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Stress Indicator Tool (SIT)

Benchmarking report

August 2023



Introduction

The Stress Indicator Tool benchmarking report supplements the public and private benchmarking data available in the online system's auto-report, which compares your organisation's score. Therefore, it provides you with the data you need to measure your organisation's results against those in similar industries. The data used to develop this report is based on all organisations results from 2018 to date.

Why benchmarking is important

Benchmarking is a way of discovering what is the best performance being achieved from this selective dataset of SIT users.

The data is gathered from the users of the automated SIT tool and represents the scores across those randomised organisations. These organisations may be very large organisations with resources to support projects to tackle work-related stress using HR, EAPs and Occupational Health Teams, or they may be smaller organisations using the tool to tackle pre-existing scores with the limited resources it can bring together. This means you cannot make assumptions about whether these scores represent good, adequate, or poor performance against the Management Standards. Scoring higher than a random average does not mean you are performing well or that you are performing poorly where you score lower. The ethos of the Management Standards is about improving your organisation's performance over time, to get higher scores as problems are tackled, managed, or removed; it's about improving the way you deal with work-related stress, reduce the risks to your teams and workers and promote good mental health across your workforce.

Bench-marking data can be used to identify gaps in an organisation's SIT results to achieve a competitive advantage. It is important to note that just focusing on your organisation's lowest scoring factor may not be the best approach to improve work related stress (WRS). The comparison of your organisation's scores against benchmarking and industry data can identify performance gaps and focus areas. This comparison can help to obtain support from the executive leadership team to drive change and deliver improvements.

Analysis of your scores should be used to inform the working groups, however, please note that the data can only highlight so much, and the engagement with the workforce will help you understand what improvements need to be made.

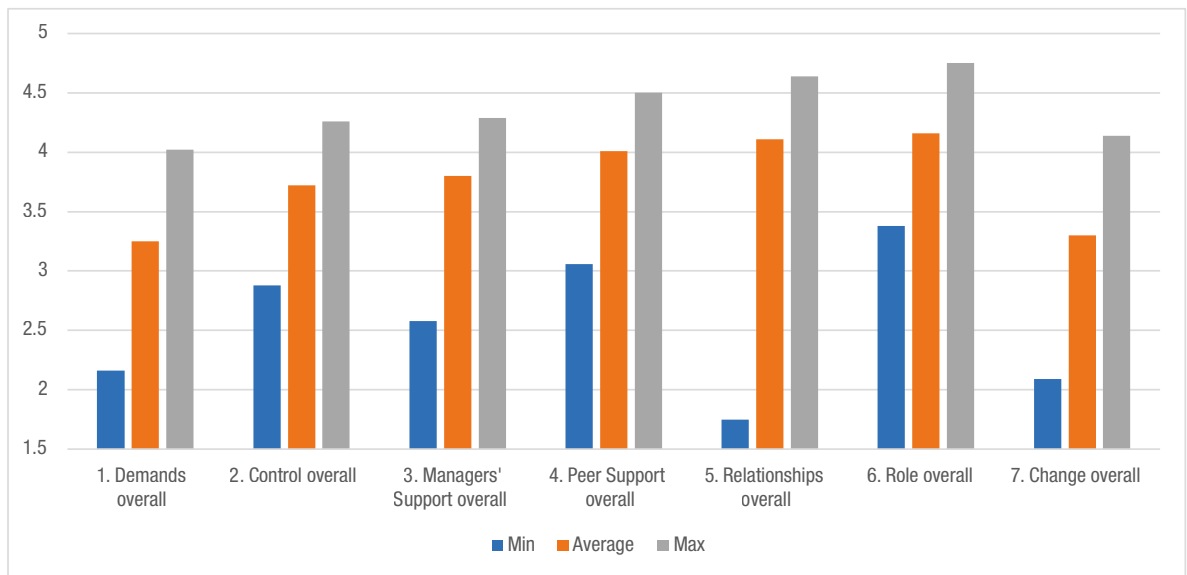
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All Industry comparison group

The all-industry comparison group comprises 39,484 individual respondents across 124 assessments, up until the end of August 2023.

