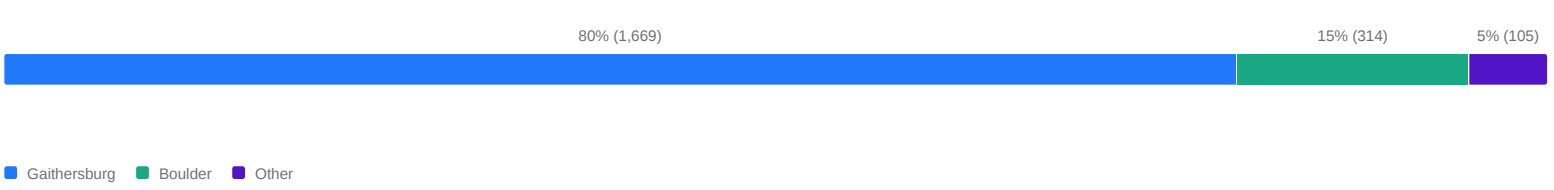
Response Count



Responses by Federal Employee Status



Responses by Primary Work Location

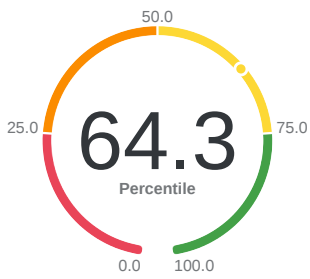


NSC Database Benchmark

1,530 Businesses

To generate comparative percentile scores, 2022 average response scores were compared with the 1,530 businesses in the NSC Database.

Overall Percentile Score



Management Commitment Percentile Score

58.1

Supervisor Engagement Percentile Score

86.8

Employee Involvement Percentile Score

51.6

Safety Support Activities Percentile Score

53.3

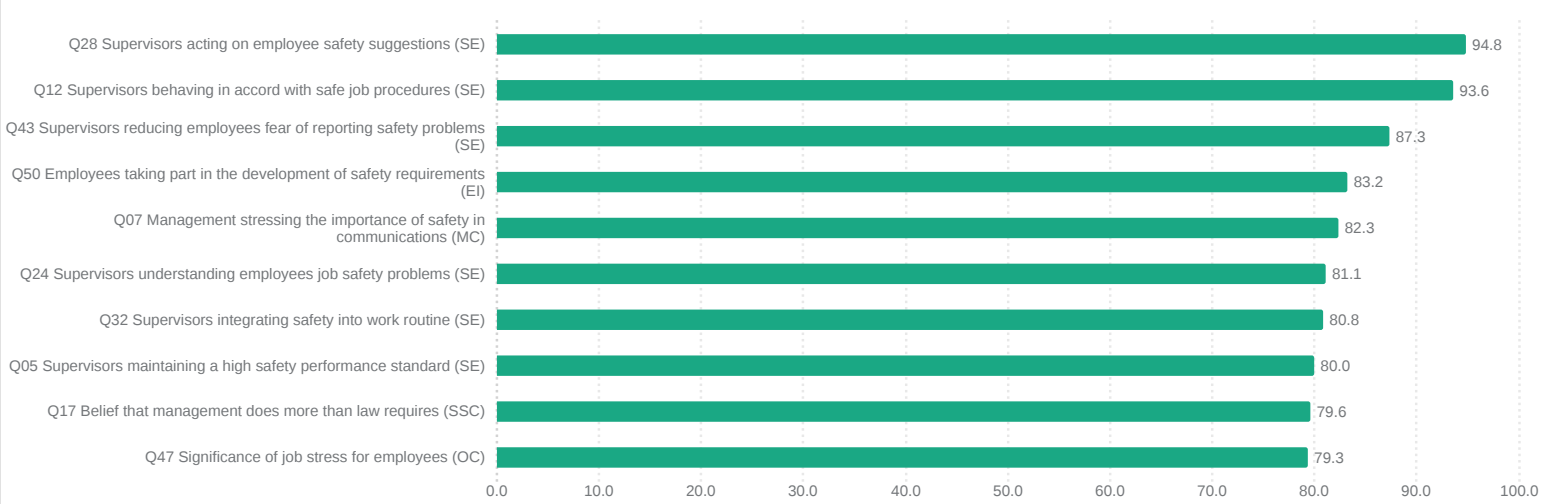
Safety Support Climate Percentile Score

58.4

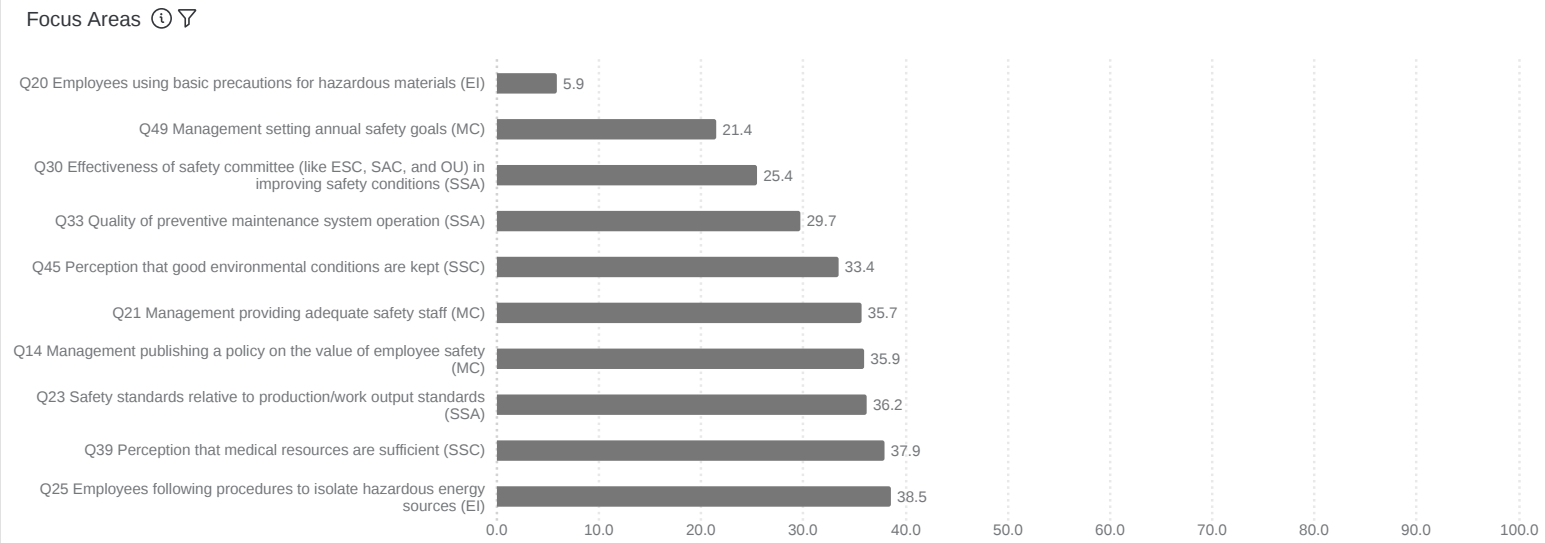
Organizational Climate Percentile Score

72.6

Top Strengths



Focus Areas



Overall & Safety Performance Category

This page contains overall percentile score and safety performance category percentile scores.

Your **NSC Safety Barometer** Survey

These results build on 2,259 employee survey responses to the **NSC Safety Barometer** survey, a response rate of approximately 50%. In addition, 38% of respondents also provided open-ended feedback in the comments section.

Your current **NSC Safety Barometer** survey was conducted from December 2022 - February 2023. Employees participated in your 2022-2023 **NSC Safety Barometer** through an anonymous online link.

Benchmarked percentile scores for Employee Status groups are also available across this dashboard, as well as Industry-Specific results. Use the Employee Status filter at the top of each applicable page to view results by a specific reporting group. Use the Benchmark Group filter to adjust the benchmark group. ***In order for results to display properly, please ensure only one variable is selected from each filter at a time****. Please note, narrative text will not update and will always reflect analysis of 1-NIST overall results at the full "All Industries" benchmark.*

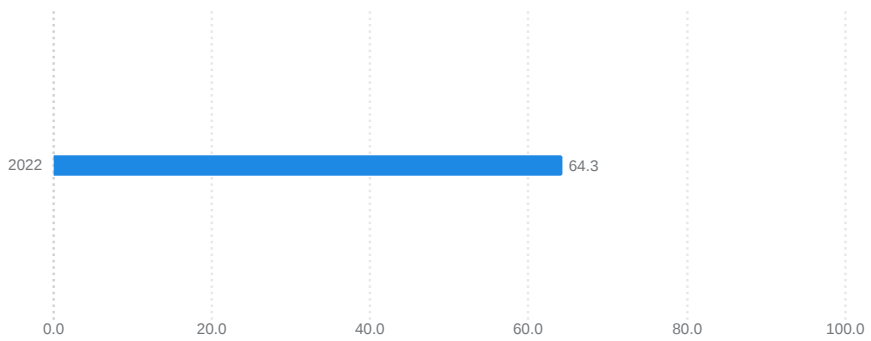
You can also view percentile score comparisons on the Percentile Scores pages of this dashboard.

Overall

For a broad measurement of the survey results, a relative overall score (includes all the responses across all 50 items) is included to provide an overall snapshot of your safety management system health and culture.

The overall percentile score in 2022 is a moderately high score of 64.3, indicating that you scored higher than 64.3% of the NSC Database businesses, overall.

Overall Percentile Score



Safety Performance Category

All 50 **NSC Safety Barometer** items are associated with one of the six safety performance categories: Management Commitment (7 items), Supervisor Engagement (9 items), Employee Involvement (9 items), Safety Support Activities (10 items), Safety Support Climate (10 items), and Organizational Climate (5 items). Performance category percentile scores are generated by comparing performance category average response scores (calculated from employee responses to the corresponding **NSC Safety Barometer** items) to the NSC Database.

Percentile scores by performance area highlight broad strengths and opportunities. If a specific performance category is underperforming compared with other performance categories, specific components from the lowest-performing performance category should be considered for action planning. Typically, high performing safety cultures will see consistency among performance category scores.

In 2022, all of the six performance category percentile scores were above the NSC Database average of 50. Supervisor Engagement received the highest percentile in 2022 with a score of 86.8. Employee Involvement received the lowest performance category score of 51.6 in 2022.

Additionally, average response scores (scale -2 to +2) by performance category are displayed below along with another table that provides the average response score (scale -2 to +2) for the 0, 50th, and 100th percentile for all the businesses in the NSC Database. This gives you an idea of the distribution of the scores for each performance category and how your average response score compares.

Percentile Scores of Performance Categories

Percentile Scores of Performance Categories by Year

	2022
Management Commitment	58.1
Supervisor Engagement	86.8
Employee Involvement	51.6
Safety Support Activities	53.3
Safety Support Climate	58.4
Organizational Climate	72.6

Average Scores of Performance Categories

Year	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	Overall
2022	0.71	1.10	0.84	0.61	0.71	0.61	0.77

Average Scores of NSC Database

Percentile	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	OVERALL
0	-0.536	-0.167	-0.024	-0.511	-0.574	-0.800	-0.375
50th	0.652	0.821	0.826	0.592	0.643	0.386	0.675
100th	1.618	1.700	1.686	1.647	1.588	1.533	1.606

50 Standard **NSC Safety Barometer** Components

This page contains percentile scores, average response scores, and percent distributions for each ***NSC Safety Barometer*** *component.*

Note: Two variations on Q35 were presented to respondents. Both versions are represented in the Scores by Safety Component table provided below. Component Q35b was used to generate the Safety Support Climate performance category average response score, as well as the Overall average response score.

2022 Best Performing Components

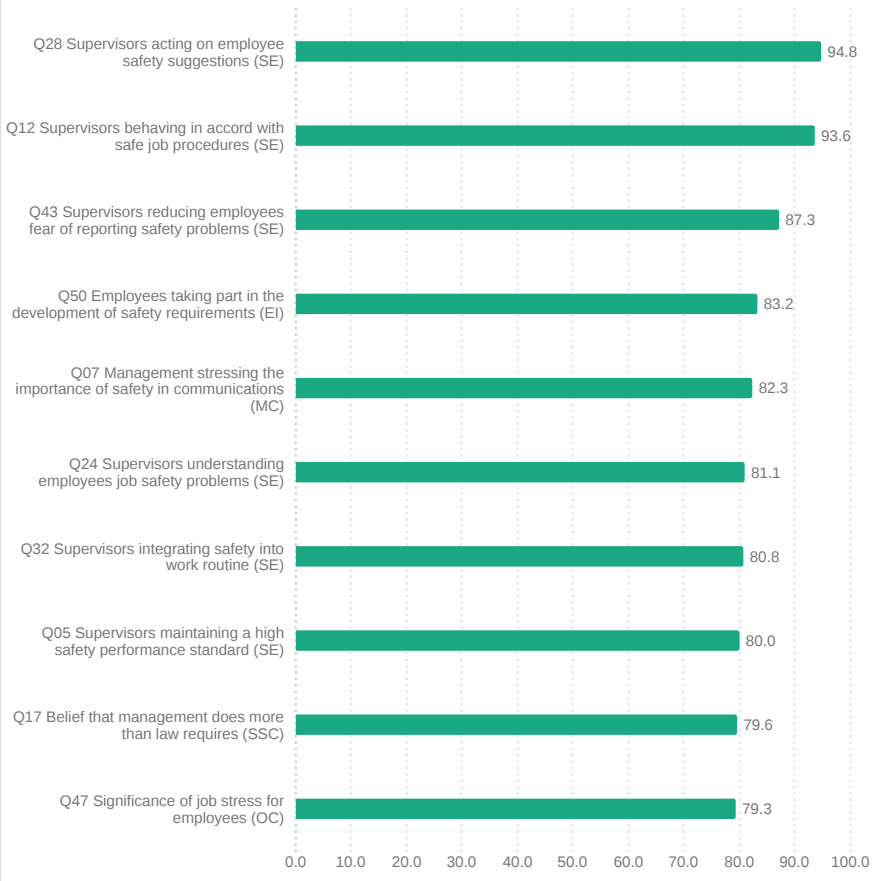
The ten highest-performing components received scores ranging from 79.3.0 to 94.8.

Of the best performing components identified by employees

- **6** are from the Supervisor Engagement category; and
- **1** each is from the Management Commitment, Employee Involvement, Safety Support Climate and Organizational Climate categories.

There were no items from the Safety Support Activities category in this group of best-performing components. To view safety component results by performance category, please refer to specific performance category pages.

Best Performing Components (Top Strengths)



2022 Lower-Performing Components

Thirty-six of the 50 standard components (including both variations of Q35 only counted once) scored at or above the 50th percentile. Although components with below average percentiles (below 50) are usually identified as potential target areas, the ten lowest-ranking components with scores of 38.5 or below can be used to establish initial improvement opportunities.

Of the components identified as focus areas:

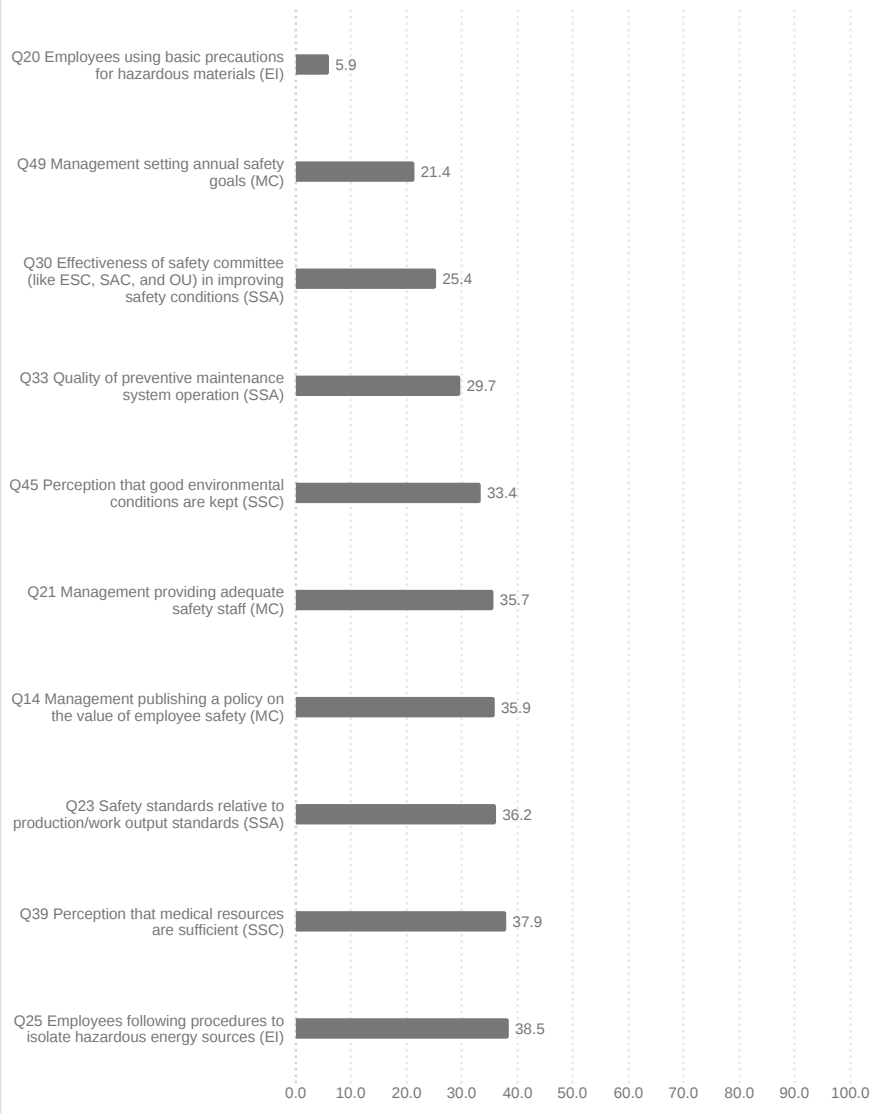
- **3** each are from the Management Commitment and Safety Support Activities categories,
- **2** each are from the Employee Involvement and Safety Support Climate categories, and

There were no items from the Supervisor Engagement or Organizational Climate categories in this group of lower-performing components. To view safety component results by performance category, please refer to specific performance category pages.

Component Clustering

Three or more components from the same performance category in the bottom ten indicates the performance category is an opportunity area. It is recommended to choose at least one component from the cluster as a future action item.

Lower-Performing Components (Focus Areas)



2022 Summary

Percentile scores for each of the standard 50 **NSC Safety Barometer** components were generated. Average performance compared to the NSC Database is indicated by the 50th percentile. The following table is color-coded with components scoring in the top quartile shaded green (76th percentile and above), components scoring in the third quartile shaded yellow (the 50th to 75th percentile range), components scoring in the second quartile shaded orange (25th to 49th percentile range), and components scoring in the bottom quartile shaded red (below the 25th percentile).

The majority of employee responses regarding the NIST safety program are above average compared to the NSC Database participants. Thirty-six of the 50 standard components (including both variations of Q35 only counted once) received percentiles at or above the 50th percentile, which is considered the NSC Database average.

Further examination shows: **13** components achieved percentile scores at or above the 76th percentile, **22** components (including both variations of Q35 only counted once) received percentiles from the 50th to 75th percentile, **13** components earned percentiles from the 25th to the 49th percentile, and **2** components generated percentiles below the 25th percentile.

Scores by Safety Component

Statement Number, Component (Performance Category)	Percentile Score	Strongly Positive	Positive	Neutral	Negative	Strongly Negative	Average
Q28 Supervisors acting on employee safety suggestions (SE)	94.8	38.4%	43.2%	14.4%	2.9%	1.1%	1.15
Q12 Supervisors behaving in accord with safe job procedures (SE)	93.6	60.0%	32.4%	4.8%	1.8%	1.0%	1.49
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	87.3	29.5%	50.0%	14.8%	4.2%	1.5%	1.02
Q50 Employees taking part in the development of safety requirements (EI)	83.2	19.2%	38.9%	28.9%	11.0%	2.0%	0.62
Q07 Management stressing the importance of safety in communications (MC)	82.3	28.2%	46.4%	14.0%	9.0%	2.4%	0.89
Q24 Supervisors understanding employees job safety problems (SE)	81.1	32.2%	50.1%	13.5%	3.4%	0.7%	1.10
Q32 Supervisors integrating safety into work routine (SE)	80.8	30.4%	47.7%	17.7%	3.6%	0.6%	1.04
Q05 Supervisors maintaining a high safety performance standard (SE)	80.0	44.9%	40.5%	12.1%	1.6%	0.9%	1.27
Q17 Belief that management does more than law requires (SSC)	79.6	24.2%	43.2%	20.3%	9.0%	3.3%	0.76
Q47 Significance of job stress for employees (OC)	79.3	8.9%	32.8%	25.7%	24.0%	8.6%	0.09
Q16 Condition of employee morale (OC)	79.0	21.3%	42.0%	19.9%	11.4%	5.5%	0.62
Q27 Belief that management is sincere in safety efforts (SSC)	77.7	46.1%	41.8%	7.3%	3.4%	1.5%	1.27
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	76.4	27.1%	47.4%	20.1%	4.0%	1.4%	0.95
Q44 Supervisors involved safety incident investigations (SE)	73.3	19.7%	39.6%	35.7%	3.7%	1.3%	0.73
Q37 Employees take part when accident/incident investigations occur (EI)	72.4	15.0%	43.9%	35.2%	4.6%	1.3%	0.67
Q31 Management setting a positive safety example (MC)	72.2	25.4%	50.9%	17.6%	4.1%	2.0%	0.93
Q19 Supervisors enforcing safe job procedures (SE)	70.8	36.5%	48.9%	11.8%	2.0%	0.7%	1.19
Q40 Management including safety in job promotion reviews (MC)	70.6	20.2%	37.3%	31.5%	7.6%	3.4%	0.63
Q10 Belief that management shows it cares for employee safety (SSC)	69.6	39.9%	43.2%	11.0%	3.7%	2.1%	1.15
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	67.0	16.7%	43.3%	26.7%	11.3%	2.0%	0.61
Q03 Priority of safety relative to productivity (SSC)	66.6	28.7%	43.4%	15.9%	8.1%	3.9%	0.85
Q38 Supervisors providing helpful safety training or guidance (SE)	66.3	22.2%	53.2%	19.3%	4.4%	1.0%	0.91
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	65.5	23.8%	42.9%	25.8%	5.8%	1.7%	0.81
Q34 Management participating in safety activities on a regular basis (MC)	64.5	19.2%	45.0%	27.7%	6.0%	2.2%	0.73
Q29 Occurrence of emergency response procedures testing (SSA)	64.2	16.8%	42.1%	29.5%	9.6%	2.1%	0.62
Q02 Frequency of employee/management interactions (OC)	63.8	27.6%	47.6%	15.5%	7.0%	2.2%	0.92
Q09 Condition of departmental teamwork (OC)	61.7	17.6%	44.5%	25.3%	8.4%	4.2%	0.63
Q35 Perception that the safety office has high status (SSC)	60.5	18.6%	37.7%	32.5%	8.4%	2.8%	0.61
Q42 Stability of workforce (OC)	60.0	21.4%	48.6%	17.0%	9.7%	3.2%	0.75
Q46 Employees using necessary personal protective equipment (EI)	57.8	19.5%	43.9%	30.5%	5.5%	0.7%	0.76
Q48 Belief that management insists supervisors think about safety (SSC)	54.7	24.2%	49.9%	22.2%	2.7%	0.9%	0.94
Q13 Designated employees well trained in emergency practices (SSA)	54.4	17.9%	46.1%	27.7%	6.7%	1.5%	0.72
Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	53.6	16.8%	36.6%	33.6%	9.8%	3.1%	0.54
Q15 Thoroughness of near miss incident investigations (SSA)	53.4	20.1%	42.0%	31.7%	4.9%	1.4%	0.75
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	52.4	9.1%	26.4%	42.2%	17.2%	5.0%	0.17
Q01 Employees identifying and eliminating hazards (EI)	50.0	36.1%	48.4%	10.8%	3.7%	0.9%	1.15
Q11 Employees believing that their actions can protect coworkers (EI)	49.6	45.2%	47.8%	5.7%	1.0%	0.4%	1.37
Q18 Belief that employees understand safety and health regulations (EI)	48.2	34.8%	55.5%	6.6%	2.5%	0.6%	1.21
Q26 Presence of safety training in new employee onboarding (SSA)	47.9	39.0%	41.3%	15.1%	3.7%	0.9%	1.14
Q04 Employees being involved in safety and health practices (EI)	45.3	15.7%	36.6%	32.6%	12.5%	2.5%	0.50
Q08 Frequency of safety meeting occurrence (SSA)	40.9	13.6%	35.2%	32.3%	15.2%	3.6%	0.40
Q25 Employees following procedures to isolate hazardous energy sources (EI)	38.5	20.0%	38.2%	38.1%	3.0%	0.7%	0.74
Q39 Perception that medical resources are sufficient (SSC)	37.9	12.8%	36.2%	42.2%	6.8%	1.9%	0.51
Q23 Safety standards relative to production/work output standards (SSA)	36.2	9.3%	28.8%	32.1%	23.6%	6.2%	0.11
Q14 Management publishing a policy on the value of employee safety (MC)	35.9	22.1%	43.8%	27.0%	5.8%	1.3%	0.80
Q21 Management providing adequate safety staff (MC)	35.7	16.7%	40.4%	27.4%	11.6%	3.8%	0.54
Q45 Perception that good environmental conditions are kept (SSC)	33.4	12.2%	42.5%	19.3%	17.8%	8.2%	0.33
Q33 Quality of preventive maintenance system operation (SSA)	29.7	8.1%	27.3%	36.7%	17.2%	10.6%	0.05
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	25.4	13.0%	37.5%	41.4%	5.5%	2.6%	0.53
Q49 Management setting annual safety goals (MC)	21.4	12.6%	34.9%	37.1%	12.2%	3.2%	0.42
Q20 Employees using basic precautions for hazardous materials (EI)	5.9	13.7%	32.3%	45.1%	7.1%	1.8%	0.49

Average Response Scores and Response Distribution of Safety Components

The primary focus in interpreting your survey results should be placed on benchmarked percentile scores.