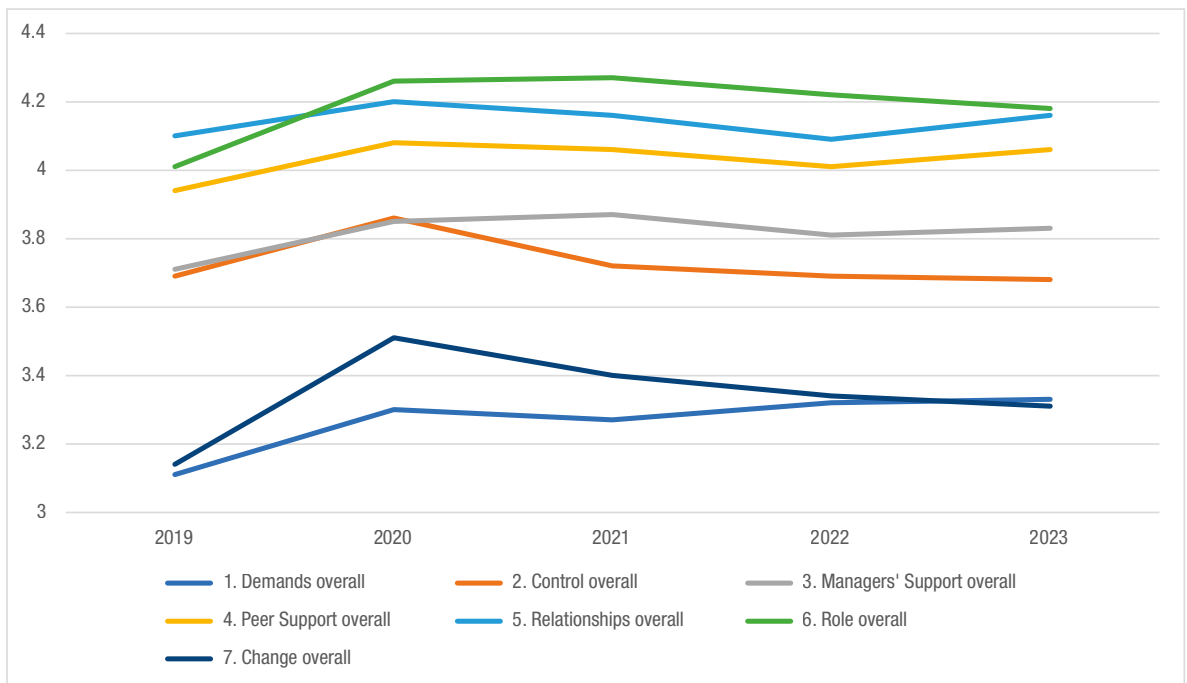
	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	Change
Min	2.16	2.88	2.58	3.06	1.75	3.38	2.09
Average	3.25	3.72	3.80	4.01	4.11	4.16	3.30
Max	4.02	4.26	4.29	4.50	4.64	4.75	4.14



Benchmarking over time

Due to the impacts of the pandemic, customers have asked for data pre, during and post pandemic to identify if there was an impact on safety culture. The below table and graph show the data by each year.

Average scores by year	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall	Respondents	Assessments
2019	3.11	3.69	3.71	3.94	4.10	4.01	3.14	4310	32
2020	3.30	3.86	3.85	4.08	4.20	4.26	3.51	3837	14
2021	3.27	3.72	3.87	4.06	4.16	4.27	3.40	4151	18
2022	3.32	3.69	3.81	4.01	4.09	4.22	3.34	8235	34
2023	3.33	3.68	3.83	4.06	4.16	4.18	3.31	17795	20
Grand Total	3.25	3.72	3.80	4.01	4.11	4.16	3.30	39484	124



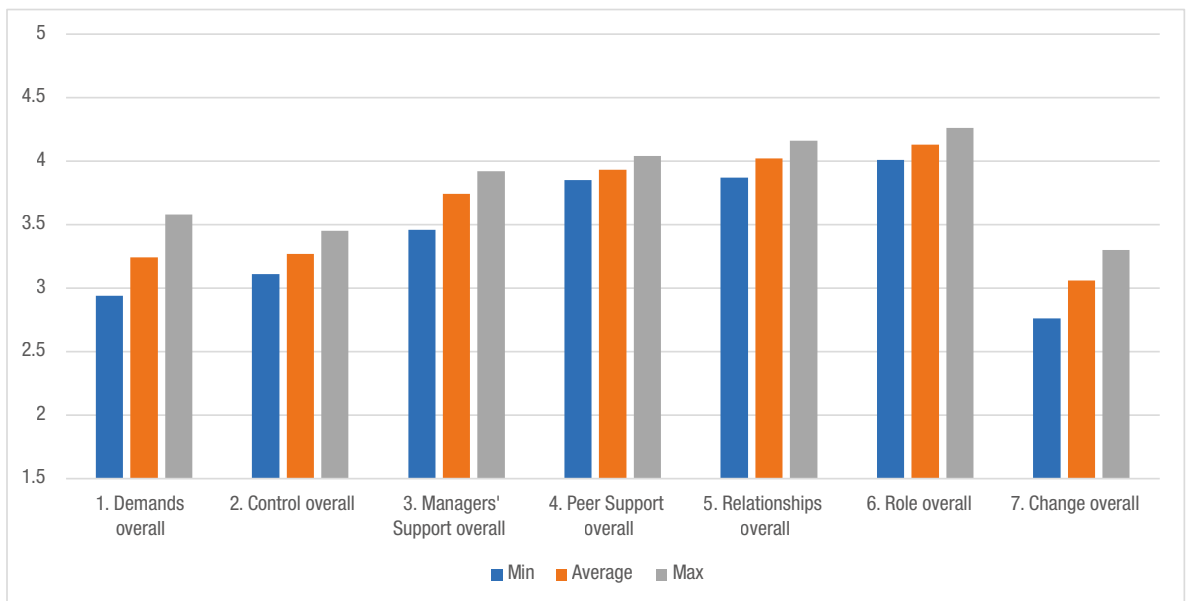
Industry benchmarking



Blue light / emergency services

The emergency services comparison group comprises 1,976 individual respondents across 4 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.94	3.11	3.46	3.85	3.87	4.01	2.76
Mean	3.24	3.27	3.74	3.93	4.02	4.13	3.06
Max	3.58	3.45	3.92	4.04	4.16	4.26	3.30

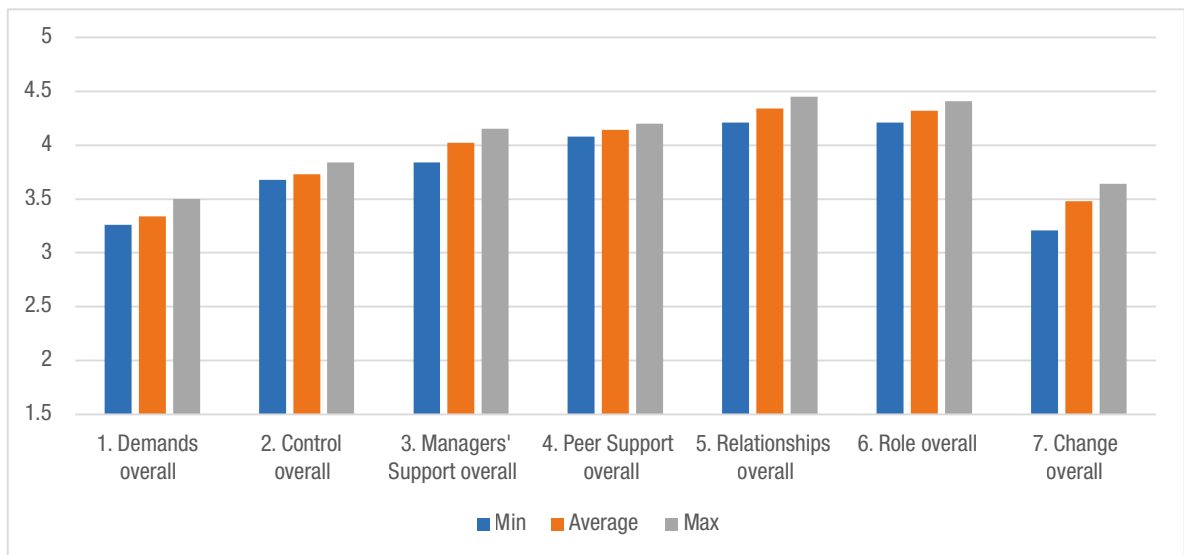




Business Process Outsourcing

The business process outsourcing comparison group comprises 297 individual respondents across 3 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.26	3.68	3.84	4.08	4.21	4.21	3.21
Mean	3.34	3.73	4.02	4.14	4.34	4.32	3.48
Max	3.50	3.84	4.15	4.20	4.45	4.41	3.64