Components with the highest average response scores or a high percentage of positive responses are not necessarily the best performing elements. Since some statements tend to be answered more positively or negatively than others, comparing results against the NSC Database automatically adjusts for and minimizes these types of naturally occurring biases. However, average response scores and response distributions can provide supplemental information to elicit additional insights into your survey data.

Elevated neutral responses (≥30.0%)

Elevated neutral response rates may indicate that components or their related programs are not sufficiently visible from the employee perspective, increased communication, education, or awareness may be key.

- 17 components had elevated levels of neutrals in 2022 (including both variations of Q35, only counted once).

Negative Average Response Scores

Negative average response scores indicate that employees have negative perceptions of that particular component and should be considered along with percentile score when determining action planning priorities.

- None of the components generated a negative average response score in 2022.

Management Commitment Components

This page displays another view of the **NSC Safety Barometer** *component percentile scores, average response scores, and percent distributions for only Management Commitment components.*

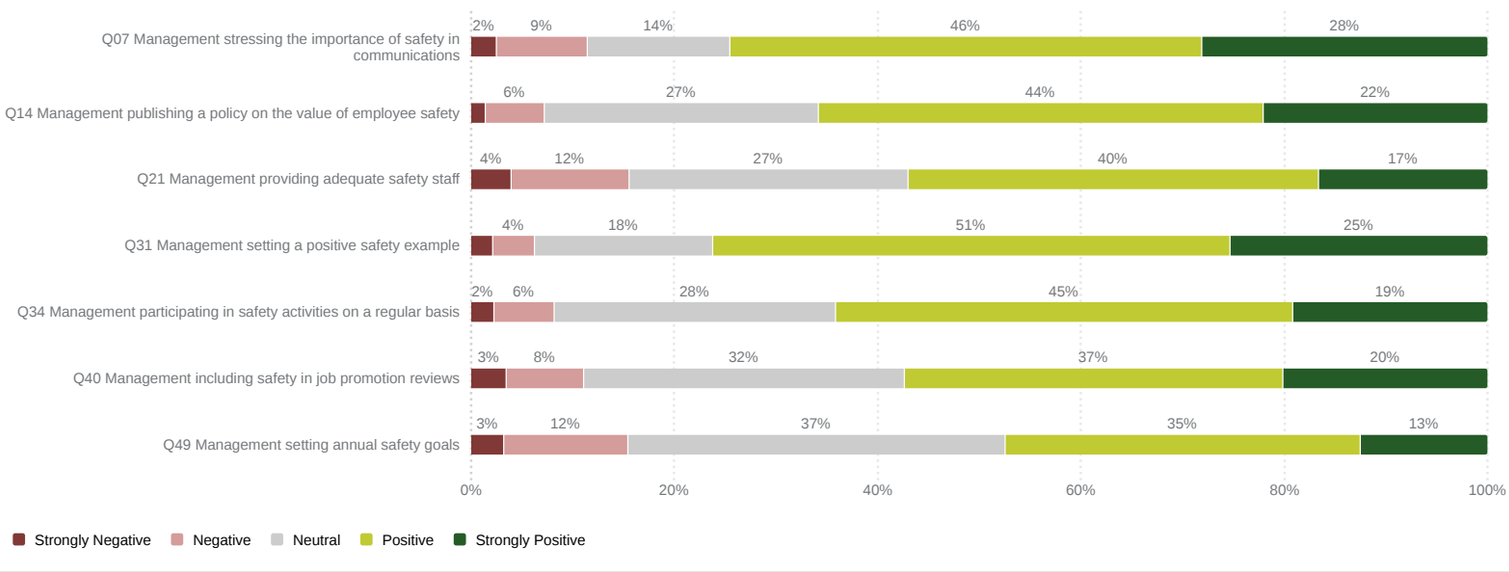
Percentile Scores of Management Commitment Components

Component	2022
Q07 Management stressing the importance of safety in communications	82.3
Q14 Management publishing a policy on the value of employee safety	35.9
Q21 Management providing adequate safety staff	35.7
Q31 Management setting a positive safety example	72.2
Q34 Management participating in safety activities on a regular basis	64.5
Q40 Management including safety in job promotion reviews	70.6
Q49 Management setting annual safety goals	21.4

Average Response Scores of Management Commitment Components

Component	2022
Q07 Management stressing the importance of safety in communications	0.8893
Q14 Management publishing a policy on the value of employee safety	0.7963
Q21 Management providing adequate safety staff	0.5450
Q31 Management setting a positive safety example	0.9342
Q34 Management participating in safety activities on a regular basis	0.7302
Q40 Management including safety in job promotion reviews	0.6330
Q49 Management setting annual safety goals	0.4168

Response Distributions of Management Commitment Components



Supervisor Engagement Components

This page displays another view of the **NSC Safety Barometer** *component percentile scores, average response scores, and percent distributions for only Supervisor Engagement components.*

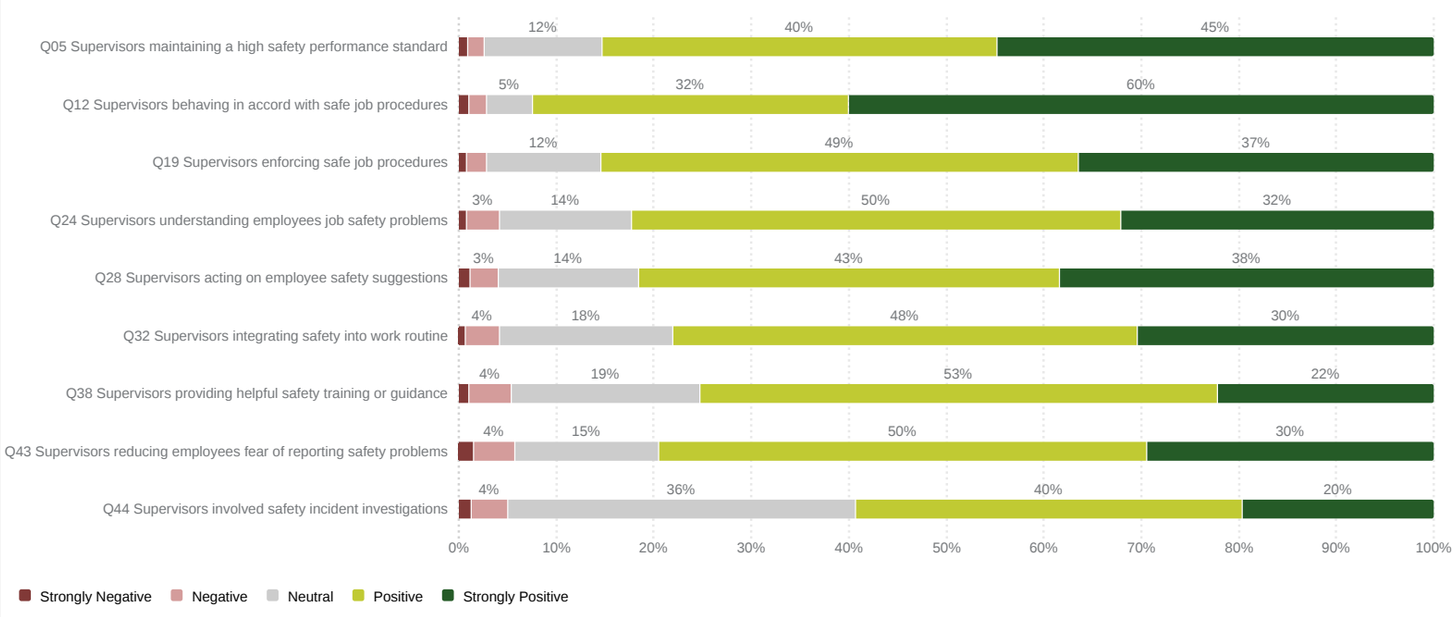
Percentile Scores of Supervisor Engagement Components

Component	2022
Q05 Supervisors maintaining a high safety performance standard	80.0
Q12 Supervisors behaving in accord with safe job procedures	93.6
Q19 Supervisors enforcing safe job procedures	70.8
Q24 Supervisors understanding employees job safety problems	81.1
Q28 Supervisors acting on employee safety suggestions	94.8
Q32 Supervisors integrating safety into work routine	80.8
Q38 Supervisors providing helpful safety training or guidance	66.3
Q43 Supervisors reducing employees fear of reporting safety problems	87.3
Q44 Supervisors involved safety incident investigations	73.3

Average Response Scores of Supervisor Engagement Components

Component	2022
Q05 Supervisors maintaining a high safety performance standard	1.2684
Q12 Supervisors behaving in accord with safe job procedures	1.4880
Q19 Supervisors enforcing safe job procedures	1.1858
Q24 Supervisors understanding employees job safety problems	1.0963
Q28 Supervisors acting on employee safety suggestions	1.1508
Q32 Supervisors integrating safety into work routine	1.0382
Q38 Supervisors providing helpful safety training or guidance	0.9124
Q43 Supervisors reducing employees fear of reporting safety problems	1.0190
Q44 Supervisors involved safety incident investigations	0.7292

Response Distributions of Supervisor Engagement Components



Employee Involvement Components

This page displays another view of the **NSC Safety Barometer** *component percentile scores, average response scores, and percent distributions for only Employee Involvement components.*

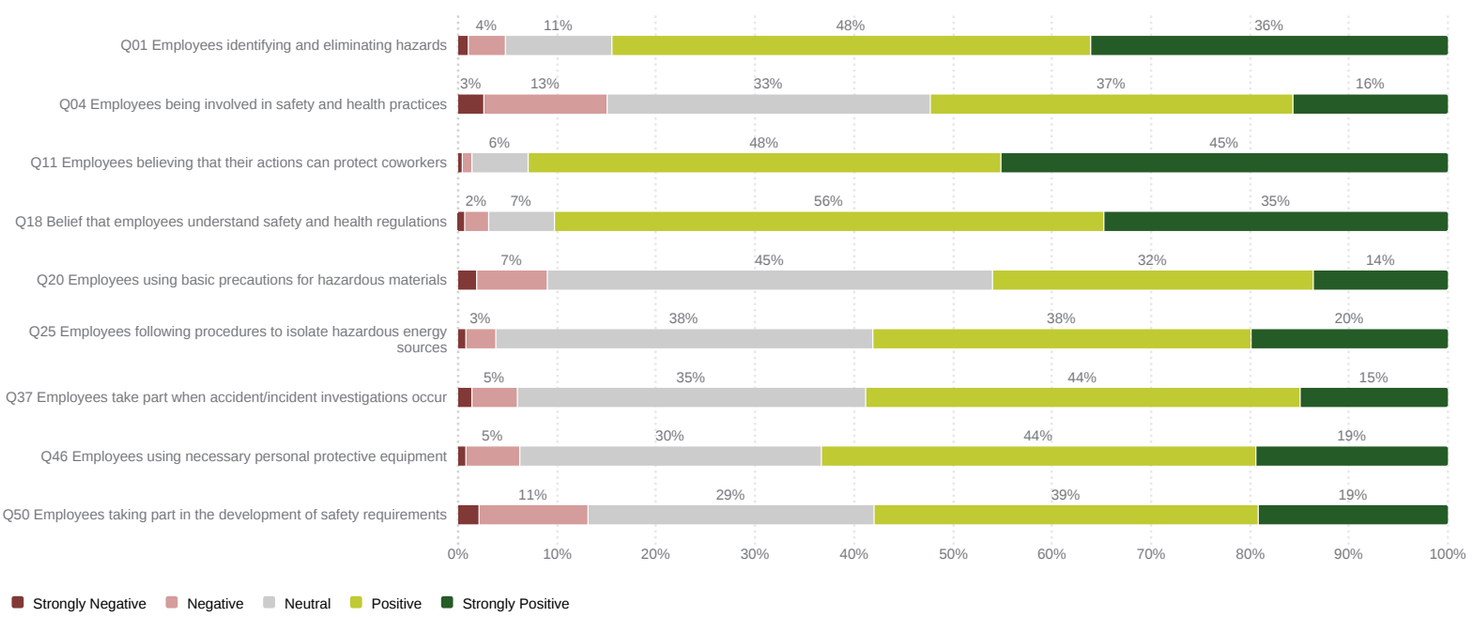
Percentile Scores of Employee Involvement Components

Component	2022
Q01 Employees identifying and eliminating hazards	50.0
Q04 Employees being involved in safety and health practices	45.3
Q11 Employees believing that their actions can protect coworkers	49.6
Q18 Belief that employees understand safety and health regulations	48.2
Q20 Employees using basic precautions for hazardous materials	5.9
Q25 Employees following procedures to isolate hazardous energy sources	38.5
Q37 Employees take part when accident/incident investigations occur	72.4
Q46 Employees using necessary personal protective equipment	57.8
Q50 Employees taking part in the development of safety requirements	83.2

Average Response Scores of Employee Involvement Components

Component	2022
Q01 Employees identifying and eliminating hazards	1.1504
Q04 Employees being involved in safety and health practices	0.5049
Q11 Employees believing that their actions can protect coworkers	1.3651
Q18 Belief that employees understand safety and health regulations	1.2149
Q20 Employees using basic precautions for hazardous materials	0.4898
Q25 Employees following procedures to isolate hazardous energy sources	0.7364
Q37 Employees take part when accident/incident investigations occur	0.6665
Q46 Employees using necessary personal protective equipment	0.7604
Q50 Employees taking part in the development of safety requirements	0.6233

Response Distributions of Employee Involvement Components



Safety Support Activities Components

This page displays another view of the **NSC Safety Barometer** *component percentile scores, average response scores, and percent distributions for only Safety Support Activities components.*

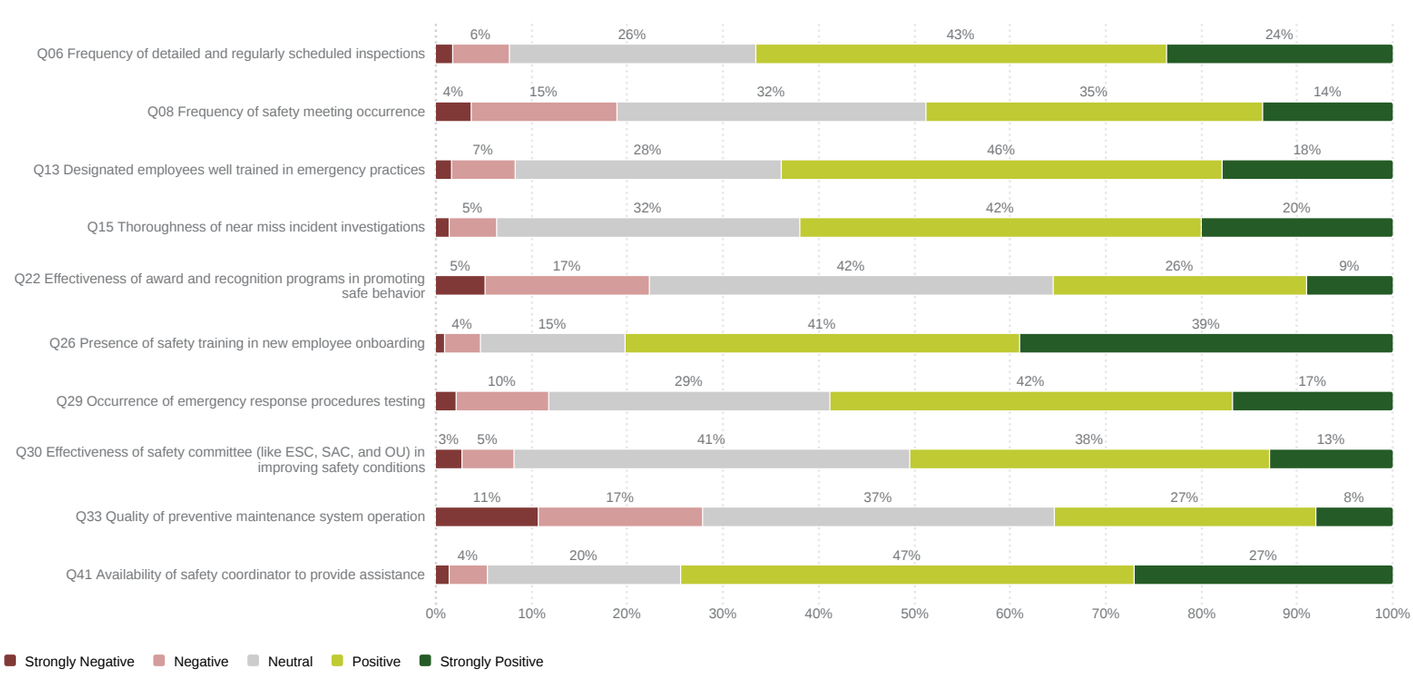
Percentile Scores of Safety Support Activities Components

Component	2022
Q06 Frequency of detailed and regularly scheduled inspections	65.5
Q08 Frequency of safety meeting occurrence	40.9
Q13 Designated employees well trained in emergency practices	54.4
Q15 Thoroughness of near miss incident investigations	53.4
Q22 Effectiveness of award and recognition programs in promoting safe behavior	52.4
Q26 Presence of safety training in new employee onboarding	47.9
Q29 Occurrence of emergency response procedures testing	64.2
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions	25.4
Q33 Quality of preventive maintenance system operation	29.7
Q41 Availability of safety coordinator to provide assistance	76.4

Average Response Scores of Safety Support Activities Components

Component	2022
Q06 Frequency of detailed and regularly scheduled inspections	0.8111
Q08 Frequency of safety meeting occurrence	0.4004
Q13 Designated employees well trained in emergency practices	0.7207
Q15 Thoroughness of near miss incident investigations	0.7451
Q22 Effectiveness of award and recognition programs in promoting safe behavior	0.1737
Q26 Presence of safety training in new employee onboarding	1.1382
Q29 Occurrence of emergency response procedures testing	0.6188
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions	0.5279
Q33 Quality of preventive maintenance system operation	0.0508
Q41 Availability of safety coordinator to provide assistance	0.9490

Response Distributions of Safety Support Activities Components



Safety Support Climate Components

This page displays another view of the **NSC Safety Barometer** *component percentile scores, average response scores, and percent distributions for only Safety Support Climate components.*

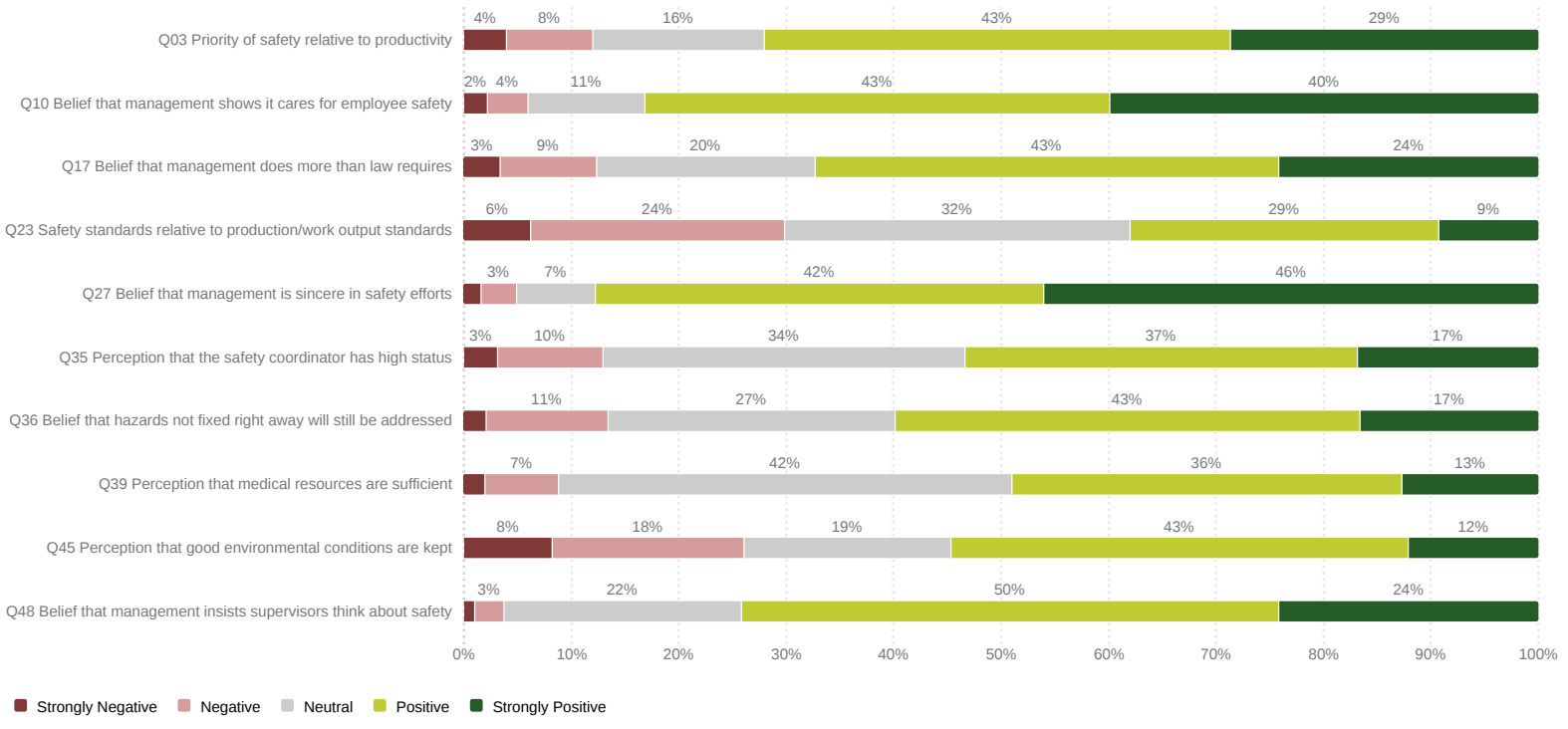
Percentile Scores of Safety Support Climate Components

Component	2022
Q03 Priority of safety relative to productivity	66.6
Q10 Belief that management shows it cares for employee safety	69.6
Q17 Belief that management does more than law requires	79.6
Q23 Safety standards relative to production/work output standards	36.2
Q27 Belief that management is sincere in safety efforts	77.7
Q35 Perception that the safety coordinator has high status	53.6
Q36 Belief that hazards not fixed right away will still be addressed	67.0
Q39 Perception that medical resources are sufficient	37.9
Q45 Perception that good environmental conditions are kept	33.4
Q48 Belief that management insists supervisors think about safety	54.7