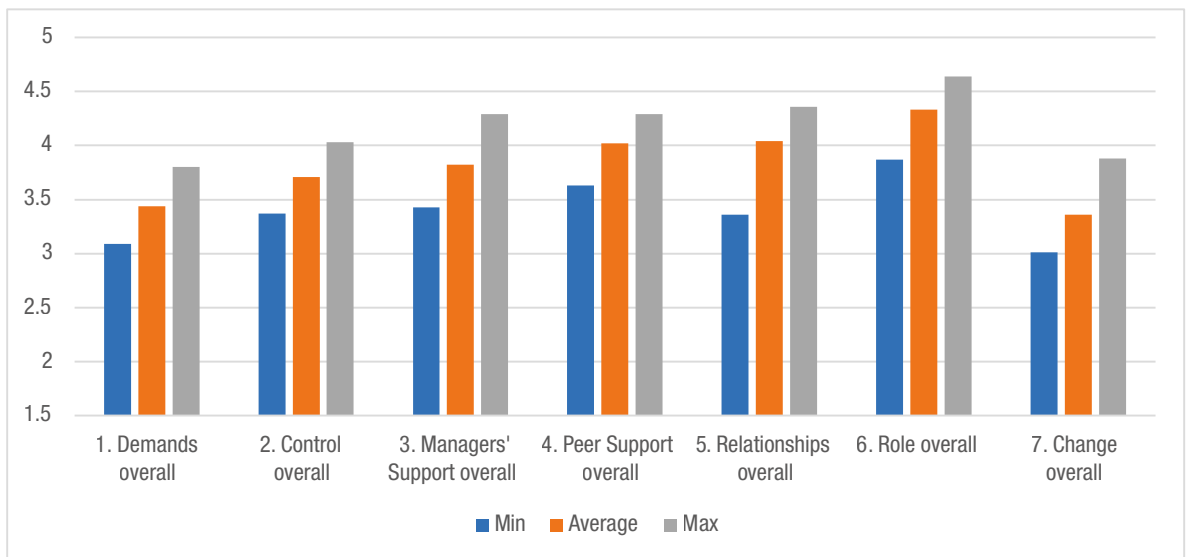




Charity / Not for Profit

The charity / not for profit comparison group comprises 1,041 individual respondents across 10 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.09	3.37	3.43	3.63	3.36	3.87	3.01
Mean	3.44	3.71	3.82	4.02	4.04	4.33	3.36
Max	3.80	4.03	4.29	4.29	4.36	4.64	3.88