Average Response Scores of Safety Support Climate Components

Component	2022
Q03 Priority of safety relative to productivity	0.8491
Q10 Belief that management shows it cares for employee safety	1.1514
Q17 Belief that management does more than law requires	0.7594
Q23 Safety standards relative to production/work output standards	0.1147
Q27 Belief that management is sincere in safety efforts	1.2744
Q35 Perception that the safety coordinator has high status	0.5437
Q36 Belief that hazards not fixed right away will still be addressed	0.6127
Q39 Perception that medical resources are sufficient	0.5119
Q45 Perception that good environmental conditions are kept	0.3275
Q48 Belief that management insists supervisors think about safety	0.9390

Response Distributions of Safety Support Climate Components



Organizational Climate Components

This page displays another view of the **NSC Safety Barometer** *component percentile scores, average response scores, and percent distributions for only Organizational Climate components.*

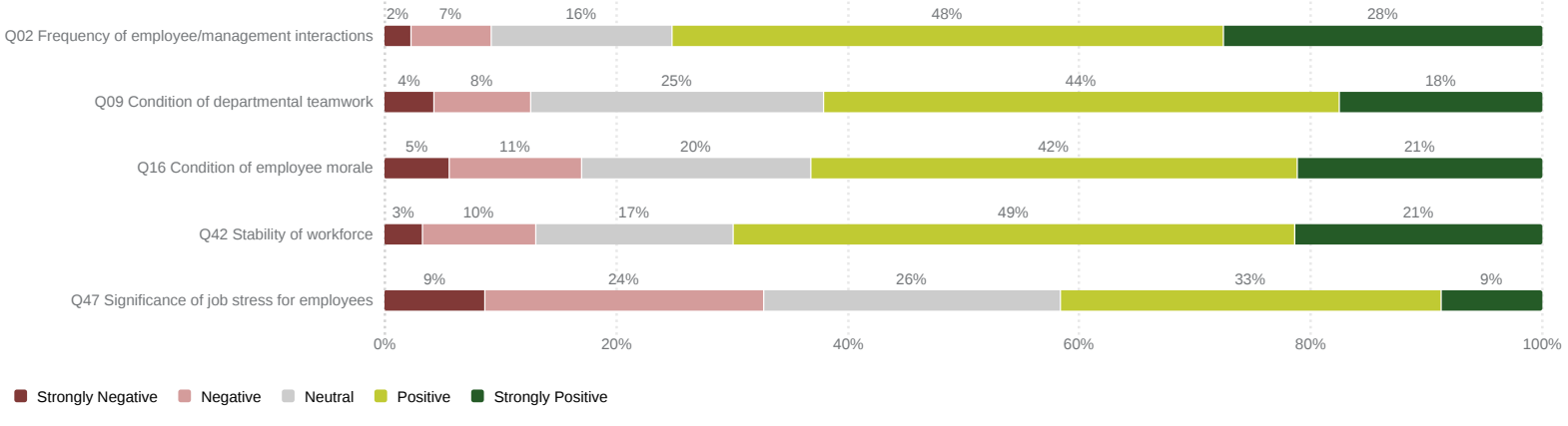
Percentile Scores of Organizational Climate Components

Component	2022
Q02 Frequency of employee/management interactions	63.8
Q09 Condition of departmental teamwork	61.7
Q16 Condition of employee morale	79.0
Q42 Stability of workforce	60.0
Q47 Significance of job stress for employees	79.3

Average Response Scores of Organizational Climate Components

Component	2022
Q02 Frequency of employee/management interactions	0.9153
Q09 Condition of departmental teamwork	0.6299
Q16 Condition of employee morale	0.6215
Q42 Stability of workforce	0.7518
Q47 Significance of job stress for employees	0.0923

Response Distributions of Organizational Climate Components



Custom Items

The custom item(s) address safety aspects that are of special interest to your organization. On this page, a description of the item(s), percent distribution of responses, and average response score (scale -2 to +2) are shown. Unlike the standardized components, percentile scores compared to the NSC Database cannot be generated for custom items.

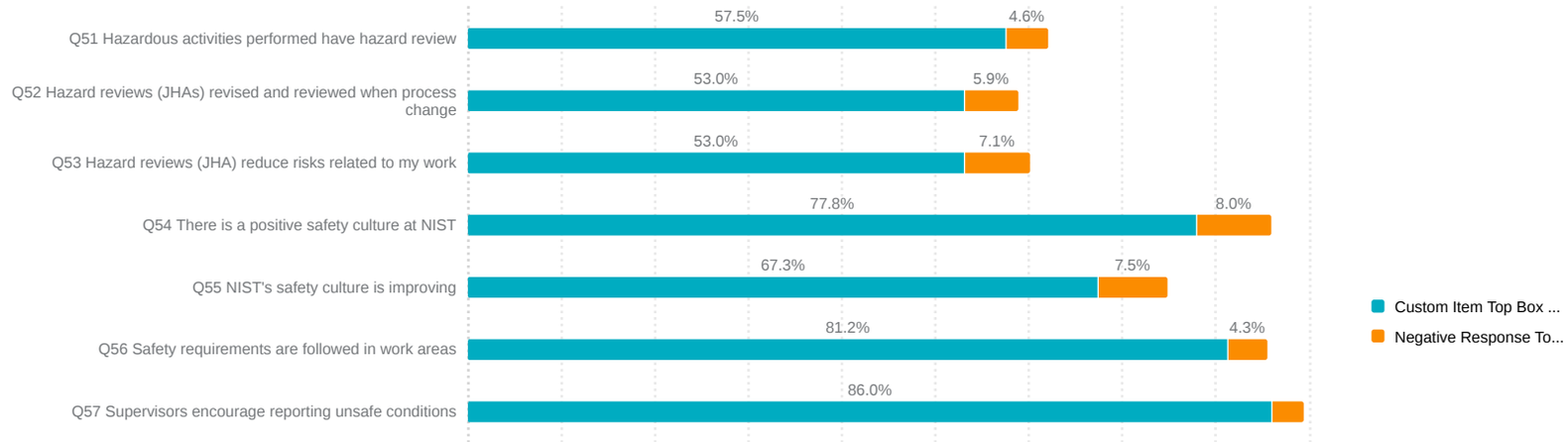
Custom Item Percent Distribution of Responses and Average Response Scores (Q51-Q60)

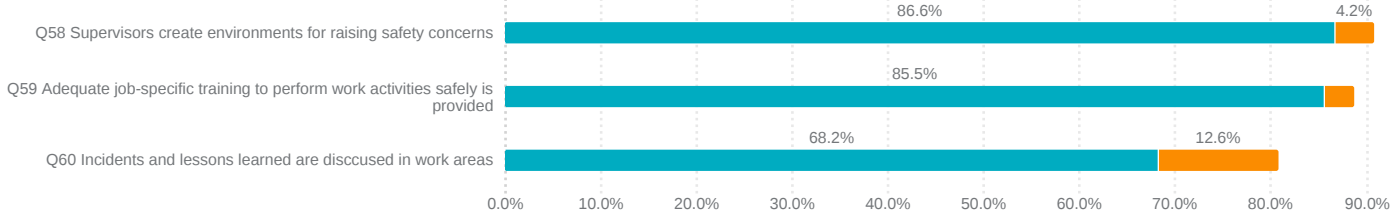
Custom items Q51-Q60 utilize an agreement scale of strongly agree (+2) to strongly disagree (-2) to evaluate employee responses to safety program items that are of special concern to NIST. Examination of the average response scores for these ten customized items show that all ten generated positive average response scores in 2022, ranging from +0.60 to +1.17. Supervisors create a comfortable environment for raising safety concerns (Q58) had the most positive average response score (+1.17) with 87% of participants responding positively, 9% providing a neutral response, and approximately 4% responding negatively. Hazard reviews (JHA) reduce risks related to my work (Q53) had the least positive average response score (+0.60), with 53% providing a positive response, 40% providing a neutral response, and approximately 7% reacting negatively.

Custom Item Percent Distribution of Responses and Average Response Scores (Q51-Q60)

Customized Items (Q51 - Q60)	Strongly Positive	Positive	Neutral	Disagree	Strongly Disagree	2022 Average
Q58 Supervisors create environments for raising safety concerns	36.3%	50.4%	9.2%	2.9%	1.2%	1.17
Q57 Supervisors encourage reporting unsafe conditions	34.5%	51.5%	10.7%	2.3%	1.0%	1.16
Q59 Adequate job-specific training to perform work activities safely is provided	34.2%	51.3%	11.3%	2.5%	0.7%	1.16
Q56 Safety requirements are followed in work areas	25.8%	55.4%	14.5%	3.5%	0.8%	1.02
Q54 There is a positive safety culture at NIST	27.6%	50.2%	14.1%	6.2%	1.8%	0.96
Q55 NIST's safety culture is improving	20.1%	47.3%	25.2%	5.5%	2.0%	0.78
Q60 Incidents and lessons learned are disccused in work areas	22.1%	46.1%	19.3%	10.2%	2.4%	0.75
Q51 Hazardous activities performed have hazard review	23.0%	34.4%	37.9%	3.8%	0.9%	0.75
Q52 Hazard reviews (JHAs) revised and reviewed when process change	16.9%	36.1%	41.2%	4.9%	1.0%	0.63
Q53 Hazard reviews (JHA) reduce risks related to my work	15.7%	37.3%	39.9%	5.4%	1.7%	0.60

Custom Item Top Box (Positive)/ Bottom Box (Negative) Comparisons (Q51-Q60)





Custom Item Percent Distribution of Responses and Average Response Scores (Q61-Q62)

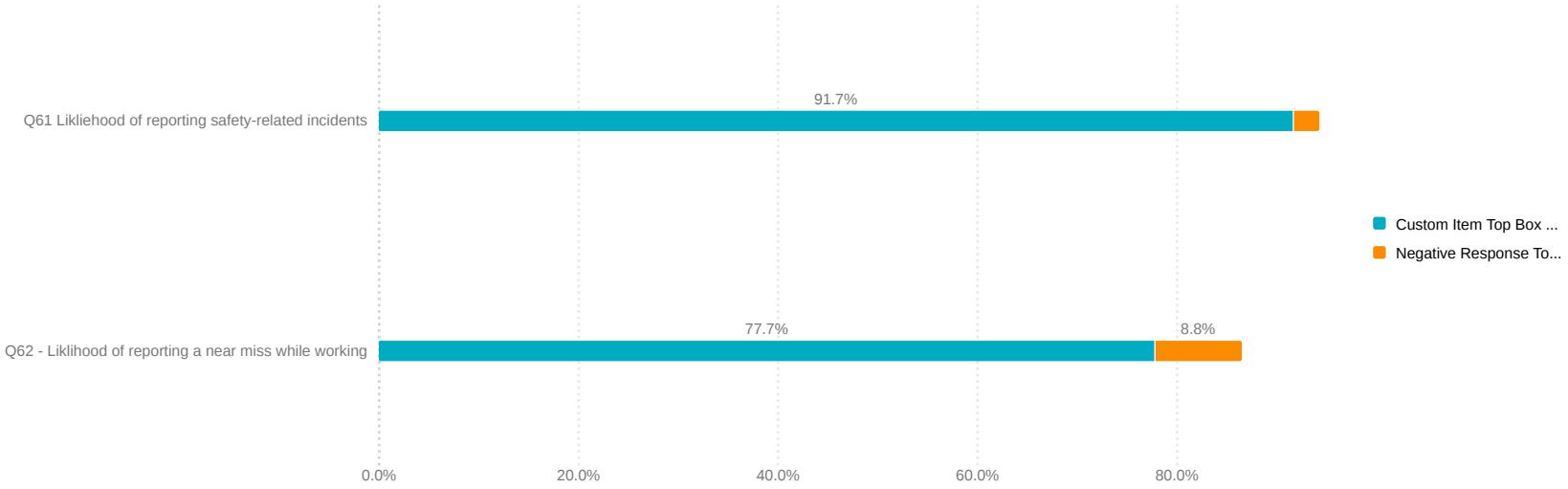
Custom items Q61-Q62 utilize a likelihood scale of very likely (+2) to very unlikely (-2) to evaluate employee responses to safety program items that are of special concern to NIST.

Examination of the average response scores generated for these items shows that on average employees are likely to report both safety related incidents and near-misses. The likelihood of reporting safety-related incidents generated the most positive average response score of 1.47 with 92% of respondents indicating that they are likely to report safety-related incidents, of which 59% indicated that they are very likely to report safety-related incidents. In contrast, 78% of respondents indicated that they are likely to report near-misses, of which 37% indicated that they are very likely to report near-misses.

Custom Item Percent Distribution of Responses and Average Response Scores (Q61-Q62)

Customized Items (Q51 - Q60)	Very Likely	Likely	Neutral	Unlikely	Very Unlikely	2022 Average
Q61 Likliehood of reporting safety-related incidents	59.2%	32.5%	5.7%	2.0%	0.7%	1.47
Q62 - Liklihood of reporting a near miss while working	37.4%	40.3%	13.5%	7.0%	1.8%	1.05

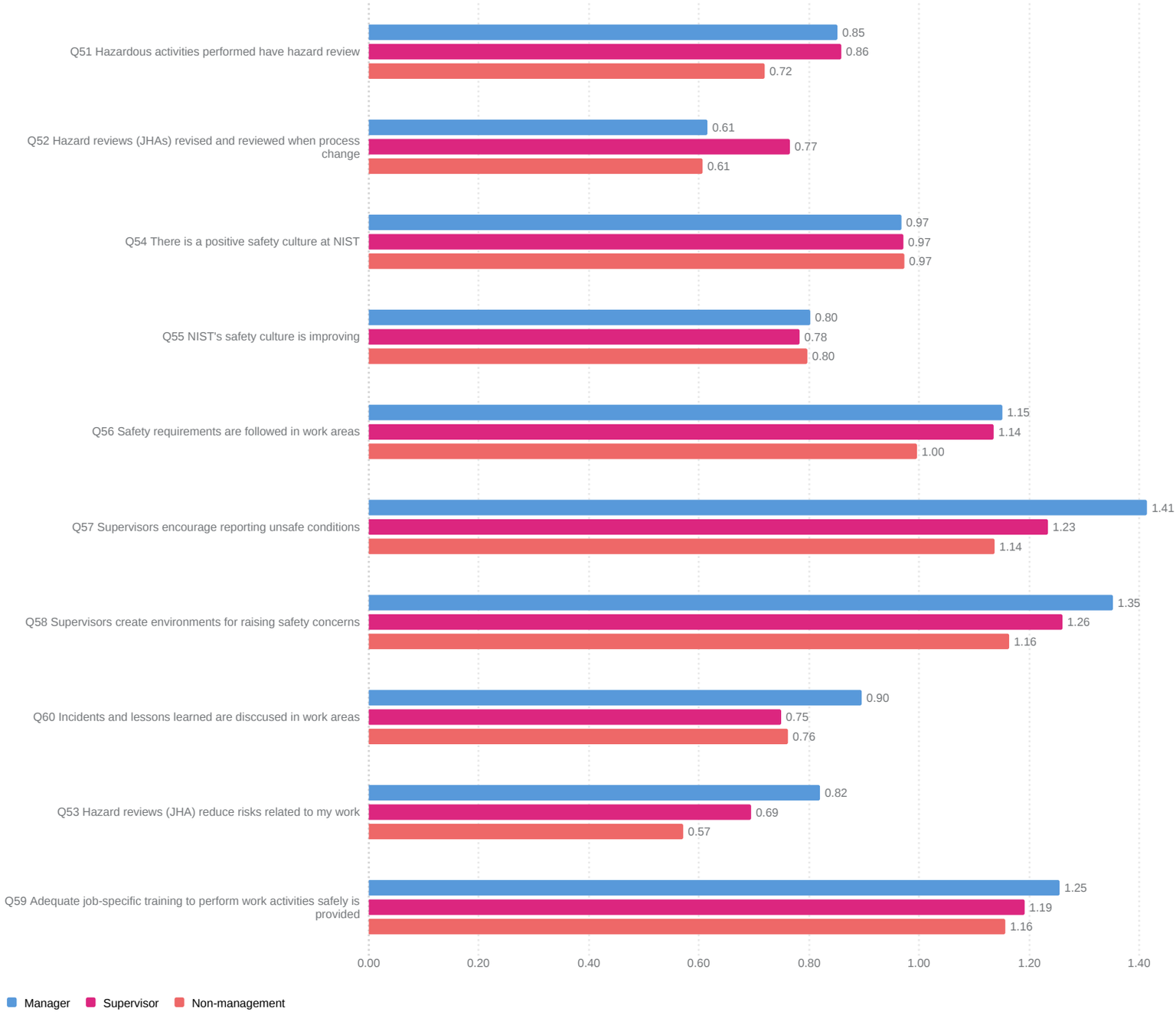
Custom Item Top Box (Positive)/ Bottom Box (Negative) Comparisons (Q61-Q62)



Custom Item Analysis by Role

The visualizations below segment responses to the customized items by role.

Custom Item Average Response Scores by Role (Q51-Q60)

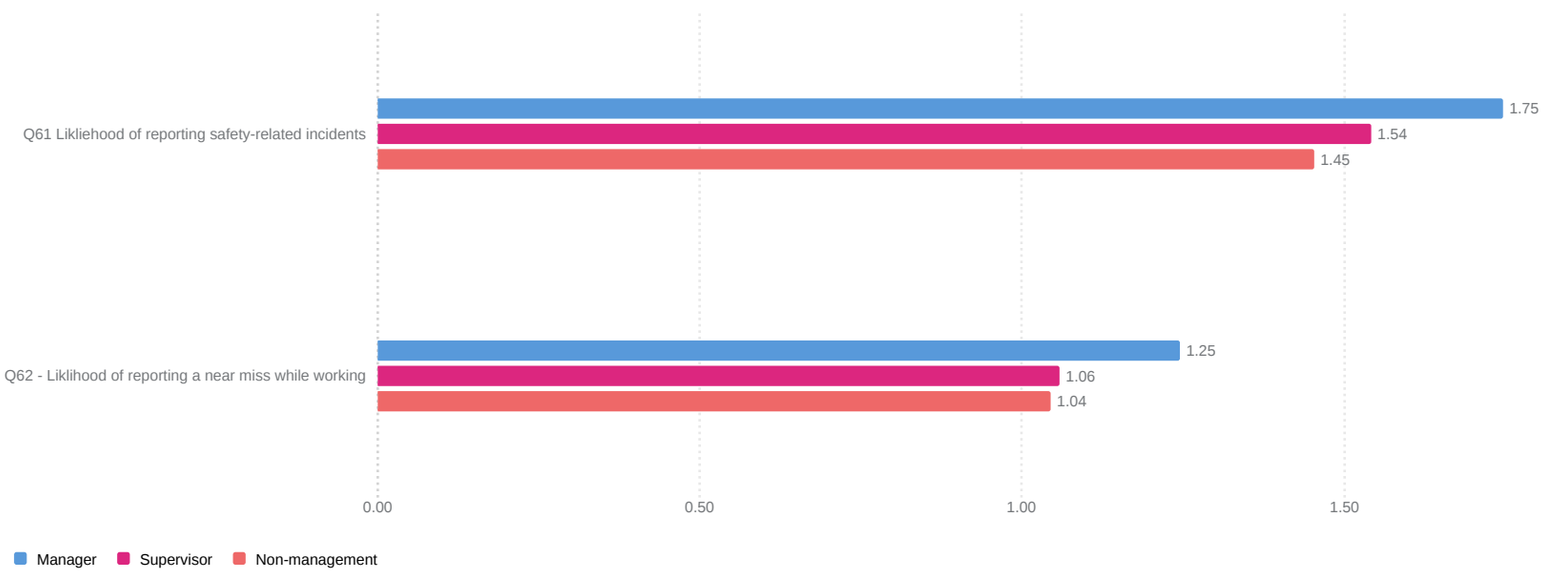


Custom Item Percent Distribution of Responses and Average Response Scores by Role (Q51-Q60)

		Average	Strongly Positive	Positive	Neutral	Disagree	Strongly Disagree	Count
Manager	Q51 Hazardous activities performed have hazard review	0.85	27.27%	33.06%	37.19%	2.48%	0.00%	121
	Q52 Hazard reviews (JHAs) revised and reviewed when process change	0.61	15.57%	36.89%	40.98%	6.56%	0.00%	122
	Q53 Hazard reviews (JHA) reduce risks related to my work	0.82	18.85%	48.36%	29.51%	2.46%	0.82%	122
	Q54 There is a positive safety culture at NIST	0.97	28.57%	50.00%	11.90%	8.73%	0.79%	126
	Q55 NIST's safety culture is improving	0.80	21.43%	47.62%	21.43%	8.73%	0.79%	126
	Q56 Safety requirements are followed in work areas	1.15	28.57%	57.94%	13.49%	0.00%	0.00%	126
	Q57 Supervisors encourage reporting unsafe conditions	1.41	48.41%	45.24%	5.56%	0.79%	0.00%	126
	Q58 Supervisors create environments for raising safety concerns	1.35	44.00%	48.80%	6.40%	0.00%	0.80%	125
	Q59 Adequate job-specific training to perform work activities safely is provided	1.25	36.51%	54.76%	7.14%	0.79%	0.79%	126
	Q60 Incidents and lessons learned are disccused in work areas	0.90	24.00%	51.20%	16.00%	8.00%	0.80%	125
Non-management	Q51 Hazardous activities performed have hazard review	0.72	21.79%	34.42%	38.72%	4.04%	1.03%	1,560
	Q52 Hazard reviews (JHAs) revised and reviewed when process change	0.61	16.52%	34.83%	42.54%	4.95%	1.16%	1,556
	Q53 Hazard reviews (JHA) reduce risks related to my work	0.57	15.21%	35.95%	41.43%	5.61%	1.80%	1,552
	Q54 There is a positive safety culture at NIST	0.97	28.37%	49.81%	14.31%	5.73%	1.78%	1,572
	Q55 NIST's safety culture is improving	0.80	20.17%	47.80%	25.34%	4.85%	1.85%	1,567
	Q56 Safety requirements are followed in work areas	1.00	25.51%	54.53%	14.99%	4.02%	0.96%	1,568

	Q57 Supervisors encourage reporting unsafe conditions	1.14	33.82%	50.89%	11.66%	2.42%	1.21%	1,570
	Q58 Supervisors create environments for raising safety concerns	1.16	36.11%	50.00%	9.43%	2.99%	1.46%	1,570
	Q59 Adequate job-specific training to perform work activities safely is provided	1.16	34.57%	50.77%	11.10%	2.81%	0.77%	1,568
	Q60 Incidents and lessons learned are disccused in work areas	0.76	22.16%	46.55%	18.90%	10.03%	2.36%	1,566
Supervisor	Q51 Hazardous activities performed have hazard review	0.86	28.19%	33.83%	34.12%	3.26%	0.59%	337
	Q52 Hazard reviews (JHAs) revised and reviewed when process change	0.77	19.88%	41.54%	34.42%	3.56%	0.59%	337
	Q53 Hazard reviews (JHA) reduce risks related to my work	0.69	17.51%	41.25%	35.31%	5.04%	0.89%	337
	Q54 There is a positive safety culture at NIST	0.97	26.92%	52.66%	12.43%	6.51%	1.48%	338
	Q55 NIST's safety culture is improving	0.78	20.54%	46.73%	25.00%	5.95%	1.79%	336
	Q56 Safety requirements are followed in work areas	1.14	28.02%	59.29%	10.91%	1.77%	0.00%	339
	Q57 Supervisors encourage reporting unsafe conditions	1.23	34.91%	56.21%	6.51%	2.07%	0.30%	338
	Q58 Supervisors create environments for raising safety concerns	1.26	36.69%	55.03%	6.21%	1.78%	0.30%	338
	Q59 Adequate job-specific training to perform work activities safely is provided	1.19	33.33%	53.69%	11.80%	1.18%	0.00%	339
	Q60 Incidents and lessons learned are disccused in work areas	0.75	23.60%	43.07%	20.65%	10.03%	2.65%	339

Custom Item Average Response Scores by Role (Q61-Q62)



Custom Item Percent Distribution of Responses and Average Response Scores by Role (Q61-Q62)

		Average	Strongly Positive	Positive	Neutral	Disagree	Strongly Disagree	Count
Manager	Q51 Hazardous activities performed have hazard review	0.85	27.27%	33.06%	37.19%	2.48%	0.00%	121
	Q52 Hazard reviews (JHAs) revised and reviewed when process change	0.61	15.57%	36.89%	40.98%	6.56%	0.00%	122
	Q53 Hazard reviews (JHA) reduce risks related to my work	0.82	18.85%	48.36%	29.51%	2.46%	0.82%	122
	Q54 There is a positive safety culture at NIST	0.97	28.57%	50.00%	11.90%	8.73%	0.79%	126
	Q55 NIST's safety culture is improving	0.80	21.43%	47.62%	21.43%	8.73%	0.79%	126
	Q56 Safety requirements are followed in work areas	1.15	28.57%	57.94%	13.49%	0.00%	0.00%	126
	Q57 Supervisors encourage reporting unsafe conditions	1.41	48.41%	45.24%	5.56%	0.79%	0.00%	126
	Q58 Supervisors create environments for raising safety concerns	1.35	44.00%	48.80%	6.40%	0.00%	0.80%	125

	Q59 Adequate job-specific training to perform work activities safely is provided	1.25	36.51%	54.76%	7.14%	0.79%	0.79%	126
	Q60 Incidents and lessons learned are disccused in work areas	0.90	24.00%	51.20%	16.00%	8.00%	0.80%	125
Non-management	Q51 Hazardous activities performed have hazard review	0.72	21.79%	34.42%	38.72%	4.04%	1.03%	1,560
	Q52 Hazard reviews (JHAs) revised and reviewed when process change	0.61	16.52%	34.83%	42.54%	4.95%	1.16%	1,556
	Q53 Hazard reviews (JHA) reduce risks related to my work	0.57	15.21%	35.95%	41.43%	5.61%	1.80%	1,552
	Q54 There is a positive safety culture at NIST	0.97	28.37%	49.81%	14.31%	5.73%	1.78%	1,572
	Q55 NIST's safety culture is improving	0.80	20.17%	47.80%	25.34%	4.85%	1.85%	1,567
	Q56 Safety requirements are followed in work areas	1.00	25.51%	54.53%	14.99%	4.02%	0.96%	1,568
	Q57 Supervisors encourage reporting unsafe conditions	1.14	33.82%	50.89%	11.66%	2.42%	1.21%	1,570
	Q58 Supervisors create environments for raising safety concerns	1.16	36.11%	50.00%	9.43%	2.99%	1.46%	1,570
	Q59 Adequate job-specific training to perform work activities safely is provided	1.16	34.57%	50.77%	11.10%	2.81%	0.77%	1,568
	Q60 Incidents and lessons learned are disccused in work areas	0.76	22.16%	46.55%	18.90%	10.03%	2.36%	1,566
Supervisor	Q51 Hazardous activities performed have hazard review	0.86	28.19%	33.83%	34.12%	3.26%	0.59%	337
	Q52 Hazard reviews (JHAs) revised and reviewed when process change	0.77	19.88%	41.54%	34.42%	3.56%	0.59%	337
	Q53 Hazard reviews (JHA) reduce risks related to my work	0.69	17.51%	41.25%	35.31%	5.04%	0.89%	337
	Q54 There is a positive safety culture at NIST	0.97	26.92%	52.66%	12.43%	6.51%	1.48%	338
	Q55 NIST's safety culture is improving	0.78	20.54%	46.73%	25.00%	5.95%	1.79%	336
	Q56 Safety requirements are followed in work areas	1.14	28.02%	59.29%	10.91%	1.77%	0.00%	339
	Q57 Supervisors encourage reporting unsafe conditions	1.23	34.91%	56.21%	6.51%	2.07%	0.30%	338
	Q58 Supervisors create environments for raising safety concerns	1.26	36.69%	55.03%	6.21%	1.78%	0.30%	338
	Q59 Adequate job-specific training to perform work activities safely is provided	1.19	33.33%	53.69%	11.80%	1.18%	0.00%	339
	Q60 Incidents and lessons learned are disccused in work areas	0.75	23.60%	43.07%	20.65%	10.03%	2.65%	339

Percentile Scores by Employee Status

Survey respondents were asked to provide demographic information at the conclusion of the **NSC Safety Barometer**. *These responses were used to conduct analyses and provide these comparisons. Percentile scores are not generated for groups with less than 30 respondents.*

This page displays comparisons of **NSC Safety Barometer** *results for both benchmarked groups.*

Responses by Federal Employee Status

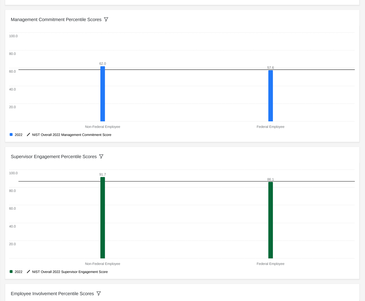
Q69 - Federal Employee Status	Count
Federal Employee	2,091
Non-Federal Employee	178

2022: Overall and Performance Category Results by Employee Status

For a broad measurement of the survey results a relative overall score (includes all the responses across all 50 items) and the percentile scores by performance category highlight the similar trends and differences between employee status groups. The figure below lists the overall percentile scores for both benchmarked employee status groups for 2022. Additional tables and figures display the percentile scores overall and by each respective performance category in 2022.

In 2022, both benchmarked employee status groups earned overall percentile scores over the NSC Database average of 50. Non-Federal employees generated the highest percentile score of 75.7, while Federal employees generated an overall score of 63.6. While specific strengths and opportunities vary between employee status groups and merit individual consideration, Supervisor Engagement and Organization Climate appeared as the highest-performing categories for both groups, while Employee Involved surfaced as an area of opportunity.

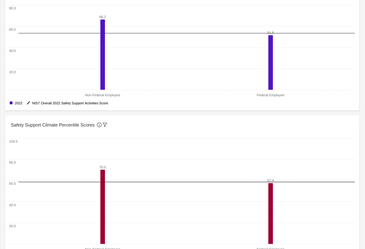
Overall Percentile Score by Federal Employee Status



Percentile Scores of Performance Categories

Federal Employee Status	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	Overall
Non-Federal Employee	62.0	86.7	58.7	66.2	70.2	81.4	75.7
Federal Employee	57.6	86.1	50.8	51.5	57.4	70.0	63.6

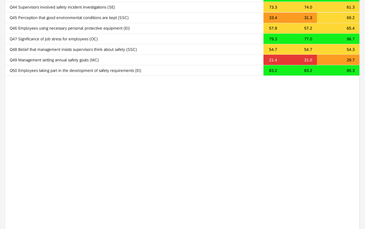
Management Commitment Percentile Scores



Supervisor Engagement Percentile Scores

Employee Involvement Percentile Scores

Safety Support Activities Percentile Score



Safety Support Climate Percentile Scores

Organizational Climate Percentile Scores

2022: 50 Standard Safety Components by Employee Status

Safety component percentile scores for overall and both benchmarked employee status groups are presented in the table widget below. This table can be used to determine which employee status group has a particular strength or opportunity regarding each of the survey components. The table is color-coded with components scoring in the top quartile shaded green (at or above the 76th percentile), components scoring in the third quartile shaded yellow (the 50th to 75th percentile range), components scoring in the second quartile shaded orange (25th to 49th percentile range), and components scoring in the bottom quartile shaded red (below the 25th percentile).

The top three performing components identified for NIST employees overall, supervisors acting on employee safety suggestions (Q28), supervisors behaving in accord with safe job procedures (Q12), and supervisors reducing employees fear of reporting safety problems (Q43), were identified as top-performers for both benchmarked employee status groups. Conversely, both employee status groups identified employees using basic precautions for hazardous materials (Q20), management setting annual safety goals (Q49) and the effectiveness of safety committees (like ESC, SAC, and OU) in improving safety conditions (Q30) as lower-performing opportunities.

These results indicate that employees recognize consistent safety management system strengths and opportunities between employee status and that there is some degree of consensus status groups regarding better-performing and lower-performing components. While both employee status groups identified similar strengths and opportunities there were exceptions. For example, supervisors providing helpful safety training or guidance (Q39) was identified as a top-performing component by Non-Federal respondents, but it was lower-scoring for Federal employees. This indicates that the employees in each employee status group demonstrate a unique perspective on the safety management system, which warrants separate examination of how the program is administered. The table in the widget below can be used at a high level to identify which employee status group might share information on a particular better-performing component with other areas for which that component might be an opportunity for further improvement efforts.

Percentile Scores by Federal Employee Status

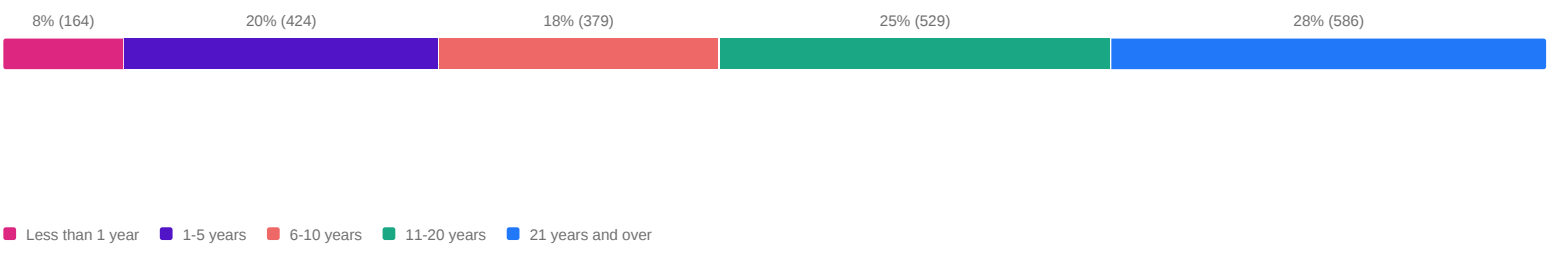
Group - Standard Questions	Is NIST	Federal Employee	Non-Federal Employee
Q01 Employees identifying and eliminating hazards (EI)	56.2	56.2	46.8
Q02 Frequency of employee/management interactions (OC)	63.8	64.5	60.1
Q03 Priority of safety relative to productivity (SSC)	66.6	66.9	62.4
Q04 Employees being involved in safety and hazard practices (EI)	45.3	44.2	59.3
Q05 Supervisors maintaining a high safety performance standard (SE)	80.0	79.8	85.7
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	65.5	65.5	69.4
Q07 Management stressing the importance of safety in communications (MC)	82.3	82.8	68.4
Q08 Frequency of safety meeting occurrence (SSA)	40.9	40.8	43.2
Q09 Condition of departmental teamwork (OC)	61.7	61.5	65.0
Q10 Belief that management shows it cares for employee safety (SSC)	69.6	68.9	76.5
Q11 Employees believing that their actions can protect coworkers (EI)	49.6	49.4	52.0
Q12 Supervisors behaving in accord with safe job procedures (SE)	59.8	59.5	59.8
Q13 Designated employees well trained in emergency practices (SSA)	54.4	54.2	57.6
Q14 Management publishing a policy on the value of employee safety (MC)	35.9	35.3	46.4
Q15 Thoroughness of near miss incident investigations (SSA)	53.4	53.7	47.5
Q16 Condition of employee morale (OC)	79.0	77.8	92.2
Q17 Belief that management does more than law requires (SSC)	73.5	72.2	92.4
Q18 Belief that employees understand safety and health regulations (EI)	48.2	47.5	57.5
Q19 Supervisors enforcing safe job procedures (SE)	70.8	70.8	72.6
Q20 Employees using basic precautions for hazardous materials (EI)	5.9	5.8	22.8
Q21 Management providing adequate safety staff (MC)	35.7	34.7	52.1
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	62.4	49.4	77.0
Q23 Safety standards relative to production/work output standards (SSA)	36.2	34.1	66.0
Q24 Supervisors understanding employees job safety problems (SE)	81.1	80.1	92.3
Q25 Employees following procedures to isolate hazardous energy sources (EI)	38.5	37.9	60.2
Q26 Presence of safety training in new employee onboarding (SSA)	47.9	46.7	66.7
Q27 Belief that management is sincere in safety efforts (SSC)	77.7	77.2	93.7
Q28 Supervisors acting on employee safety suggestions (SE)	94.8	94.6	94.6
Q29 Occurrence of emergency response procedures testing (SSA)	64.3	63.7	73.0
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	25.4	24.7	34.9
Q31 Management setting a positive safety example (MC)	72.2	71.9	77.0
Q32 Supervisors integrating safety into work routine (SE)	90.0	90.2	89.1
Q33 Quality of preventive maintenance system operation (SSA)	29.7	27.9	75.0
Q34 Management participating in safety activities on a regular basis (MC)	64.5	64.5	63.5
Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	53.6	53.3	65.4
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	67.0	65.4	84.2
Q37 Employees take part when accident/incident investigations occur (EI)	72.4	71.1	92.0
Q38 Supervisors providing helpful safety training or guidance (SE)	66.3	64.4	89.0
Q39 Perception that medical resources are sufficient (SSC)	37.9	36.7	27.5
Q40 Management including safety in job promotion reviews (MC)	70.6	70.2	78.1
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	76.6	75.8	89.2
Q42 Stability of workforce (OC)	60.0	59.1	81.2
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	87.3	86.4	95.0
Q44 Supervisors involved safety incident investigations (SE)	73.3	74.0	61.3
Q45 Perception that good environmental conditions are kept (SSC)	33.6	31.2	69.2
Q46 Employees using necessary personal protective equipment (EI)	57.8	57.2	69.4
Q47 Significance of job stress for employees (OC)	76.3	77.5	66.7
Q48 Belief that management installs supervisors think about safety (SSC)	54.7	54.7	54.3
Q49 Management setting annual safety goals (MC)	21.4	21.0	29.7
Q50 Employees taking part in the development of safety requirements (EI)	82.2	82.2	85.2

Comparison by Tenure

*Survey respondents were asked to provide demographic information at the conclusion of the **NSC Safety Barometer**. These responses were used to conduct analyses and provide these subgroup comparisons.*

In order to protect respondent anonymity and to avoid making inaccurate generalizations based on an inadequate sample size, comparisons were not computed for groups with fewer than five respondents.

Responses by Tenure 2,082

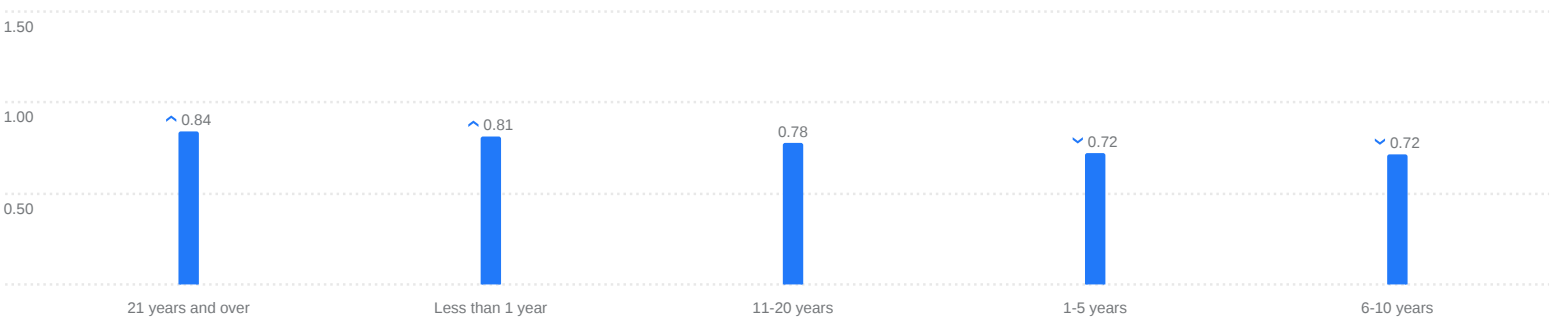


2022: Average Response Scores by Tenure

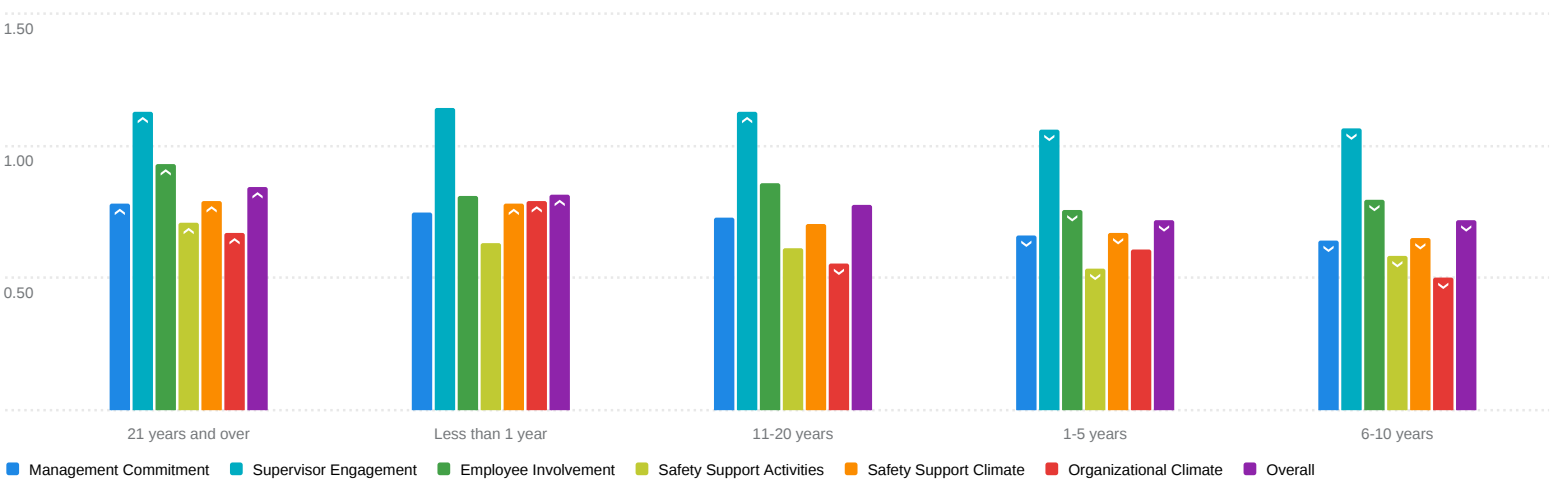
Average response scores, on a scale of -2 to +2, were calculated for tenure. The following tables and figures reflect these comparisons across the 50 standard items, six performance categories, and overall. For tenure comparisons by the six performance categories and overall, a blue ^ indicates that the tenure group's perceptions were significantly higher than the other tenure groups', whereas a red v indicates perceptions from that particular tenure group were significantly lower than the other tenure groups'.

Safety perceptions are positive for all five groups. Employees with 21 years and over of experience achieved more positive perceptions across four of the six performance categories and overall, while employees with 1-10 years of tenure generated the least positive safety perceptions overall and for each of the six performance categories. This indicates that targeted efforts to increase safety-related communication and participation opportunities across tenure groups may be beneficial.

Overall Average Response Score



Overall and Performance Category Average Response Scores



Overall and Performance Category Average Response Scores

Q63 - Tenure	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	Overall
21 years and over	^ 0.78	^ 1.13	^ 0.93	^ 0.71	^ 0.79	^ 0.67	^ 0.84
Less than 1 year	0.75	1.14	0.81	0.63	^ 0.78	^ 0.79	^ 0.81
11-20 years	0.73	^ 1.13	0.86	0.61	0.70	v 0.56	0.78
1-5 years	v 0.66	v 1.06	v 0.76	v 0.54	v 0.67	0.61	v 0.72
6-10 years	v 0.64	v 1.07	v 0.79	v 0.58	v 0.65	v 0.50	v 0.72

Safety Component Average Response Scores

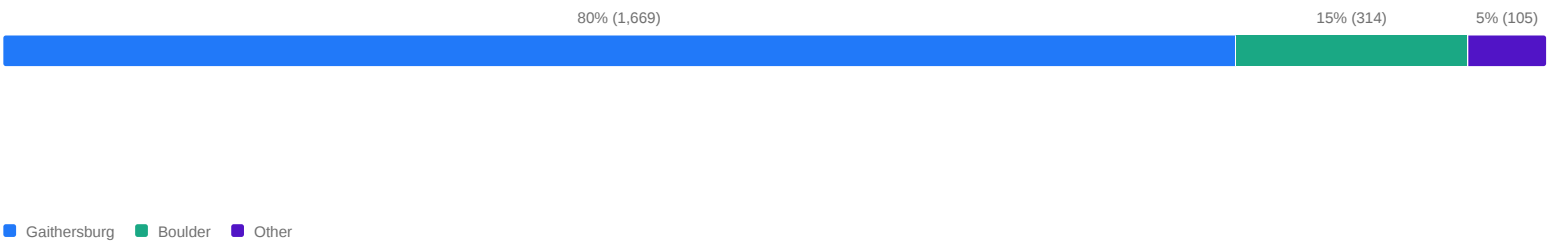
Standard Components	1-5 years	11-20 years	21 years and over	6-10 years	Less than 1 year
Q01 Employees identifying and eliminating hazards (EI)	1.04	1.18	1.26	1.13	1.12
Q02 Frequency of employee/management interactions (OC)	0.91	0.87	0.98	0.87	0.99
Q03 Priority of safety relative to productivity (SSC)	0.78	0.82	0.97	0.83	0.97
Q04 Employees being involved in safety and health practices (EI)	0.48	0.51	0.60	0.45	0.45
Q05 Supervisors maintaining a high safety performance standard (SE)	1.23	1.31	1.27	1.24	1.37
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	0.58	0.91	0.96	0.84	0.59
Q07 Management stressing the importance of safety in communications (MC)	0.81	0.95	1.02	0.81	0.88
Q08 Frequency of safety meeting occurrence (SSA)	0.26	0.45	0.52	0.39	0.38
Q09 Condition of departmental teamwork (OC)	0.62	0.60	0.69	0.53	0.87
Q10 Belief that management shows it cares for employee safety (SSC)	1.15	1.15	1.23	1.07	1.23
Q11 Employees believing that their actions can protect coworkers (EI)	1.33	1.38	1.46	1.34	1.27
Q12 Supervisors behaving in accord with safe job procedures (SE)	1.46	1.50	1.52	1.49	1.51
Q13 Designated employees well trained in emergency practices (SSA)	0.59	0.76	0.81	0.70	0.74
Q14 Management publishing a policy on the value of employee safety (MC)	0.76	0.84	0.89	0.67	0.88
Q15 Thoroughness of near miss incident investigations (SSA)	0.69	0.73	0.88	0.71	0.67
Q16 Condition of employee morale (OC)	0.73	0.57	0.63	0.51	0.90
Q17 Belief that management does more than law requires (SSC)	0.73	0.80	0.91	0.66	0.72
Q18 Belief that employees understand safety and health regulations (EI)	1.14	1.31	1.29	1.14	1.16
Q19 Supervisors enforcing safe job procedures (SE)	1.15	1.23	1.21	1.12	1.25
Q20 Employees using basic precautions for hazardous materials (EI)	0.45	0.53	0.47	0.49	0.54
Q21 Management providing adequate safety staff (MC)	0.48	0.54	0.66	0.46	0.56
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	0.09	0.14	0.28	0.13	0.28
Q23 Safety standards relative to production/work output standards (SSA)	-0.02	0.08	0.20	0.08	0.42
Q24 Supervisors understanding employees job safety problems (SE)	1.01	1.13	1.13	1.09	1.19
Q25 Employees following procedures to isolate hazardous energy sources (EI)	0.64	0.69	0.81	0.79	0.78
Q26 Presence of safety training in new employee onboarding (SSA)	1.10	1.11	1.20	1.05	1.33
Q27 Belief that management is sincere in safety efforts (SSC)	1.28	1.32	1.31	1.20	1.30
Q28 Supervisors acting on employee safety suggestions (SE)	1.10	1.20	1.18	1.12	1.18
Q29 Occurrence of emergency response procedures testing (SSA)	0.53	0.62	0.70	0.63	0.64
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	0.56	0.51	0.58	0.46	0.61
Q31 Management setting a positive safety example (MC)	0.95	0.94	0.98	0.86	0.99
Q32 Supervisors integrating safety into work routine (SE)	1.00	1.05	1.08	1.00	1.14
Q33 Quality of preventive maintenance system operation (SSA)	0.14	-0.10	0.06	0.02	0.36
Q34 Management participating in safety activities on a regular basis (MC)	0.65	0.75	0.82	0.70	0.63
Q35 Perception that the safety office has high status (SSC)	0.54	0.63	0.71	0.54	0.59
Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	0.51	0.51	0.63	0.49	0.58
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	0.52	0.65	0.69	0.54	0.67
Q37 Employees take part when accident/incident investigations occur (EI)	0.59	0.71	0.82	0.53	0.57
Q38 Supervisors providing helpful safety training or guidance (SE)	0.94	0.92	0.88	0.89	1.05
Q39 Perception that medical resources are sufficient (SSC)	0.47	0.53	0.61	0.48	0.39
Q40 Management including safety in job promotion reviews (MC)	0.64	0.65	0.68	0.54	0.71
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	0.84	1.00	1.09	0.92	0.70
Q42 Stability of workforce (OC)	0.65	0.77	0.90	0.61	0.81
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	1.03	1.00	1.08	0.95	1.05
Q44 Supervisors involved safety incident investigations (SE)	0.63	0.81	0.82	0.68	0.53
Q45 Perception that good environmental conditions are kept (SSC)	0.38	0.21	0.36	0.31	0.58
Q46 Employees using necessary personal protective equipment (EI)	0.68	0.74	0.85	0.73	0.82
Q47 Significance of job stress for employees (OC)	0.12	-0.02	0.17	-0.01	0.40
Q48 Belief that management insists supervisors think about safety (SSC)	0.89	0.96	1.01	0.88	0.93
Q49 Management setting annual safety goals (MC)	0.35	0.42	0.40	0.45	0.58
Q50 Employees taking part in the development of safety requirements (EI)	0.46	0.66	0.79	0.55	0.57

Comparison by Primary Work Location

*Survey respondents were asked to provide demographic information at the conclusion of the **NSC Safety Barometer**. These responses were used to conduct analyses and provide these subgroup comparisons.*

In order to protect respondent anonymity and to avoid making inaccurate generalizations based on an inadequate sample size, comparisons were not computed for groups with fewer than five respondents.