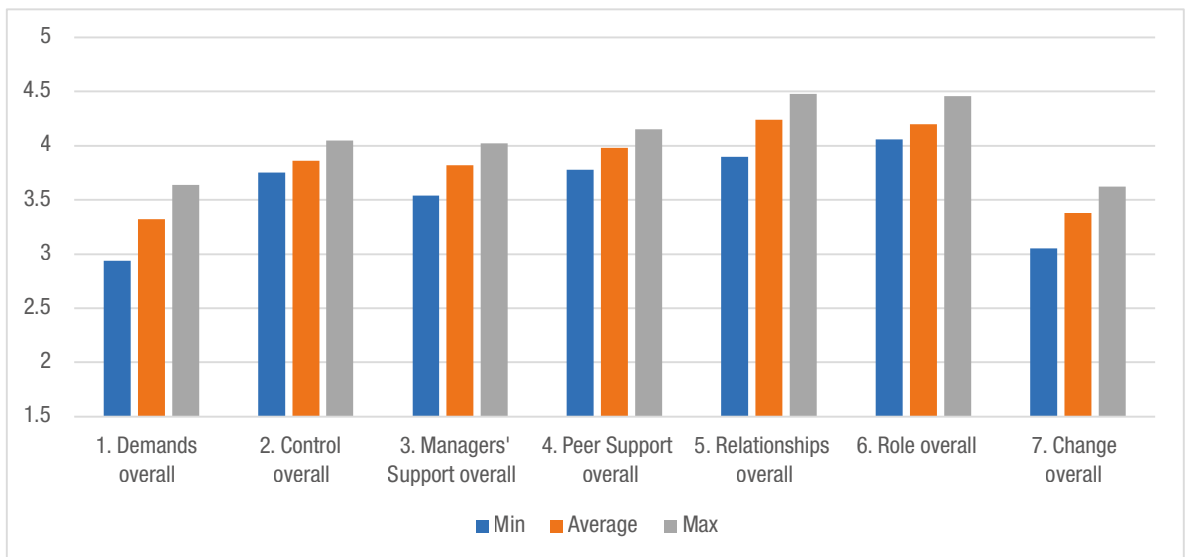




Construction

The construction comparison group comprises 999 individual respondents across 5 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.94	3.75	3.54	3.78	3.90	4.06	3.05
Mean	3.32	3.86	3.82	3.98	4.24	4.20	3.38
Max	3.64	4.05	4.02	4.15	4.48	4.46	3.62

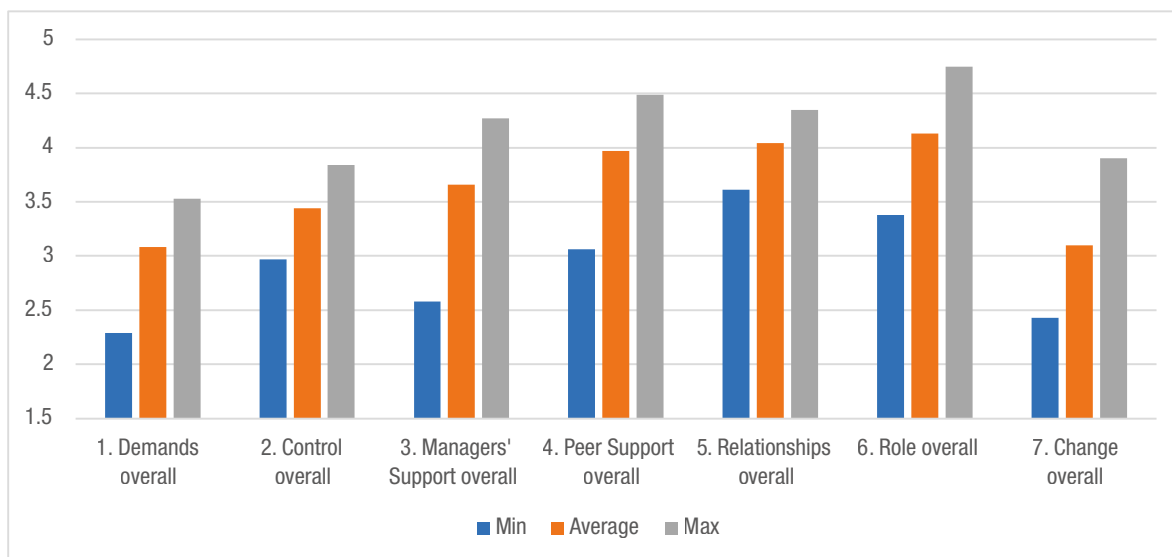




Education

The education comparison group comprises 3,481 individual respondents across 15 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.29	2.97	2.58	3.06	3.61	3.38	2.43
Mean	3.08	3.44	3.66	3.97	4.04	4.13	3.10
Max	3.53	3.84	4.27	4.49	4.35	4.75	3.90