Responses by Primary Work Location

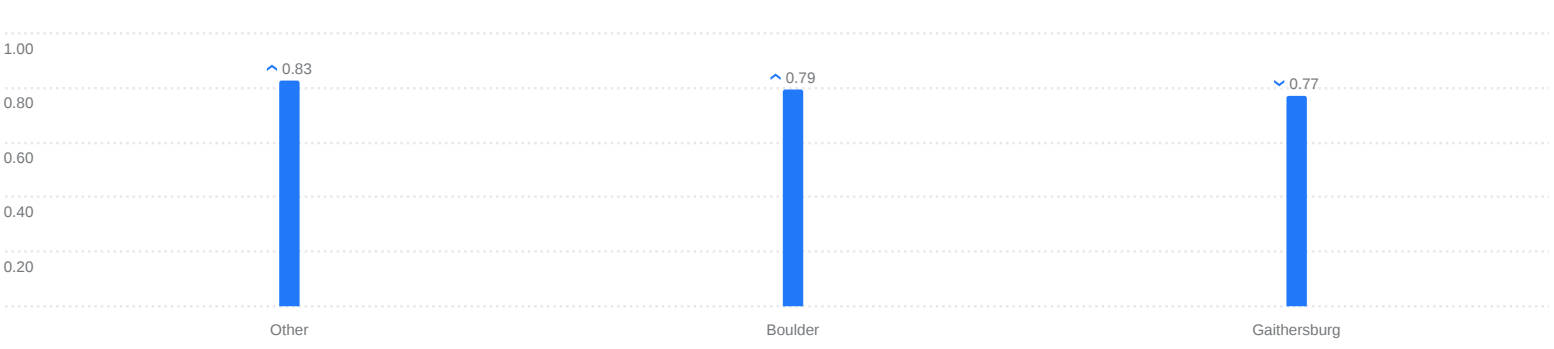


2022: Average Response Scores by Primary Work Location

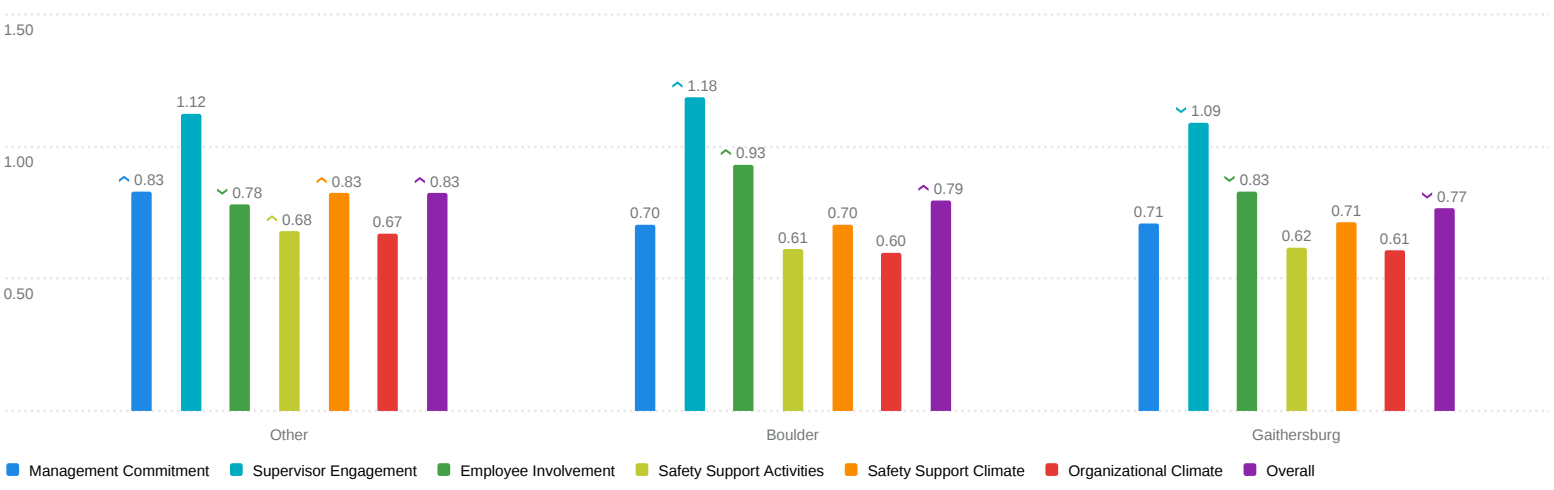
Average response scores, on a scale of -2 to +2, were calculated for primary work location. The following tables and figures reflect these comparisons across the 50 standard items, six performance categories, and overall. For location comparisons by the six performance categories and overall, a blue ^ indicates that the location group's perceptions were significantly higher than the other location groups', whereas a red v indicates perceptions from that particular location group were significantly lower than the other location groups'.

Safety perceptions are positive across locations. Employees who indicated 'Other' reported the most positive perceptions in four of the six performance categories and overall. Boulder held the second highest overall score and the highest scores in the Supervisor Engagement and Employee Involvement categories. In contrast, Gaithersburg held the lowest overall average response score. Differences between higher- and lower-scoring locations were meaningful indicating that increased safety-related communications among locations may be beneficial in reducing gaps in perceptions.

Overall Average Response Score



Overall and Performance Category Average Response Scores



Overall and Performance Category Average Response Scores

Q64 - Primary Work Location	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	Overall
Other	^ 0.83	1.12	v 0.78	^ 0.68	^ 0.83	0.67	^ 0.83
Boulder	0.70	^ 1.18	^ 0.93	0.61	0.70	0.60	^ 0.79
Gaithersburg	0.71	v 1.09	v 0.83	0.62	0.71	0.61	v 0.77

Safety Component Average Response Scores

Standard Components	Boulder	Gaithersburg	Other
Q01 Employees identifying and eliminating hazards (EI)	1.20	1.15	1.13
Q02 Frequency of employee/management interactions (OC)	0.85	0.92	1.04
Q03 Priority of safety relative to productivity (SSC)	0.95	0.84	1.01
Q04 Employees being involved in safety and health practices (EI)	0.65	0.48	0.55
Q05 Supervisors maintaining a high safety performance standard (SE)	1.38	1.25	1.31
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	0.80	0.83	0.82
Q07 Management stressing the importance of safety in communications (MC)	0.92	0.90	0.97
Q08 Frequency of safety meeting occurrence (SSA)	0.43	0.41	0.47
Q09 Condition of departmental teamwork (OC)	0.54	0.65	0.63
Q10 Belief that management shows it cares for employee safety (SSC)	1.12	1.16	1.26
Q11 Employees believing that their actions can protect coworkers (EI)	1.48	1.36	1.33
Q12 Supervisors behaving in accord with safe job procedures (SE)	1.56	1.48	1.50
Q13 Designated employees well trained in emergency practices (SSA)	0.67	0.74	0.82
Q14 Management publishing a policy on the value of employee safety (MC)	0.85	0.79	0.88
Q15 Thoroughness of near miss incident investigations (SSA)	0.74	0.76	0.78
Q16 Condition of employee morale (OC)	0.80	0.59	0.87
Q17 Belief that management does more than law requires (SSC)	0.84	0.77	0.83
Q18 Belief that employees understand safety and health regulations (EI)	1.30	1.22	1.20
Q19 Supervisors enforcing safe job procedures (SE)	1.25	1.18	1.25
Q20 Employees using basic precautions for hazardous materials (EI)	0.64	0.48	0.27
Q21 Management providing adequate safety staff (MC)	0.57	0.54	0.67
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	0.19	0.17	0.28
Q23 Safety standards relative to production/work output standards (SSA)	0.06	0.11	0.39
Q24 Supervisors understanding employees job safety problems (SE)	1.21	1.08	1.14
Q25 Employees following procedures to isolate hazardous energy sources (EI)	0.82	0.73	0.69
Q26 Presence of safety training in new employee onboarding (SSA)	1.23	1.12	1.15
Q27 Belief that management is sincere in safety efforts (SSC)	1.26	1.28	1.41
Q28 Supervisors acting on employee safety suggestions (SE)	1.28	1.13	1.15
Q29 Occurrence of emergency response procedures testing (SSA)	0.47	0.65	0.67
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	0.43	0.56	0.55
Q31 Management setting a positive safety example (MC)	0.90	0.94	1.08
Q32 Supervisors integrating safety into work routine (SE)	1.13	1.03	1.11
Q33 Quality of preventive maintenance system operation (SSA)	0.19	0.00	0.32
Q34 Management participating in safety activities on a regular basis (MC)	0.68	0.74	0.80
Q35 Perception that the safety office has high status (SSC)	0.40	0.64	0.76
Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	0.43	0.56	0.66
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	0.64	0.61	0.71
Q37 Employees take part when accident/incident investigations occur (EI)	0.65	0.68	0.58
Q38 Supervisors providing helpful safety training or guidance (SE)	1.03	0.89	0.98
Q39 Perception that medical resources are sufficient (SSC)	0.19	0.58	0.52
Q40 Management including safety in job promotion reviews (MC)	0.64	0.62	0.80
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	0.98	0.95	0.92
Q42 Stability of workforce (OC)	0.66	0.77	0.84
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	1.02	1.02	1.05
Q44 Supervisors involved safety incident investigations (SE)	0.81	0.72	0.63
Q45 Perception that good environmental conditions are kept (SSC)	0.58	0.27	0.58
Q46 Employees using necessary personal protective equipment (EI)	0.84	0.76	0.64
Q47 Significance of job stress for employees (OC)	0.12	0.09	-0.01
Q48 Belief that management insists supervisors think about safety (SSC)	0.97	0.94	0.88
Q49 Management setting annual safety goals (MC)	0.37	0.42	0.60
Q50 Employees taking part in the development of safety requirements (EI)	0.76	0.60	0.63

Comparison by Organizational Unit

*Survey respondents were asked to provide demographic information at the conclusion of the **NSC Safety Barometer**. These responses were used to conduct analyses and provide these subgroup comparisons.*

In order to protect respondent anonymity and to avoid making inaccurate generalizations based on an inadequate sample size, comparisons were not computed for groups with fewer than five respondents.

Responses by Organizational Unit

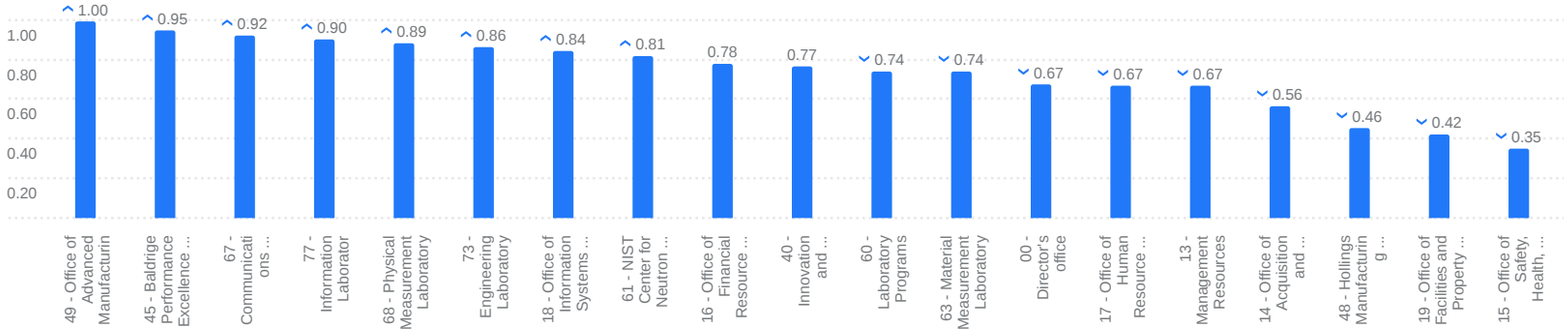
Q65 - Organizational Unit (OU)	Count
68 - Physical Measurement Laboratory	428
63 - Material Measurement Laboratory	367
77 - Information Technology Laboratory	198
73 - Engineering Laboratory	168
18 - Office of Information Systems Management	127
67 - Communications Technology Laboratory	124
61 - NIST Center for Neutron Research	107
19 - Office of Facilities and Property Management	99
16 - Office of Financial Resource Management	73
13 - Management Resources	69
00 - Director's office	59
14 - Office of Acquisition and Agreements Management	53
15 - Office of Safety, Health, and Environment	47
60 - Laboratory Programs	46
17 - Office of Human Resource Management	37
40 - Innovation and Industry Services	17
48 - Hollings Manufacturing Extension Partnership Program	15
45 - Baldrige Performance Excellence Program	12
49 - Office of Advanced Manufacturing	6

2022: Average Response Scores by Organizational Unit

Average response scores, on a scale of -2 to +2, were calculated for organizational unit. The following tables and figures reflect these comparisons across the 50 standard items, six performance categories, and overall. For organizational unit comparisons by the six performance categories and overall, a blue ^ indicates that the organizational unit's perceptions were significantly higher than the other organizational units', whereas a red v indicates perceptions from that particular organizational unit were significantly lower than the other organizational units'.

In general, perceptions were positive across organizational units. The Office of Advanced Manufacturing held the highest overall average response score, followed closely by Balrdrige Performance Excellence Program, Communications Technology Laboratory, and Information Technology Laboratory. In contrast, the Office of Safety, Health, and Environment generated the lowest overall average response score, followed by the Office of Facilities and Property Management, and Hollings Manufacturing Extension Partnership Program. Differences in the scores of higher- and lower-scoring organizational units were significant indicating an opportunity to better align employee safety perceptions across organization units. All organizational units should be represented in future action planning efforts to ensure a cohesive application of the safety management system.

Overall Average Response Score



Overall and Performance Category Average Response Scores

Q65 - Organizational Unit (OU)	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	Overall
49 - Office of Advanced Manufacturing	^ 1.07	1.31	0.94	0.73	^ 1.07	0.80	^ 1.00
45 - Baldrige Performance Excellence Program	^ 1.06	^ 1.39	0.75	0.74	^ 0.97	0.68	^ 0.95
67 - Communications Technology Laboratory	^ 0.86	^ 1.28	^ 0.97	^ 0.79	^ 0.84	^ 0.76	^ 0.92
77 - Information Technology Laboratory	^ 0.92	^ 1.23	v 0.76	^ 0.77	^ 0.86	^ 0.91	^ 0.90
68 - Physical Measurement Laboratory	^ 0.79	^ 1.21	^ 1.04	^ 0.73	^ 0.81	^ 0.67	^ 0.89
73 - Engineering Laboratory	^ 0.86	1.12	^ 0.96	^ 0.72	^ 0.80	0.68	^ 0.86
18 - Office of Information Systems Management	^ 0.83	1.13	v 0.73	0.65	^ 0.85	^ 0.90	^ 0.84
61 - NIST Center for Neutron Research	0.74	1.11	^ 1.03	^ 0.73	0.77	v 0.27	^ 0.81
16 - Office of Financial Resource Management	^ 0.81	v 1.02	v 0.62	0.66	0.76	^ 0.84	0.78
40 - Innovation and Industry Services	0.81	1.19	0.72	0.60	0.62	0.67	0.77
60 - Laboratory Programs	0.63	1.04	0.77	0.56	0.73	0.70	v 0.74
63 - Material Measurement Laboratory	v 0.60	1.09	^ 0.91	v 0.58	v 0.63	v 0.54	v 0.74
00 - Director's office	v 0.63	v 1.03	v 0.61	v 0.45	0.71	0.55	v 0.67
17 - Office of Human Resource Management	0.72	v 1.00	v 0.53	v 0.51	0.67	0.58	v 0.67
13 - Management Resources	v 0.60	v 1.01	v 0.62	v 0.48	0.66	0.63	v 0.67
14 - Office of Acquisition and Agreements Management	v 0.62	v 0.84	v 0.50	v 0.41	v 0.55	v 0.42	v 0.56
48 - Hollings Manufacturing Extension Partnership Program	v 0.36	v 0.78	v 0.39	v 0.43	v 0.42	v 0.28	v 0.46
19 - Office of Facilities and Property Management	v 0.35	v 0.75	v 0.63	v 0.24	v 0.40	v 0.00	v 0.42
15 - Office of Safety, Health, and Environment	v 0.16	v 0.98	v 0.58	v 0.06	v 0.10	v 0.30	v 0.35

Safety Component Average Response Scores

Standard Components	00 - Director's office	13 - Management Resources	14 - Office of Acquisition and Agreements Management	15 - Office of Safety, Health, and Environment	16 - Office of Financial Resource Management	17 - Office of Human Resource Management	18 - Office of Information Systems Management	19 - Office of Facilities and Property Management	40 - Innovation and Industry Services	45 - Baldrige Performance Excellence Program	48 Man P
Q01 Employees identifying and eliminating hazards (EI)	0.95	1.06	0.81	0.81	1.07	0.92	1.17	0.93	1.18	1.50	
Q02 Frequency of employee/management interactions (OC)	1.07	1.01	0.91	0.51	1.03	1.08	1.14	0.52	1.24	1.83	
Q03 Priority of safety relative to productivity (SSC)	0.85	0.71	0.85	-0.11	0.95	0.92	0.98	0.67	0.71	0.92	
Q04 Employees being involved in safety and health practices (EI)	0.15	0.13	0.06	0.21	0.22	0.16	0.18	-0.02	0.53	0.42	
Q05 Supervisors maintaining a high safety performance standard (SE)	1.17	1.14	0.94	1.30	1.26	1.19	1.37	0.89	1.41	1.67	
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	0.24	0.59	0.30	0.17	0.53	0.62	0.84	0.23	0.29	0.58	
Q07 Management stressing the importance of safety in communications (MC)	0.76	0.75	0.77	0.23	0.85	0.84	0.79	0.60	0.47	1.50	
Q08 Frequency of safety meeting occurrence (SSA)	0.07	-0.04	0.15	-0.26	0.53	0.38	0.33	0.13	0.47	0.92	
Q09 Condition of departmental teamwork (OC)	0.69	0.86	0.58	0.28	1.08	0.89	0.90	0.16	0.71	0.17	
Q10 Belief that management shows it cares for employee safety (SSC)	1.07	1.00	0.94	0.53	1.34	1.22	1.35	0.62	1.24	2.00	
Q11 Employees believing that their actions can protect coworkers (EI)	1.14	1.30	1.15	1.36	1.11	1.19	1.27	1.31	1.65	1.58	
Q12 Supervisors behaving in accord with safe job procedures (SE)	1.56	1.46	1.32	1.34	1.47	1.49	1.44	1.12	1.41	1.67	
Q13 Designated employees well trained in emergency practices (SSA)	0.52	0.84	0.67	0.36	0.89	0.57	0.70	0.24	1.06	0.75	
Q14 Management publishing a policy on the value of employee safety (MC)	0.66	0.54	0.83	0.66	0.77	0.68	0.84	0.56	0.76	1.00	
Q15 Thoroughness of near miss incident investigations (SSA)	0.66	0.61	0.53	0.11	0.66	0.49	0.77	0.62	0.76	1.00	
Q16 Condition of employee morale (OC)	0.47	0.50	0.38	0.17	0.89	0.51	0.93	-0.32	0.76	1.17	
Q17 Belief that management does more than law requires (SSC)	0.66	0.81	0.48	0.15	0.67	0.59	0.83	0.33	0.76	1.50	
Q18 Belief that employees understand safety and health regulations (EI)	1.20	1.25	0.92	1.21	1.16	1.03	1.26	1.13	1.29	1.25	
Q19 Supervisors enforcing safe job procedures (SE)	1.12	1.16	0.92	1.17	1.19	1.16	1.21	0.87	1.24	1.50	

Q20 Employees using basic precautions for hazardous materials (EI)	0.05	0.20	0.33	0.21	0.24	0.19	0.42	0.42	0.06	0.09
Q21 Management providing adequate safety staff (MC)	0.41	0.41	0.60	0.00	0.82	0.59	0.80	-0.04	0.94	0.92
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	0.10	0.14	0.02	-0.66	0.36	0.35	0.27	-0.22	0.12	-0.25
Q23 Safety standards relative to production/work output standards (SSA)	0.16	0.22	-0.04	-0.72	0.23	-0.08	0.38	0.09	0.00	0.08
Q24 Supervisors understanding employees job safety problems (SE)	0.95	1.09	0.83	0.96	0.87	0.95	1.14	0.82	1.24	1.42
Q25 Employees following procedures to isolate hazardous energy sources (EI)	0.37	0.65	0.33	0.30	0.50	0.32	0.71	0.66	0.41	0.36
Q26 Presence of safety training in new employee onboarding (SSA)	0.68	0.55	0.68	0.64	0.90	0.92	0.98	0.81	0.82	1.00
Q27 Belief that management is sincere in safety efforts (SSC)	1.24	1.26	1.19	0.62	1.38	1.24	1.39	0.69	1.35	1.75
Q28 Supervisors acting on employee safety suggestions (SE)	1.02	1.07	0.91	1.11	1.08	1.05	1.03	0.66	1.24	1.33
Q29 Occurrence of emergency response procedures testing (SSA)	0.64	0.79	0.60	0.21	0.97	0.70	0.69	0.24	0.76	1.17
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	0.78	0.64	0.57	0.19	0.74	0.54	0.69	0.07	0.59	1.00
Q31 Management setting a positive safety example (MC)	0.97	0.91	0.68	0.15	1.15	1.08	1.11	0.47	0.94	1.67
Q32 Supervisors integrating safety into work routine (SE)	0.98	0.94	0.73	0.96	0.92	0.84	1.18	0.72	1.29	1.58
Q33 Quality of preventive maintenance system operation (SSA)	0.03	-0.01	0.00	-0.79	0.30	0.08	0.31	-0.32	0.24	-0.08
Q34 Management participating in safety activities on a regular basis (MC)	0.75	0.57	0.60	0.19	0.67	0.65	0.81	0.32	0.82	1.08
Q35 Perception that the safety office has high status (SSC)	0.73	0.87	0.62	-0.15	0.85	0.65	0.80	0.21	0.71	1.25
Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	0.47	0.55	0.38	-0.02	0.53	0.38	0.74	0.11	0.53	1.08
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	0.71	0.57	0.60	-0.28	0.81	0.70	0.77	0.13	0.35	0.75
Q37 Employees take part when accident/incident investigations occur (EI)	0.69	0.42	0.44	0.53	0.67	0.58	0.63	0.40	0.35	0.58

Q38 Supervisors providing helpful safety training or guidance (SE)	0.90	0.72	0.62	0.68	0.84	0.86	1.00	0.58	1.06	1.08
Q39 Perception that medical resources are sufficient (SSC)	0.63	0.36	0.60	0.45	0.72	0.76	0.58	0.42	0.41	0.83
Q40 Management including safety in job promotion reviews (MC)	0.53	0.58	0.55	0.04	0.78	0.70	0.78	0.38	0.82	0.83
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	0.80	0.71	0.60	0.57	0.71	0.46	0.98	0.62	0.88	1.33
Q42 Stability of workforce (OC)	0.80	0.71	0.57	0.47	1.05	0.65	1.15	-0.13	0.94	1.08
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	0.97	0.88	0.77	0.30	1.10	0.84	1.18	0.71	1.13	1.42
Q44 Supervisors involved safety incident investigations (SE)	0.64	0.61	0.48	1.00	0.49	0.65	0.57	0.33	0.69	0.83
Q45 Perception that good environmental conditions are kept (SSC)	0.46	0.32	0.00	-0.02	0.18	0.11	0.62	0.31	0.06	-0.42
Q46 Employees using necessary personal protective equipment (EI)	0.51	0.46	0.38	0.32	0.44	0.16	0.52	0.62	0.50	0.58
Q47 Significance of job stress for employees (OC)	-0.27	0.04	-0.36	0.06	0.12	-0.22	0.40	-0.22	-0.31	-0.83
Q48 Belief that management insists supervisors think about safety (SSC)	0.85	0.78	0.49	0.37	0.83	0.86	0.88	0.66	0.75	1.17
Q49 Management setting annual safety goals (MC)	0.37	0.41	0.30	-0.19	0.61	0.51	0.69	0.16	0.94	0.42
Q50 Employees taking part in the development of safety requirements (EI)	0.40	0.06	0.11	0.23	0.13	0.22	0.37	0.21	0.44	0.33

Comparison by Division

*Survey respondents were asked to provide demographic information at the conclusion of the **NSC Safety Barometer**. These responses were used to conduct analyses and provide these subgroup comparisons.*

In order to protect respondent anonymity and to avoid making inaccurate generalizations based on an inadequate sample size, comparisons were not computed for groups with fewer than five respondents.

Responses by Organizational Unit

Q66 - Division	Count
610 - NIST Center for Neutron Research	77
685 - Sensor Science Division	76
642 - Materials Science and Engineering Division	67
646 - Chemical Sciences Division	63
183 - Applications Systems Division	58
684 - Quantum Measurement Division	54
644 - Biosystems and Biomaterials Division	52
643 - Materials Measurement Science Division	50
683 - Nanoscale Device Characterization Division	47
682 - Radiation Physics Division	47
680 - Physical Measurement Laboratory Office	45
645 - Biomolecular Measurement Division	44
647 - Applied Chemicals and Materials Division	42
733 - Fire Research Division	41
774 - Information Access Division	40
731 - Materials and Structural Systems Division	40
771 - Applied and Computational Mathematics Division	39
773 - Computer Security Division	37
688 - Time and Frequency Division	36
686 - Applied Physics Division	36
681 - Microsystems and Nanotechnology Division	33
141 - Acquisition Management Division	31
687 - Quantum Electromagnetics Division	30
672 - RF Technology Division	29
193 - Gaithersburg Facility Maintenance Division	28
777 - Applied Cybersecurity Division	27
107 - Public Affairs Office	27
730 - Engineering Laboratory Office	26
674 - Smart Connected Systems Division	26
735 - Intelligent Systems Division	24
190 - Office of Facilities and Property Management	24
166 - Financial Operations Division	24
673 - Wireless Networks Division	23
137 - Emergency Services Office	23
630 - Material Measurement Laboratory Office	22
195 - Gaithersburg Design and Construction Division	22
181 - Information Technology Security & Networking Division	21
167 - Financial Systems and Reporting Division	21
775 - Software and Systems Division	20

160 - Office of Financial Resource Management	20
135 - NIST Research Library and Museum	20
732 - Building Energy and Environment Division	19
675 - Spectrum Technology and Research Division	17
151 - Gaithersburg Safety, Health and Environment Division	17
175 - Operations and Strategic Programs Division	16
100 - Director's Office	16
180 - Office of Information Systems Management	15
602 - Special Programs Office	14
184 - Infrastructure Services Division	14
776 - Statistical Engineering Division	13
770 - Information Technology Laboratory Office	13
640 - Office of Reference Materials	13
176 - Compensation, Recognition, and Effectiveness Division	13
142 - Grants Management Division	13
734 - Systems Integration Division	12
671 - Public Safety Communications Research Division	12
670 - Communications Technology Laboratory HQ	12
152 - Radiation Safety Division	12
689 - Quantum Physics Division	11
601 - Standards Coordination Office	11
600 - Associate Director for Laboratory Programs	10
401 - Technology Partnerships Office	10
194 - Boulder Facilities Maintenance Division	10
182 - Customer Access and Support Division	10
150 - Office of Safety, Health and Environment	9
109 - International and Academic Affairs Office	9
196 - Boulder Design and Construction Division	8
153 - Boulder Safety, Health and Environment Division	8
192 - Facilities Services Division	7
170 - Human Resources Management Office	7
161 - Budget Division	7
140 - Office of Acquisition and Agreements Management	7
138 - Business Operations Office	7
481 - Network Agreements Management Division	6
400 - Associate Director for Innovation & Industry Services	6
641 - Office of Data and Informatics	5
450 - Baldrige Performance Excellence Program Office	5
187 - Research Services Office	5
136 - Fabrication Technology Office	5
130 - Associate Director for Management Resources	5
188 - Platform Services Division	4
132 - Equal Employment Opportunity and Accessibility Office	4
492 - Policy and Strategy Division	2
490 - Office of Advanced Manufacturing	2
485 - Outreach and External Affairs Division	2
483 - National Programs Division	2
480 - Hollings Manufacturing Extension Partnership Program Office	2

101 - Management and Organization Office	2
604 - Research Protections Office	1
493 - Partnerships and Outreach Division	1
491 - Program Operations Division	1
484 - National Platforms Division	1
111 - Congressional and Legislative Affairs Office	1
106 - Program Coordination Office	1

2022: Average Response Scores by Division

Average response scores, on a scale of -2 to +2, were calculated for division. The following tables and figures reflect these comparisons across the 50 standard items, six performance categories, and overall. For division comparisons by the six performance categories and overall, a blue ^ indicates that the division's perceptions were significantly higher than the other divisions', whereas a red v indicates perceptions from that particular division were significantly lower than the other divisions'.

Among all divisions, Public Safety Communications Research Division held the highest average response scores across all six performance categories and overall. The next highest overall score was held by the Communications Technology Laboratory HQ. In contrast, the Facilities Services Division generated the lowest overall score, including negative perceptions in the Management Commitment, Safety Support Climate and Organizational Climate categories. Gaithersburg Facility Maintenance Division held the second lowest overall score, also generating negative perceptions in the Management Commitment, Safety Support Activities, and Organizational Climate categories. Differences among divisions were meaningful indicating that targeted efforts to increase safety-related communication and participation opportunities across divisions will be beneficial.

Overall and Performance Category Average Response Scores

Q66 - Division	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	Overall
671 - Public Safety Communications Research Division	^ 1.47	^ 1.64	^ 1.34	^ 1.33	^ 1.42	^ 1.42	^ 1.43
670 - Communications Technology Laboratory HQ	^ 1.40	^ 1.56	^ 1.26	^ 1.18	^ 1.13	^ 1.05	^ 1.26
776 - Statistical Engineering Division	^ 1.18	^ 1.44	^ 1.00	^ 1.02	^ 1.12	^ 1.17	^ 1.14
130 - Associate Director for Management Resources	^ 1.11	1.34	0.89	^ 0.98	1.02	^ 1.24	^ 1.08
400 - Associate Director for Innovation & Industry Services	1.02	1.33	^ 1.17	^ 1.02	0.90	1.00	^ 1.08
771 - Applied and Computational Mathematics Division	^ 1.10	^ 1.41	^ 0.96	^ 0.94	^ 1.03	^ 1.04	^ 1.07
732 - Building Energy and Environment Division	^ 1.13	^ 1.34	^ 1.13	^ 0.83	^ 0.97	^ 0.94	^ 1.05
730 - Engineering Laboratory Office	^ 1.10	^ 1.35	^ 1.02	^ 0.93	^ 0.94	^ 1.02	^ 1.05
675 - Spectrum Technology and Research Division	^ 1.00	^ 1.37	^ 1.09	^ 0.82	^ 0.98	^ 0.94	^ 1.03
681 - Microsystems and Nanotechnology Division	^ 0.93	^ 1.37	^ 1.14	^ 0.86	^ 0.96	^ 0.89	^ 1.03
182 - Customer Access and Support Division	^ 1.01	^ 1.37	^ 1.04	0.76	^ 0.94	^ 0.98	^ 1.01
682 - Radiation Physics Division	^ 0.91	^ 1.39	^ 1.14	^ 0.86	^ 0.93	0.67	^ 1.01
735 - Intelligent Systems Division	^ 0.92	1.18	^ 1.02	^ 0.84	^ 0.92	0.73	^ 0.95
600 - Associate Director for Laboratory Programs	0.91	1.22	0.92	0.74	^ 1.02	0.70	^ 0.94

672 - RF Technology Division	^ 0.86	^ 1.34	^ 1.07	0.72	^ 0.87	^ 0.81	^ 0.94
774 - Information Access Division	^ 0.98	^ 1.31	v 0.72	^ 0.83	^ 0.89	^ 0.88	^ 0.93
773 - Computer Security Division	^ 0.98	^ 1.26	0.80	^ 0.79	^ 0.87	^ 0.96	^ 0.93
644 - Biosystems and Biomaterials Division	^ 0.85	1.16	^ 0.94	^ 0.79	^ 0.89	^ 0.97	^ 0.93
181 - Information Technology Security & Networking Division	^ 0.90	^ 1.31	0.81	^ 0.75	^ 0.93	^ 0.89	^ 0.93
196 - Boulder Design and Construction Division	^ 1.02	1.11	0.94	0.69	^ 0.91	^ 0.98	^ 0.92
685 - Sensor Science Division	^ 0.85	^ 1.19	^ 1.11	^ 0.75	^ 0.88	0.68	^ 0.92
161 - Budget Division	^ 1.10	1.06	0.70	^ 0.90	0.94	0.74	^ 0.92
184 - Infrastructure Services Division	^ 0.95	1.09	0.88	0.78	0.84	^ 1.06	^ 0.92
684 - Quantum Measurement Division	^ 0.87	^ 1.21	^ 1.06	^ 0.73	^ 0.84	0.72	^ 0.91
770 - Information Technology Laboratory Office	0.85	1.21	0.82	^ 0.81	^ 0.90	0.78	^ 0.90
689 - Quantum Physics Division	0.73	^ 1.38	0.93	0.73	0.83	0.76	^ 0.90
170 - Human Resources Management Office	0.90	^ 1.43	0.65	0.73	0.84	0.86	0.90
734 - Systems Integration Division	^ 1.02	1.01	0.78	^ 0.94	0.83	0.73	^ 0.89
683 - Nanoscale Device Characterization Division	0.81	1.19	^ 1.01	0.69	0.82	^ 0.80	^ 0.88
645 - Biomolecular Measurement Division	0.76	1.13	^ 0.95	^ 0.80	0.81	0.72	^ 0.88
180 - Office of Information Systems Management	0.76	1.10	0.89	0.60	^ 0.95	^ 0.97	^ 0.87
686 - Applied Physics Division	0.78	1.11	^ 1.16	^ 0.78	0.74	v 0.47	^ 0.86
109 - International and Academic Affairs Office	0.83	^ 1.30	0.68	0.75	0.86	0.67	0.86
680 - Physical Measurement Laboratory Office	0.77	1.13	^ 0.94	^ 0.78	0.77	0.56	^ 0.84
610 - NIST Center for Neutron Research	0.75	1.14	^ 1.04	^ 0.75	^ 0.82	v 0.35	^ 0.84
673 - Wireless Networks Division	0.79	1.13	0.76	^ 0.83	0.72	0.77	0.84
138 - Business Operations Office	0.71	1.22	v 0.60	v 0.43	^ 0.97	^ 1.26	0.83
166 - Financial Operations Division	0.82	1.08	v 0.64	0.68	0.79	^ 0.92	0.82
167 - Financial Systems and Reporting Division	0.83	1.05	v 0.71	0.68	0.77	0.79	0.80
195 - Gaithersburg Design and Construction Division	0.77	1.23	0.88	0.63	0.76	v 0.37	0.80
777 - Applied Cybersecurity Division	0.80	1.03	v 0.70	0.63	0.80	^ 0.99	0.80
135 - NIST Research Library and Museum	0.74	1.03	v 0.63	0.63	0.85	^ 0.94	0.79
183 - Applications Systems Division	0.81	1.06	v 0.62	0.64	0.81	^ 0.89	0.79
630 - Material Measurement Laboratory Office	0.66	1.04	^ 1.05	0.62	0.73	0.55	0.79
450 - Baldrige Performance Excellence Program Office	0.83	1.24	v 0.60	0.60	0.80	0.48	0.79
733 - Fire Research Division	0.69	1.05	^ 1.00	0.60	0.69	0.61	0.78
688 - Time and Frequency Division	0.62	^ 1.24	0.81	0.57	0.71	0.69	0.77
643 - Materials Measurement Science Division	0.66	1.07	^ 0.98	0.60	0.67	0.57	0.77
687 - Quantum Electromagnetics Division	v 0.61	1.10	^ 1.05	0.55	v 0.63	v 0.44	v 0.74
642 - Materials Science and Engineering Division	v 0.58	1.15	^ 0.94	v 0.47	v 0.62	0.67	v 0.74

481 - Network Agreements Management Division	0.76	0.98	↓ 0.59	0.57	0.87	0.53	0.73
601 - Standards Coordination Office	0.62	1.05	↓ 0.63	↓ 0.48	0.83	0.78	0.73
731 - Materials and Structural Systems Division	0.71	↓ 0.99	0.86	↓ 0.54	0.69	↓ 0.44	↓ 0.72
775 - Software and Systems Division	0.66	1.07	↓ 0.53	0.58	0.65	0.77	↓ 0.70
646 - Chemical Sciences Division	↓ 0.45	1.18	↑ 0.98	↓ 0.55	↓ 0.50	↓ 0.22	↓ 0.68
160 - Office of Financial Resource Management	0.67	↓ 0.94	↓ 0.46	0.55	0.68	0.81	↓ 0.67
107 - Public Affairs Office	0.66	↓ 1.01	↓ 0.55	↓ 0.40	0.74	0.62	↓ 0.66
141 - Acquisition Management Division	0.71	↓ 0.95	↓ 0.57	↓ 0.48	0.66	0.48	↓ 0.65
640 - Office of Reference Materials	0.57	↓ 0.82	0.82	0.57	0.58	0.45	↓ 0.65
401 - Technology Partnerships Office	0.76	1.16	↓ 0.52	↓ 0.40	↓ 0.53	0.56	↓ 0.65
175 - Operations and Strategic Programs Division	0.71	↓ 0.83	↓ 0.56	0.53	0.62	0.54	↓ 0.64
137 - Emergency Services Office	↓ 0.54	1.03	↓ 0.70	↓ 0.41	↓ 0.60	↓ 0.43	↓ 0.64
100 - Director's Office	0.57	↓ 0.99	↓ 0.69	↓ 0.45	0.66	↓ 0.29	↓ 0.63
674 - Smart Connected Systems Division	↓ 0.47	1.10	0.75	↓ 0.50	↓ 0.56	↓ 0.27	↓ 0.63
150 - Office of Safety, Health and Environment	0.48	1.05	↓ 0.53	0.43	0.63	0.69	↓ 0.63
176 - Compensation, Recognition, and Effectiveness Division	0.66	1.03	↓ 0.44	↓ 0.40	0.68	0.55	↓ 0.62
140 - Office of Acquisition and Agreements Management	0.63	0.94	0.64	0.40	0.59	0.31	↓ 0.60
647 - Applied Chemicals and Materials Division	↓ 0.36	↓ 1.02	↓ 0.73	↓ 0.40	↓ 0.41	↓ 0.20	↓ 0.54
602 - Special Programs Office	↓ 0.34	↓ 0.85	↓ 0.63	↓ 0.40	↓ 0.47	0.43	↓ 0.53
194 - Boulder Facilities Maintenance Division	↓ 0.44	↓ 0.51	↓ 0.64	↓ 0.36	↓ 0.36	↓ 0.12	↓ 0.42
142 - Grants Management Division	↓ 0.45	↓ 0.62	↓ 0.33	↓ 0.29	↓ 0.33	0.48	↓ 0.41
190 - Office of Facilities and Property Management	↓ 0.34	↓ 0.78	↓ 0.63	↓ 0.18	↓ 0.29	↓ 0.07	↓ 0.40
152 - Radiation Safety Division	↓ 0.26	↓ 0.80	0.72	↓ 0.08	↓ 0.17	↓ 0.35	↓ 0.40
187 - Research Services Office	↓ 0.26	↓ 0.67	↓ 0.22	↓ 0.30	↓ 0.54	0.36	↓ 0.40
641 - Office of Data and Informatics	↓ 0.31	↓ 0.52	↓ 0.29	↓ 0.22	↓ 0.14	↓ 0.08	↓ 0.25
151 - Gaithersburg Safety, Health and Environment Division	↓ -0.04	↓ 0.95	↓ 0.45	↓ -0.07	↓ -0.05	↓ 0.19	↓ 0.21
153 - Boulder Safety, Health and Environment Division	↓ -0.05	1.17	↓ 0.60	↓ -0.18	↓ -0.43	↓ 0.03	↓ 0.16
136 - Fabrication Technology Office	↓ 0.09	↓ 0.44	↓ 0.36	↓ 0.16	↓ 0.06	↓ -0.36	↓ 0.15
193 - Gaithersburg Facility Maintenance Division	↓ -0.04	↓ 0.39	↓ 0.47	↓ -0.06	↓ 0.18	↓ -0.54	↓ 0.12
192 - Facilities Services Division	↓ -0.22	↓ 0.49	↓ 0.10	↓ -0.17	↓ 0.10	↓ -0.49	↓ 0.03

Safety Component Average Response Scores

Standard Components	100 - Director's Office	107 - Public Affairs Office	109 - International and Academic Affairs Office	130 - Associate Director for Management Resources	135 - NIST Research Library and Museum	136 - Fabrication Technology Office	137 - Emergency Services Office	138 - Business Operations Office	140 - Office of Acquisition and Agreements Management	141 - Acquisition Management Division	142 - Grants Management Division
Q01 Employees identifying and eliminating hazards (EI)	0.63	0.89	1.44	1.20	1.20	0.80	1.26	0.71	1.00	1.00	0.38
Q02 Frequency of employee/management interactions (OC)	0.81	1.19	1.00	1.00	1.40	-0.20	1.00	1.71	0.86	1.03	0.92
Q03 Priority of safety relative to productivity (SSC)	0.69	0.85	1.00	0.80	0.75	0.80	0.65	1.43	1.00	0.84	0.85
Q04 Employees being involved in safety and health practices (EI)	0.06	0.15	0.22	0.00	0.30	-0.60	0.17	0.00	0.71	0.10	-0.23
Q05 Supervisors maintaining a high safety performance standard (SE)	1.06	1.15	1.44	1.40	1.15	0.20	1.22	1.57	1.29	1.00	0.85
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	0.38	0.15	0.67	0.40	1.15	-0.20	0.48	0.57	0.86	0.29	0.15
Q07 Management stressing the importance of safety in communications (MC)	0.69	0.89	0.44	1.00	1.10	0.40	0.65	0.86	0.71	0.77	0.85
Q08 Frequency of safety meeting occurrence (SSA)	-0.06	0.04	0.22	1.00	0.30	-0.40	-0.35	-0.14	0.29	0.16	0.08
Q09 Condition of departmental teamwork (OC)	0.50	0.70	1.00	1.80	1.20	0.00	0.43	1.29	0.29	0.71	0.62
Q10 Belief that management shows it cares for employee safety (SSC)	0.88	1.19	1.11	1.60	1.40	0.20	0.57	1.57	0.86	1.03	0.92
Q11 Employees believing that their actions can protect coworkers (EI)	1.19	1.04	1.33	1.60	1.35	0.80	1.30	1.43	1.00	1.19	1.23
Q12 Supervisors behaving in accord with safe job procedures (SE)	1.50	1.56	1.56	1.80	1.50	1.00	1.39	1.71	1.57	1.35	1.23
Q13 Designated employees well trained in emergency practices (SSA)	0.88	0.44	0.50	1.60	0.95	0.40	0.83	0.57	0.14	0.87	0.54
Q14 Management publishing a policy on the value of employee safety (MC)	0.69	0.56	0.89	1.00	0.60	-0.40	0.70	0.71	0.71	1.00	0.54
Q15 Thoroughness of near miss incident investigations (SSA)	0.63	0.59	0.89	1.20	0.65	0.00	0.65	0.57	0.29	0.74	0.23

Q16 Condition of employee morale (OC)	0.13	0.59	0.67	1.00	0.89	-0.60	0.17	1.29	0.14	0.45	0.46
Q17 Belief that management does more than law requires (SSC)	0.38	0.78	1.00	1.60	1.00	0.20	0.61	1.00	0.14	0.61	0.38
Q18 Belief that employees understand safety and health regulations (EI)	1.38	1.07	1.56	1.00	1.35	0.80	1.39	1.43	0.86	0.94	0.92
Q19 Supervisors enforcing safe job procedures (SE)	0.94	1.15	1.67	-	1.20	0.60	1.22	1.29	1.00	1.06	0.62
Q20 Employees using basic precautions for hazardous materials (EI)	0.19	0.22	-0.67	0.80	0.10	0.20	0.22	0.14	0.57	0.39	0.08
Q21 Management providing adequate safety staff (MC)	0.31	0.37	0.67	1.40	0.45	-0.40	0.30	0.43	0.86	0.71	0.23
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	0.00	0.04	0.67	0.80	0.20	-0.40	0.13	-0.14	0.00	0.10	0.00
Q23 Safety standards relative to production/work output standards (SSA)	0.06	0.22	0.29	0.40	0.35	-0.40	0.30	0.43	0.14	0.10	-0.23
Q24 Supervisors understanding employees job safety problems (SE)	0.94	0.85	1.33	1.40	1.10	0.00	1.13	1.57	0.86	0.90	0.69
Q25 Employees following procedures to isolate hazardous energy sources (EI)	0.56	0.37	0.22	1.00	0.35	0.40	1.09	0.57	0.29	0.42	0.15
Q26 Presence of safety training in new employee onboarding (SSA)	0.50	0.70	0.89	1.60	0.50	0.20	0.30	0.86	0.14	0.58	1.15
Q27 Belief that management is sincere in safety efforts (SSC)	1.13	1.37	1.44	1.80	1.45	0.40	1.09	1.57	1.29	1.32	0.92
Q28 Supervisors acting on employee safety suggestions (SE)	1.00	1.00	1.22	1.20	1.10	0.80	0.96	1.43	0.86	1.06	0.62
Q29 Occurrence of emergency response procedures testing (SSA)	0.63	0.70	0.89	-	1.00	0.40	0.78	0.57	0.86	0.58	0.54
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	0.88	0.70	1.00	1.00	0.65	0.40	0.65	0.86	0.43	0.68	0.38
Q31 Management setting a positive safety example (MC)	0.75	1.07	1.33	1.20	1.25	0.40	0.78	1.00	0.57	0.84	0.54
Q32 Supervisors integrating safety into work routine (SE)	1.00	1.04	1.33	1.40	1.05	0.40	0.91	1.14	0.71	0.87	0.54
Q33 Quality of preventive maintenance system operation (SSA)	-0.13	0.04	0.44	-0.20	0.05	-0.20	0.13	0.00	0.00	0.10	-0.23
Q34 Management participating in safety activities on a regular basis (MC)	0.81	0.70	1.11	1.40	0.75	0.00	0.39	0.57	0.50	0.71	0.38
Q35 Perception that the safety office has high status (SSC)	0.69	0.74	0.89	1.20	1.00	0.00	0.87	0.86	0.57	0.81	0.31

Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	0.56	0.41	0.78	0.80	0.65	0.00	0.65	1.00	0.71	0.45	0.08
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	1.06	0.52	0.89	1.00	0.95	-0.80	0.52	0.71	0.71	0.65	0.46
Q37 Employees take part when accident/incident investigations occur (EI)	0.81	0.56	0.89	0.80	0.45	0.20	0.35	0.57	0.50	0.55	0.23
Q38 Supervisors providing helpful safety training or guidance (SE)	0.88	0.85	1.22	0.80	0.80	0.20	0.83	0.86	0.57	0.74	0.46
Q39 Perception that medical resources are sufficient (SSC)	0.63	0.67	0.56	0.40	0.60	0.20	0.35	0.57	0.71	0.74	0.31
Q40 Management including safety in job promotion reviews (MC)	0.50	0.67	0.33	0.80	0.65	-0.20	0.61	0.86	0.71	0.68	0.31
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	0.81	0.63	1.33	1.20	0.80	1.00	0.52	0.57	1.00	0.74	0.08
Q42 Stability of workforce (OC)	0.38	0.93	0.89	1.40	1.10	-0.40	0.48	1.14	0.43	0.61	0.62
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	0.94	1.00	0.89	1.40	0.85	0.40	0.91	1.29	0.86	0.97	0.46
Q44 Supervisors involved safety incident investigations (SE)	0.63	0.48	1.00	1.40	0.55	0.40	0.70	0.14	0.71	0.58	0.15
Q45 Perception that good environmental conditions are kept (SSC)	0.44	0.52	0.44	0.60	0.35	-0.20	0.43	0.86	0.14	0.32	-0.85
Q46 Employees using necessary personal protective equipment (EI)	0.69	0.41	0.56	0.80	0.35	0.60	0.52	0.86	0.71	0.45	0.08
Q47 Significance of job stress for employees (OC)	-0.38	-0.30	-0.22	1.00	0.10	-0.60	0.04	0.86	-0.14	-0.42	-0.23
Q48 Belief that management insists supervisors think about safety (SSC)	0.81	0.85	1.00	1.20	0.95	0.20	0.87	0.57	0.14	0.58	0.46
Q49 Management setting annual safety goals (MC)	0.25	0.33	1.00	1.00	0.40	0.60	0.35	0.57	0.29	0.29	0.31
Q50 Employees taking part in the development of safety requirements (EI)	0.69	0.23	0.56	0.80	0.20	0.00	-0.04	-0.29	0.14	0.13	0.15

Section 19

Comparison by Role

*Survey respondents were asked to provide demographic information at the conclusion of the **NSC Safety Barometer**. These responses were used to conduct analyses and provide these subgroup comparisons.*

In order to protect respondent anonymity and to avoid making inaccurate generalizations based on an inadequate sample size, comparisons were not computed for groups with fewer than five respondents.

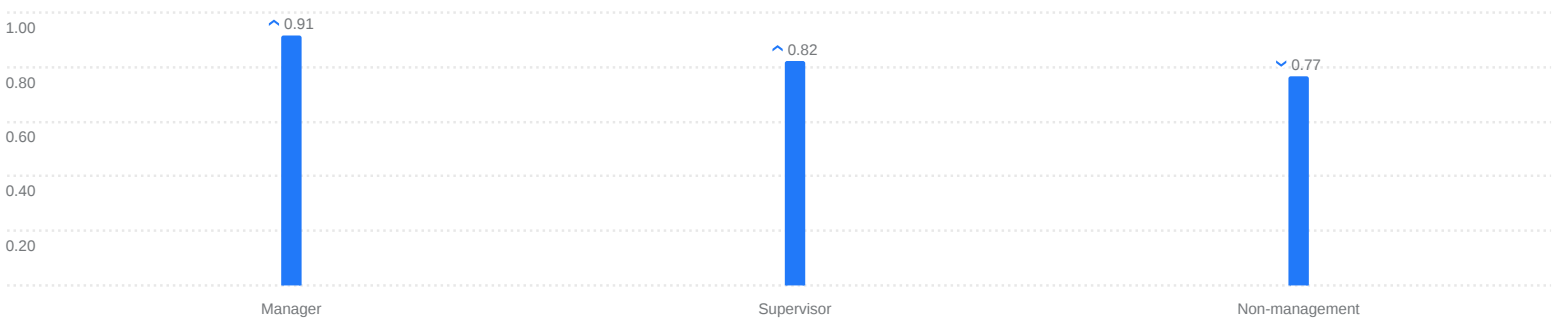
Responses by Role

2022: Average Response Scores by Role

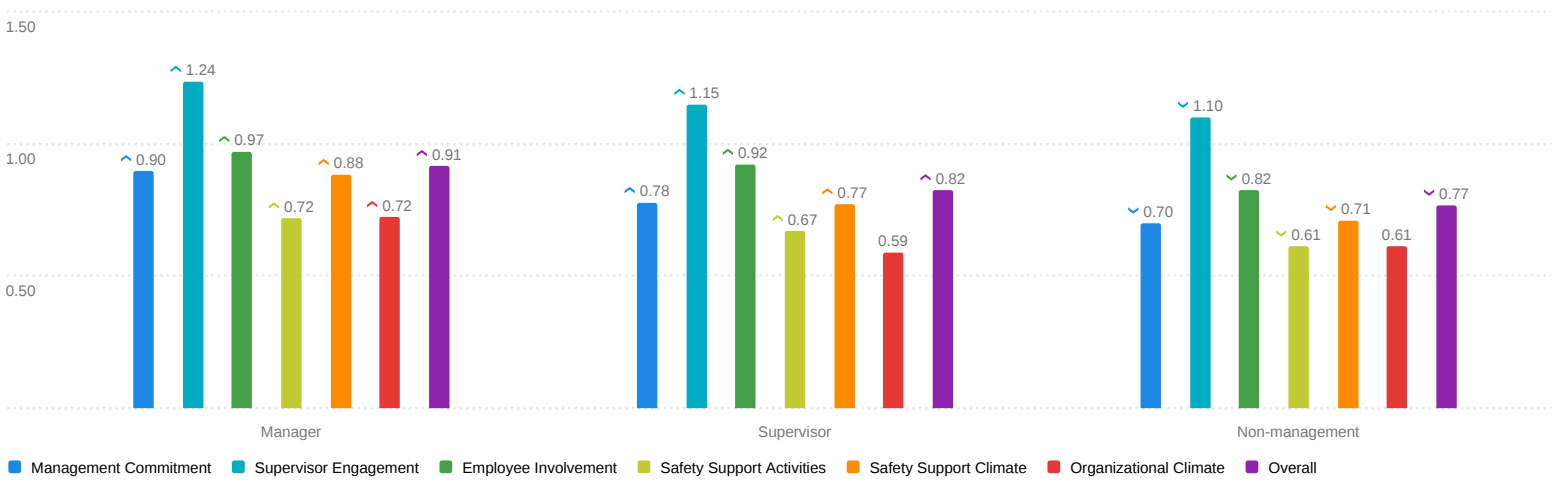
Average response scores, on a scale of -2 to +2, were calculated for role. The following tables and figures reflect these comparisons across the 50 standard items, six performance categories, and overall. For role comparisons by the six performance categories and overall, a blue ^ indicates that the role group's perceptions were significantly higher than the other role groups', whereas a red v indicates perceptions from that particular role group were significantly lower than the other role groups'.

Safety perceptions are positive across roles. Management level employees reported the most positive perceptions in 2022, followed by Supervisors. In contrast, non-management NIST employees held the lowest overall average response score. Differences in score between higher- and lower-scoring roles were meaningful indicating that increased safety-related communications and activities among roles may be beneficial in reducing gaps in perceptions.

Overall Average Response Score



Overall and Performance Category Average Response Scores



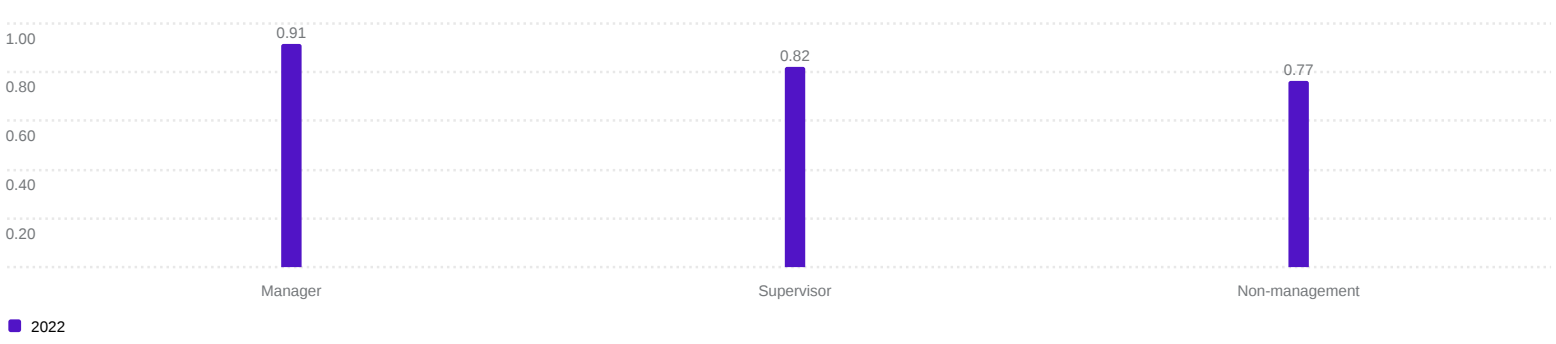
Overall and Performance Category Average Response Scores

Q67 - Role	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	Overall
Manager	^ 0.90	^ 1.24	^ 0.97	^ 0.72	^ 0.88	^ 0.72	^ 0.91
Supervisor	^ 0.78	^ 1.15	^ 0.92	^ 0.67	^ 0.77	0.59	^ 0.82
Non-management	v 0.70	v 1.10	v 0.82	v 0.61	v 0.71	0.61	v 0.77

Safety Component Average Response Scores

Standard Components	Manager	Non-management	Supervisor
Q01 Employees identifying and eliminating hazards (EI)	1.31	1.14	1.25
Q02 Frequency of employee/management interactions (OC)	1.21	0.89	0.97
Q03 Priority of safety relative to productivity (SSC)	1.05	0.85	0.97
Q04 Employees being involved in safety and health practices (EI)	0.50	0.51	0.59
Q05 Supervisors maintaining a high safety performance standard (SE)	1.41	1.27	1.30
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	0.85	0.80	0.95
Q07 Management stressing the importance of safety in communications (MC)	1.18	0.88	1.03
Q08 Frequency of safety meeting occurrence (SSA)	0.61	0.39	0.49
Q09 Condition of departmental teamwork (OC)	0.92	0.61	0.71
Q10 Belief that management shows it cares for employee safety (SSC)	1.44	1.13	1.26
Q11 Employees believing that their actions can protect coworkers (EI)	1.55	1.36	1.44
Q12 Supervisors behaving in accord with safe job procedures (SE)	1.65	1.49	1.51
Q13 Designated employees well trained in emergency practices (SSA)	0.80	0.72	0.77
Q14 Management publishing a policy on the value of employee safety (MC)	0.93	0.80	0.85
Q15 Thoroughness of near miss incident investigations (SSA)	1.01	0.72	0.85
Q16 Condition of employee morale (OC)	0.75	0.66	0.57
Q17 Belief that management does more than law requires (SSC)	1.08	0.75	0.87
Q18 Belief that employees understand safety and health regulations (EI)	1.31	1.21	1.30
Q19 Supervisors enforcing safe job procedures (SE)	1.35	1.18	1.22
Q20 Employees using basic precautions for hazardous materials (EI)	0.48	0.50	0.49
Q21 Management providing adequate safety staff (MC)	0.75	0.55	0.54
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	0.28	0.18	0.22
Q23 Safety standards relative to production/work output standards (SSA)	0.27	0.10	0.20
Q24 Supervisors understanding employees job safety problems (SE)	1.20	1.11	1.09
Q25 Employees following procedures to isolate hazardous energy sources (EI)	0.78	0.72	0.84
Q26 Presence of safety training in new employee onboarding (SSA)	1.17	1.13	1.23
Q27 Belief that management is sincere in safety efforts (SSC)	1.52	1.27	1.36
Q28 Supervisors acting on employee safety suggestions (SE)	1.35	1.13	1.24
Q29 Occurrence of emergency response procedures testing (SSA)	0.69	0.63	0.63
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	0.73	0.53	0.56
Q31 Management setting a positive safety example (MC)	1.21	0.91	1.03
Q32 Supervisors integrating safety into work routine (SE)	1.15	1.04	1.10
Q33 Quality of preventive maintenance system operation (SSA)	-0.27	0.11	-0.06
Q34 Management participating in safety activities on a regular basis (MC)	1.04	0.70	0.79
Q35 Perception that the safety office has high status (SSC)	0.91	0.59	0.66
Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	0.78	0.54	0.57
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	0.65	0.61	0.68
Q37 Employees take part when accident/incident investigations occur (EI)	1.01	0.62	0.81
Q38 Supervisors providing helpful safety training or guidance (SE)	0.94	0.93	0.91
Q39 Perception that medical resources are sufficient (SSC)	0.62	0.52	0.50
Q40 Management including safety in job promotion reviews (MC)	0.88	0.61	0.77
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	1.30	0.92	1.07
Q42 Stability of workforce (OC)	0.84	0.76	0.72
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	1.25	1.01	1.09
Q44 Supervisors involved safety incident investigations (SE)	0.80	0.71	0.85
Q45 Perception that good environmental conditions are kept (SSC)	0.21	0.39	0.24
Q46 Employees using necessary personal protective equipment (EI)	1.01	0.73	0.85
Q47 Significance of job stress for employees (OC)	-0.11	0.15	-0.04
Q48 Belief that management insists supervisors think about safety (SSC)	1.22	0.91	1.05
Q49 Management setting annual safety goals (MC)	0.27	0.45	0.43
Q50 Employees taking part in the development of safety requirements (EI)	0.75	0.61	0.71

Overall Average Response Score

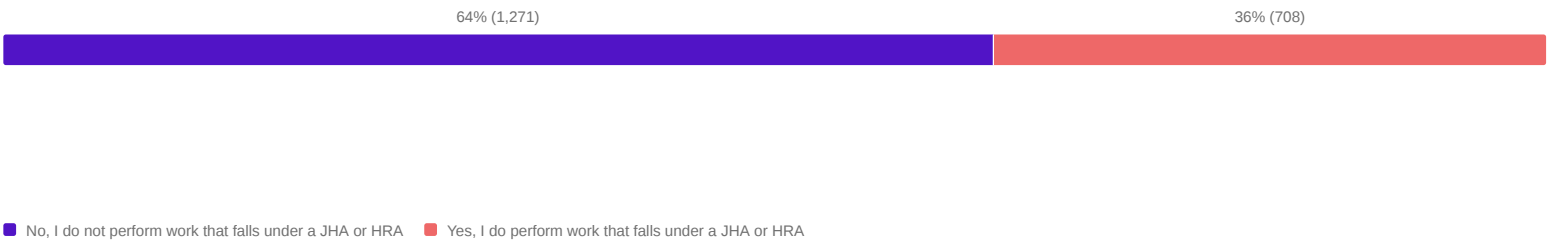


Comparison by Work Status (JHA or HRA)

*Survey respondents were asked to provide demographic information at the conclusion of the **NSC Safety Barometer**. These responses were used to conduct analyses and provide these subgroup comparisons.*

In order to protect respondent anonymity and to avoid making inaccurate generalizations based on an inadequate sample size, comparisons were not computed for groups with fewer than five respondents.

Responses by Work Status (JHA or HRA)

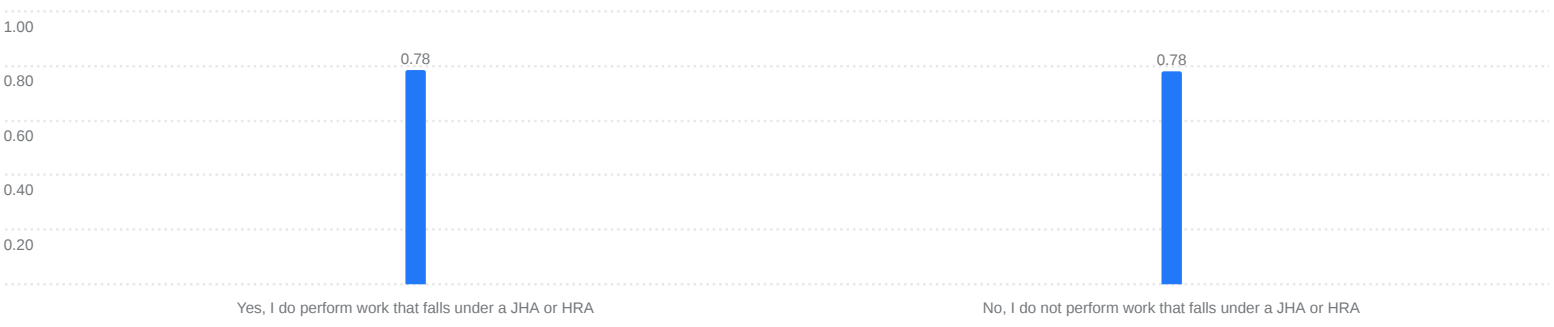


2022: Average Response Scores by Work Status (JHA or HRA)

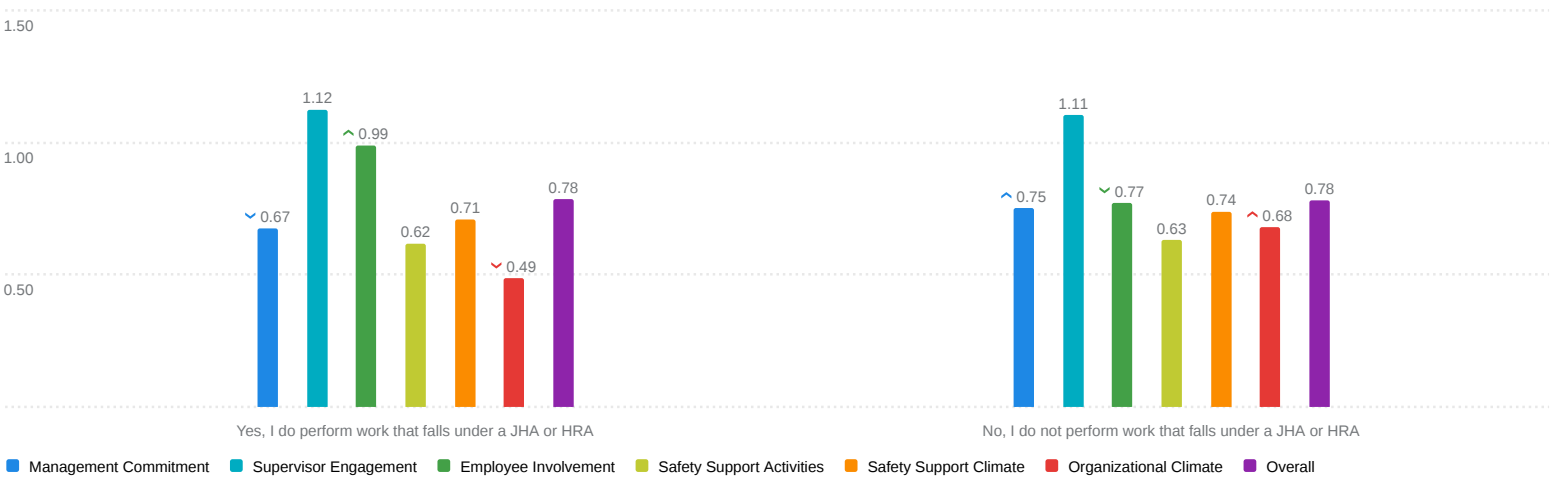
Average response scores, on a scale of -2 to +2, were calculated for JHA or HRA. The following tables and figures reflect these comparisons across the 50 standard items, six performance categories, and overall. For group comparisons by the six performance categories and overall, a blue ^ indicates that the group's perceptions were significantly higher than the other groups', whereas a red v indicates perceptions from that particular group were significantly lower than the other groups'.

Safety perceptions are positive for both groups that perform work under JHA or HRA and those who do not. Interestingly, the overall average response score generated by both groups is similar. However, there are meaningful differences in the scores generated in the Mangement Commitment, Employee Involvement, and Organizational Climate categories. In the action planning process, it may be beneficial to customize efforts in these areas of safety excellence to elevate the safety experience for a lower-scoring work status group.

Overall Average Response Score



Overall and Performance Category Average Response Scores



Overall and Performance Category Average Response Scores

Q68 - JHA or HRA	Management Commitment	Supervisor Engagement	Employee Involvement	Safety Support Activities	Safety Support Climate	Organizational Climate	Overall
Yes, I do perform work that falls under a JHA or HRA	v 0.67	1.12	^ 0.99	0.62	0.71	v 0.49	0.78
No, I do not perform work that falls under a JHA or HRA	^ 0.75	1.11	v 0.77	0.63	0.74	^ 0.68	0.78

Safety Component Average Response Scores

Standard Components	No, I do not perform work that falls under a JHA or HRA	Yes, I do perform work that falls under a JHA or HRA
Q01 Employees identifying and eliminating hazards (EI)	1.09	1.31
Q02 Frequency of employee/management interactions (OC)	0.98	0.79
Q03 Priority of safety relative to productivity (SSC)	0.87	0.89
Q04 Employees being involved in safety and health practices (EI)	0.39	0.75
Q05 Supervisors maintaining a high safety performance standard (SE)	1.29	1.25
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	0.76	0.94
Q07 Management stressing the importance of safety in communications (MC)	0.90	0.94
Q08 Frequency of safety meeting occurrence (SSA)	0.42	0.42
Q09 Condition of departmental teamwork (OC)	0.73	0.47
Q10 Belief that management shows it cares for employee safety (SSC)	1.21	1.09
Q11 Employees believing that their actions can protect coworkers (EI)	1.30	1.53
Q12 Supervisors behaving in accord with safe job procedures (SE)	1.52	1.46
Q13 Designated employees well trained in emergency practices (SSA)	0.74	0.72
Q14 Management publishing a policy on the value of employee safety (MC)	0.81	0.82
Q15 Thoroughness of near miss incident investigations (SSA)	0.74	0.79
Q16 Condition of employee morale (OC)	0.72	0.51
Q17 Belief that management does more than law requires (SSC)	0.77	0.82
Q18 Belief that employees understand safety and health regulations (EI)	1.22	1.26
Q19 Supervisors enforcing safe job procedures (SE)	1.20	1.20
Q20 Employees using basic precautions for hazardous materials (EI)	0.42	0.64
Q21 Management providing adequate safety staff (MC)	0.64	0.41
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	0.21	0.14
Q23 Safety standards relative to production/work output standards (SSA)	0.17	0.03
Q24 Supervisors understanding employees job safety problems (SE)	1.12	1.10
Q25 Employees following procedures to isolate hazardous energy sources (EI)	0.69	0.86
Q26 Presence of safety training in new employee onboarding (SSA)	1.05	1.31
Q27 Belief that management is sincere in safety efforts (SSC)	1.32	1.25
Q28 Supervisors acting on employee safety suggestions (SE)	1.14	1.21
Q29 Occurrence of emergency response procedures testing (SSA)	0.69	0.52
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	0.60	0.44
Q31 Management setting a positive safety example (MC)	1.00	0.85
Q32 Supervisors integrating safety into work routine (SE)	1.05	1.06
Q33 Quality of preventive maintenance system operation (SSA)	0.14	-0.11
Q34 Management participating in safety activities on a regular basis (MC)	0.76	0.70
Q35 Perception that the safety office has high status (SSC)	0.66	0.56
Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	0.56	0.54
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	0.63	0.61
Q37 Employees take part when accident/incident investigations occur (EI)	0.64	0.75
Q38 Supervisors providing helpful safety training or guidance (SE)	0.91	0.94
Q39 Perception that medical resources are sufficient (SSC)	0.54	0.50
Q40 Management including safety in job promotion reviews (MC)	0.67	0.62
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	0.93	1.01
Q42 Stability of workforce (OC)	0.85	0.61
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	1.05	1.03
Q44 Supervisors involved safety incident investigations (SE)	0.68	0.85
Q45 Perception that good environmental conditions are kept (SSC)	0.33	0.36
Q46 Employees using necessary personal protective equipment (EI)	0.71	0.88
Q47 Significance of job stress for employees (OC)	0.13	0.04
Q48 Belief that management insists supervisors think about safety (SSC)	0.94	0.97
Q49 Management setting annual safety goals (MC)	0.46	0.37
Q50 Employees taking part in the development of safety requirements (EI)	0.47	0.92

NSC SURVEYS

NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY
U.S. DEPARTMENT OF COMMERCE

NSC SAFETY BAROMETER

Respondent Comment Results

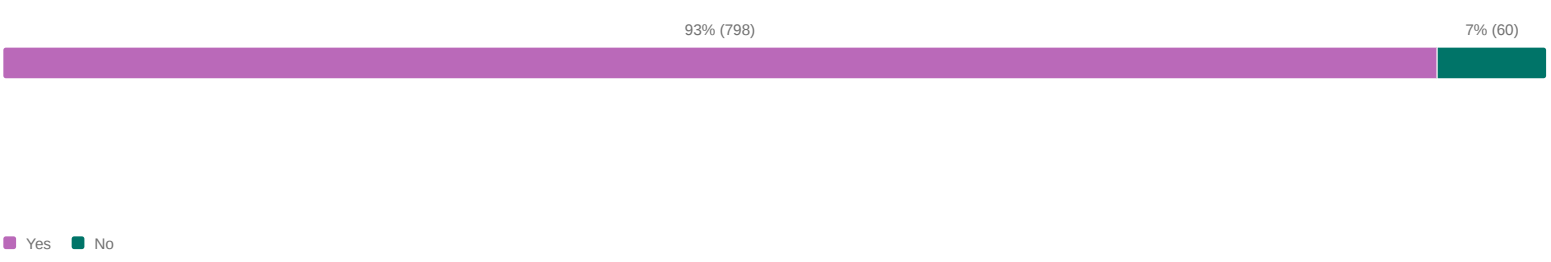
National Institute of Standards & Technology (NIST)

*Respondents were asked to provide an open-ended response at the end of the **NSC Safety Barometer** survey to the following prompt: "*Please suggest one activity, program, or change that you believe would contribute most to improving safety at your organization. Describe your idea and the problem(s) it would solve.*" This report provides you with verbatim comments and comment theme analysis in response to this question. Please refer to the performance category definitions pages for topic definitions provided in this report.*

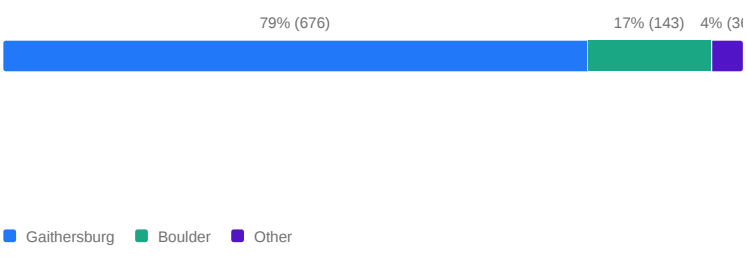
*NOTE: Verbatim comments and comment analysis should be used only as information supplemental to the quantitative **NSC Safety Barometer** Results. In order to maintain respondent confidentiality, individual comments should not be distributed and filtering for groups with fewer than five respondents is disabled. Verbatim comments should only be shared with a small and specific group of leadership that will be involved in action planning.*

In total, 858 (38%) of the respondents provided comments. Comment counts by employee subgroups are provided in the tables below. To filter comment analysis by subgroup, click on the tables below or use the filters at the top of the page. Please note, groups with fewer than five respondents are not included to ensure respondent confidentiality.

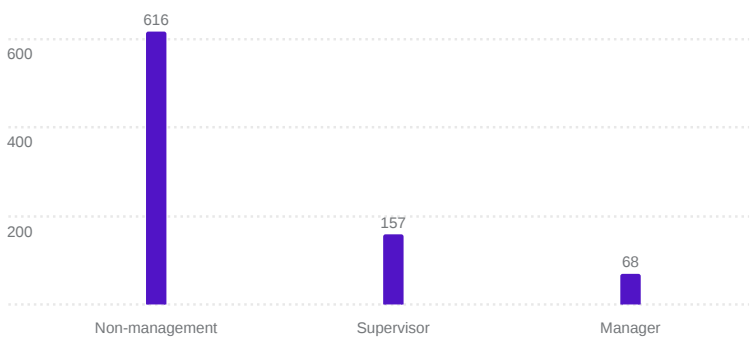
Responses by Employee Status



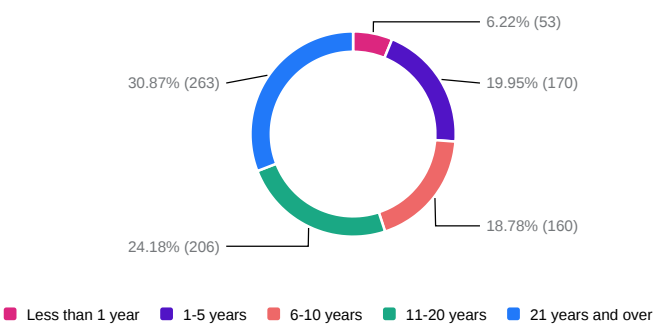
Responses by Primary Work Location



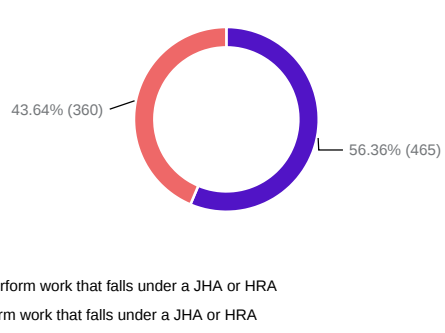
Responses by Role



Responses by Tenure

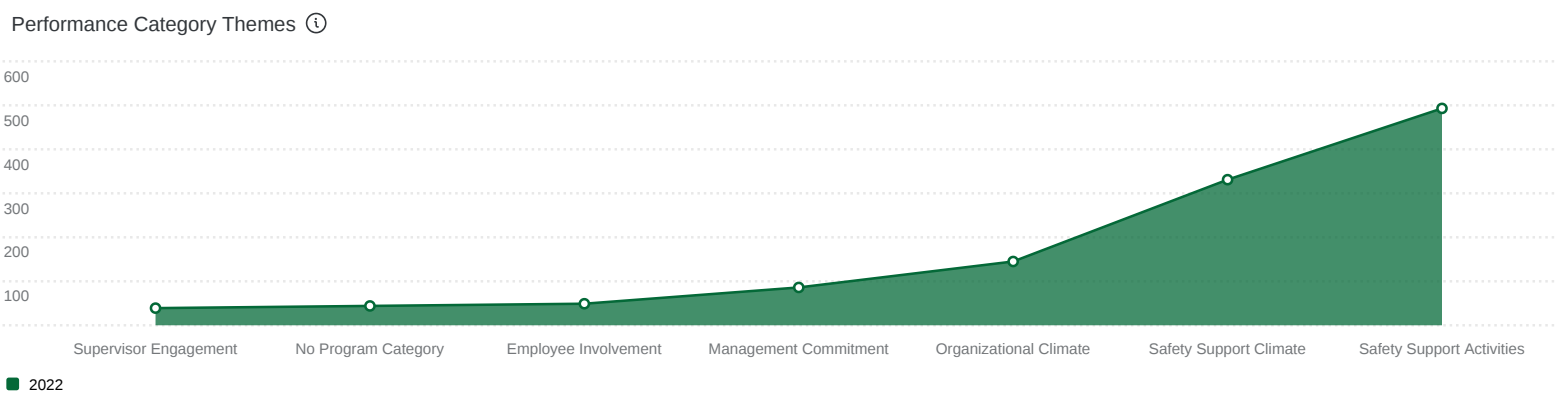


Responses by Work Status (JHA or HRA)



50 Most Frequently Used Words

Performance Category Themes



Verbatim Comments 858

Please suggest one activity, program, or change that you believe would contribute most to improving safety at your organization. Describe your idea and the problem(s) it would solve.

Non-management
Gaithersburg

Directions to go to a particular building and exit out of the NIST center should be clearer. Sometimes, I have got lost especially in exiting out of the campus

Non-management
Gaithersburg

I do not have one

Non-management
Gaithersburg

I think NIST did a great job on safety. Thanks!

Non-management
Gaithersburg

The ventilation in some offices is not always working so there's not enough air flow. These offices also don't have windows. The health clinic on the campus is only for federal employees and not for associates.

Non-management
Gaithersburg

Making the primary safety officer a group leader is probably wrong. With a designated staff member as safety officer they can focus on the job better as the GL has multiple and increasing duties that crowd out many tasks. It is also more likely that an employee will contact a staff member about a problem than the GL - the psychology is different. I realize that upper management wants a manager to blame for problems, but irony rules.

Non-management
Gaithersburg

In person, regular Division Safety meetings used to be scheduled more often. Subjects ranged from lab, office, and home safety subjects. I found these to be very informative and helpful to have a regular time to bring up safety topics. It seems organizational changes and the in-person work schedule for many over the last few years has affected these meetings. I think regular division or group meetings on safety would be beneficial.

Non-management
Gaithersburg

Perhaps an annual safety discussion with group leaders to see what can be improved in working areas and safety protocols that employees can point out.

Non-management
Gaithersburg

Better access to relevant safety related information for particular jobs, such as should informational videos or training modules, could be a useful resource to ensure individuals have a concrete understand of the particular safety requirements associated with their individual lines of work

Non-management
Boulder

Briefly require groups to discuss relevant recent near misses in the regular group meetings.

Non-management
Gaithersburg

Yearly hands-on lab & office walkthrough with the supervisor: - Where is the closest AED? (!!!!!) (Many people don't know.) - Where is the closest fire extinguisher? - What are the main hazards to watch out for (e.g. high voltage), how to prevent, what to do if something happens?

Non-management
Gaithersburg

Allocate more resources for facility maintenance and upgrades.

Non-management
Gaithersburg

Increased building signage listing safety Hazardous and materials for public awareness.

Non-management
Gaithersburg

in my limited time at NIST I have not seen the most basic safety concept: "ask questions" being encouraged. feels like a robotic environment. I don't have a suggestion of how to change it. I might be too new to see everything.

Non-management
Gaithersburg

Improved ventilation across all the offices and labs as well as garbage collection of in all the offices (even those closed ones!) each weekday. Management should assess the ventilation status and develop a plan to inform the personnel and improve the infrastructure.

Non-management

Verbatim Comments

Topics	Count
Contractors	**13**
Safety Support Activities	**493**
Recognition/Awards/Incentives (SSA)	13
Safety Meetings (SSA)	32
PPE/Equipment/Repairs (SSA)	84
Safety Programs (SSA)	244
Training (SSA)	114
Safety Personnel Effectiveness (SSA)	45
Safety Committee Effectiveness (SSA)	3
Organizational Climate	**145**
Communication (OC)	12
Fatigue/Stress/Wellness (OC)	18
Staffing (OC)	60
Employee Morale (OC)	4
Operations (OC)	37
Climate (OC)	7
Compensation (OC)	8
Organizational Structure (OC)	2
Safety Support Climate	**331**
Public EHS & Sustainability (SSC)	1
Communication (SSC)	39
Environment/Working Conditions (SSC)	185
Safety Priority (SSC)	76
Rules & Enforcement (SSC)	26
Management Sincerity (SSC)	13
COVID-19	**22**
Employee Involvement	**49**
Teamwork (EI)	4
Distraction/Impairment (EI)	2
Participation (EI)	43
Supervisor Engagement	**39**
Accountability (SE)	10
Responsiveness (SE)	13
Involvement (SE)	12
Communication (SE)	5
Management Commitment	**86**
Involvement (MC)	22
Accountability (MC)	53
Communication (MC)	13
Remote Work	**19**
No Program Category	**44**
N/A, No Comment, Other	44

Very negative · Negative · Mixed · Positive · Very positive · Neutral

Results: Industry-Specific Benchmarked Comparisons (NAICS 54, 61, and 92) Businesses

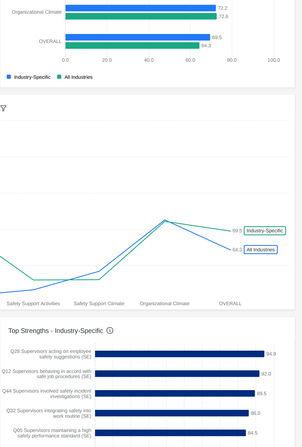
The Primary NSC benchmarking should be the central focus for results interpretation and action planning development, however this page will provide additional insights into how NIST compares to the 156 business from the Professional, Scientific, and Technical Services (NAICS Sector 54), Educational Services (NAICS Sector 61), and Public Administration (NAICS Sector 92) businesses in the NSC Database who have taken the NSC Safety Barometer.

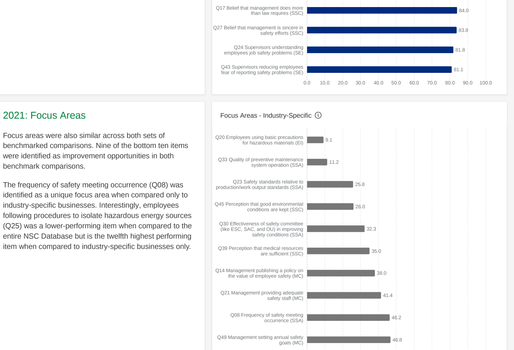
Industry-Specific (NAICS 54, 61, 92) Trends

Professional, Scientific, and Technical Services (NAICS Sector 54), Educational Services (NAICS Sector 61), and Public Administration (NAICS Sector 92) businesses broadly hold more positive overall perceptions than the comprehensive NSC Database. Performance category perceptions are generally higher for these industry-specific sectors in the Supervisor Engagement, Safety Support Climate, and Organizational Climate categories than the comprehensive NSC Database. The largest disparity between this industry-specific sector grouping and the other sectors in the NSC Database appears in Supervisor Engagement, especially related to supervisors behaving in accord with safety job procedures (Q12) and supervisor reducing employees fear of reporting safety problems (Q43). This industry-specific sector grouping has more positive average response scores in 23 of the 50 standard items (when compared to most recent NSC Database count of 1,530 businesses). The charts that follow show how NIST compares to these 156 industry-specific businesses. It is recommended that this data be used as a supplement to the primary NSC benchmarking in action planning.

Overall and Performance Categories

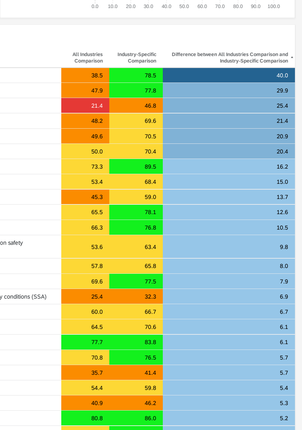
In 2022, scores are higher overall and in four of the six performance categories when NIST is compared only to industry-specific businesses (NAICS 54, 61, and 92). The most substantial change in relative scores was present in the Employee Involvement performance category, with a difference of -17.3 points or more from the full database comparison of 1,530 businesses to the industry-specific sector grouping comparison of 156 businesses. The overall score when compared to industry-specific businesses is 69.5, indicating that NIST scored above average when compared to industry peers.





2022: Top Strengths

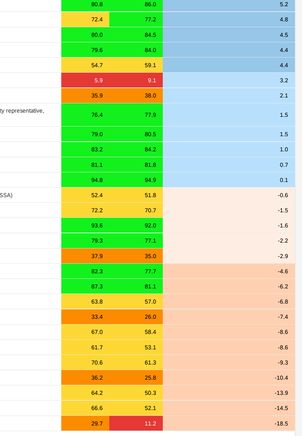
When compared with only the industry-specific sector grouping (NAICS 54, 61, and 92), many of the top strengths are similar to the strengths identified when compared to the entire NSC Database. In fact, eight components are top strengths in both comparisons. There are two components that surface as top performers only in this industry-specific comparison: supervisors involvement in safety incident investigations (Q44) and the belief that management is sincere in safety efforts (Q27).



2021: Focus Areas

Focus areas were also similar across both sets of benchmarked comparisons. Nine of the bottom ten items were identified as improvement opportunities in both benchmark comparisons.

The frequency of safety meeting occurrence (Q08) was identified as a unique focus area when compared only to industry-specific businesses. Interestingly, employees following procedures to isolate hazardous energy sources (Q25) was a lower-performing item when compared to the entire NSC Database but is the twelfth highest performing item when compared to industry-specific businesses only.



Safety Component Percentile by Benchmark

Group - Standard Questions	All Industries Comparison	Industry-Specific Comparison	Difference between All Industries Comparison and Industry-Specific Comparison
Q25 Employees following procedures to isolate hazardous energy sources (EI)	38.5	78.5	40.0
Q26 Presence of safety training in new employee onboarding (SSA)	47.9	77.8	29.9
Q49 Management setting annual safety goals (MC)	21.4	46.8	25.4
Q18 Belief that employees understand safety and health regulations (EI)	48.2	69.6	21.4
Q11 Employees believing that their actions can protect coworkers (EI)	49.6	70.5	20.9
Q01 Employees identifying and eliminating hazards (EI)	50.0	70.4	20.4
Q44 Supervisors involved safety incident investigations (SE)	73.3	89.5	16.2
Q15 Thoroughness of near miss incident investigations (SSA)	53.4	68.4	15.0
Q04 Employees being involved in safety and health practices (EI)	45.3	59.0	13.7
Q06 Frequency of detailed and regularly scheduled inspections (SSA)	65.5	78.1	12.6
Q38 Supervisors providing helpful safety training or guidance (SE)	66.3	76.8	10.5
Q35b Perception that the safety coordinator (OU safety program coordinator, division safety representative, etc.) has high status (SSC)	53.6	63.4	9.8
Q46 Employees using necessary personal protective equipment (EI)	57.8	65.8	8.0
Q10 Belief that management shows it cares for employee safety (SSC)	69.6	77.5	7.9
Q30 Effectiveness of safety committee (like ESC, SAC, and OU) in improving safety conditions (SSA)	25.4	32.3	6.9
Q42 Stability of workforce (OC)	60.0	66.7	6.7
Q34 Management participating in safety activities on a regular basis (MC)	64.5	70.6	6.1
Q27 Belief that management is sincere in safety efforts (SSC)	77.7	83.8	6.1
Q19 Supervisors enforcing safe job procedures (SE)	70.8	76.5	5.7
Q21 Management providing adequate safety staff (MC)	35.7	41.4	5.7
Q13 Designated employees well trained in emergency practices (SSA)	54.4	59.8	5.4
Q08 Frequency of safety meeting occurrence (SSA)	40.9	46.2	5.3
Q32 Supervisors integrating safety into work routine (SE)	80.8	86.0	5.2
Q37 Employees take part when accident/incident investigations occur (EI)	72.4	77.2	4.8
Q05 Supervisors maintaining a high safety performance standard (SE)	80.0	84.5	4.5
Q17 Belief that management does more than law requires (SSC)	79.6	84.0	4.4
Q48 Belief that management insists supervisors think about safety (SSC)	54.7	59.1	4.4
Q20 Employees using basic precautions for hazardous materials (EI)	5.9	9.1	3.2
Q14 Management publishing a policy on the value of employee safety (MC)	35.9	38.0	2.1
Q41 Availability of safety coordinator (OU safety program coordinator, division safety representative, etc.) to provide assistance (SSA)	76.4	77.9	1.5
Q16 Condition of employee morale (OC)	79.0	80.5	1.5
Q50 Employees taking part in the development of safety requirements (EI)	83.2	84.2	1.0
Q24 Supervisors understanding employees job safety problems (SE)	81.1	81.8	0.7
Q28 Supervisors acting on employee safety suggestions (SE)	94.8	94.9	0.1
Q22 Effectiveness of award and recognition programs in promoting safe behavior (SSA)	52.4	51.8	-0.6
Q31 Management setting a positive safety example (MC)	72.2	70.7	-1.5
Q12 Supervisors behaving in accord with safe job procedures (SE)	93.6	92.0	-1.6
Q47 Significance of job stress for employees (OC)	79.3	77.1	-2.2
Q39 Perception that medical resources are sufficient (SSC)	37.9	35.0	-2.9
Q07 Management stressing the importance of safety in communications (MC)	82.3	77.7	-4.6
Q43 Supervisors reducing employees fear of reporting safety problems (SE)	87.3	81.1	-6.2
Q02 Frequency of employee/management interactions (OC)	63.8	57.0	-6.8
Q45 Perception that good environmental conditions are kept (SSC)	33.4	26.0	-7.4
Q36 Belief that hazards not fixed right away will still be addressed (SSC)	67.0	58.4	-8.6
Q09 Condition of departmental teamwork (OC)	61.7	53.1	-8.6
Q40 Management including safety in job promotion reviews (MC)	70.6	61.3	-9.3
Q23 Safety standards relative to production/work output standards (SSA)	36.2	25.8	-10.4
Q29 Occurrence of emergency response procedures testing (SSA)	64.2	50.3	-13.9
Q03 Priority of safety relative to productivity (SSC)	66.6	52.1	-14.5
Q33 Quality of preventive maintenance system operation (SSA)	29.7	11.2	-18.5

Conclusions and Path Forward

This page provides you with a narrative overview of your **NSC Safety Barometer** *results along with next steps on your path forward.*

Results Summary

Your safety culture, as derived by employee perceptions, generally received moderately high ratings on the **NSC Safety Barometer** survey when compared with responses from 1,530 businesses in the NSC Database. Percentile scores for the six safety performance categories range from a percentile score of 51.6 for Employee Involvement to a percentile score of 86.8 for Supervisor Engagement. All six performance categories had percentile scores above the NSC Database average of 50. The overall **NSC Safety Barometer** percentile score is a score of 64.3 out of 100, meaning that your organization scored higher than 64.3% of businesses in NSC Database.

Closer examination shows that your organization scored above the 50th percentile for thirty-six of the 50 standard components (including both variations of Q35 only counted once). It is generally recommended that safety program components with percentiles less than 50 receive attention. However, the ten lowest-scoring components with percentiles at or below 38.5 may be used to establish initial improvement priorities.

Percentile score comparisons between employee status groups showed that non-federal employees generated a higher overall percentile score compared to federal employees.

Analysis of tenure groups shows that employees with 21 years or more of tenure held the highest overall average response score, whereas employees with 1-10 years of tenure generated the least positive overall perceptions. Average response score comparisons by primary work location revealed meaningful differences in perception across the board, with employees who indicated 'Other' receiving the highest overall average response score. Evaluation by organizational unit showed that Office of Advanced Manufacturing held the most positive overall perceptions while the Office of Safety, Health, and Environment held the least positive overall perceptions. Across divisions, employees from the Public Safety Communications Research Division generally held the most positive perceptions, while Facilities Services Division generated the lowest overall score. Among roles, managers and supervisors reported more positive perceptions than non-management. Between work status groups, both groups generated similar overall scores but showed differences in performance category perceptions. The more groups interact and communicate the more similar their perceptions become concerning common issues. A shared perspective greatly aids management in effectively driving safety program improvements.

It is recommended that you use these results as a guide for making continuous safety improvements. The data presented in this report can also be used to measure future progress. Employee involvement in the **NSC Safety Barometer** process is an important example of employees taking responsibility for the success of the safety management system and ultimately developing and maintaining a positive safety culture. Communications efforts by leadership should be made as soon as possible to follow-up with employees. Thanking employees, communicating results of the survey, and involving employees in the decision making process are fundamental aspects of a healthy safety culture.

Path Forward - Action Planning

NSC recommends to use these results as a catalyst and guide for making future safety management system improvements.

Leadership

Each focus area identified should be examined by leadership using a three-step process to:

1. investigate, discuss, and understand why the areas might have been identified as lower scoring priorities by survey respondents
2. decide whether attention to each candidate priority component aligns with broader cultural and strategic initiatives of the organization
3. select and implement specific action-oriented strategies for focus areas that are systemic or demand leadership action (e.g., Management Commitment components or areas that require substantial resources)

Employee-led Action Planning Teams

In order to maximize use of survey results, engage in employee-led action planning that that will strengthen safety at your organization. Effective action plan development and management is key to real and sustained workplace safety improvement. Strong communication, timely action in response to employee-identified priorities, and involvement from leadership and employees are essential to your success.

- Build a team or teams of employees, supervisors, and leadership to interpret the survey results with the same three-step process described above
- Engage to develop, champion, and execute SMART action plans
- Monitor action plans and create timetable for measuring success through resurveying

Action Planning Teams should include a cross-section of employees from all levels and departments of the organization. This will allow for diverse perspectives and representatives from multiple teams to be part of the process, while also increasing interdepartmental cooperation.