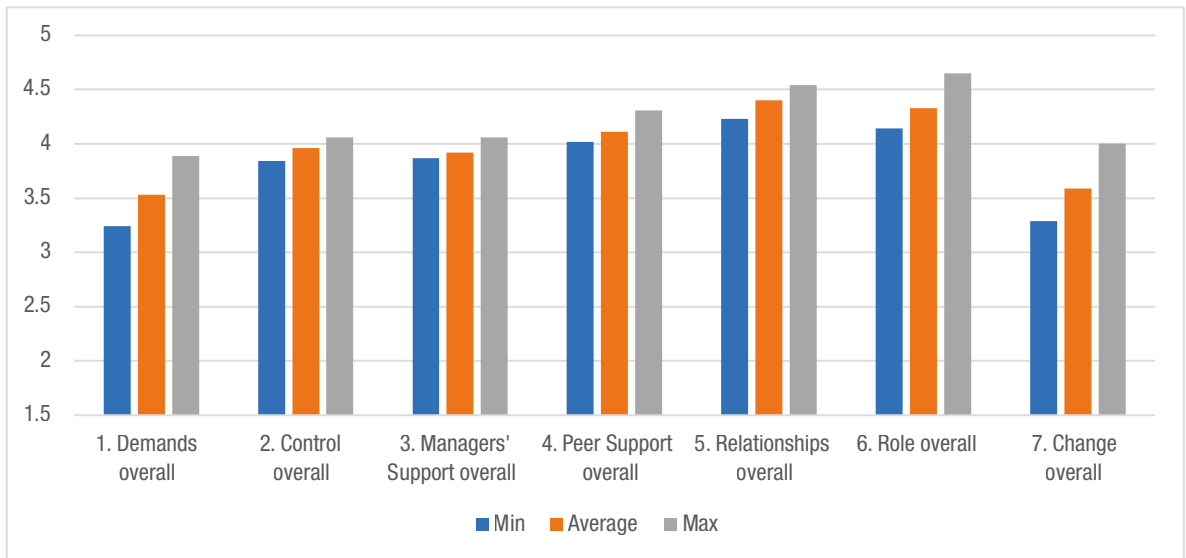




Energy

The energy comparison group comprises 252 individual respondents across 5 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.24	3.84	3.87	4.02	4.23	4.14	3.29
Mean	3.53	3.96	3.92	4.11	4.40	4.33	3.59
Max	3.89	4.06	4.06	4.31	4.54	4.65	4.00





Healthcare

The healthcare comparison group comprises 242 individual respondents across 5 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.33	2.88	3.64	3.79	3.75	4.28	3.51
Mean	2.90	3.54	3.80	3.90	4.02	4.43	3.67
Max	3.51	4.15	3.99	3.98	4.18	4.71	3.90

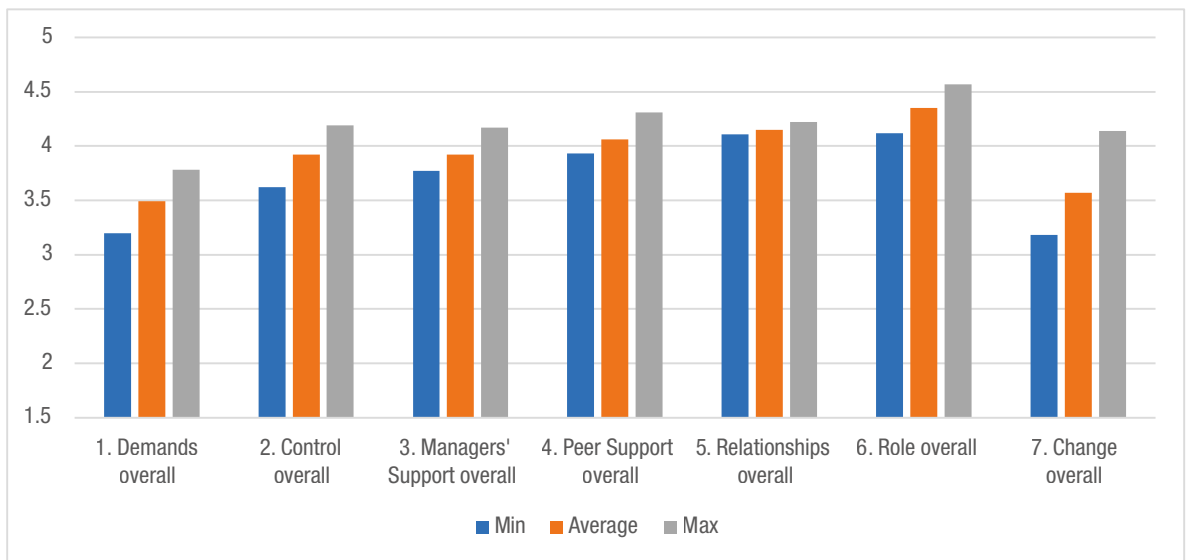




Housing

The housing comparison group comprises 670 individual respondents across 3 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.20	3.62	3.77	3.93	4.11	4.12	3.18
Mean	3.49	3.92	3.92	4.06	4.15	4.35	3.57
Max	3.78	4.19	4.17	4.31	4.22	4.57	4.14

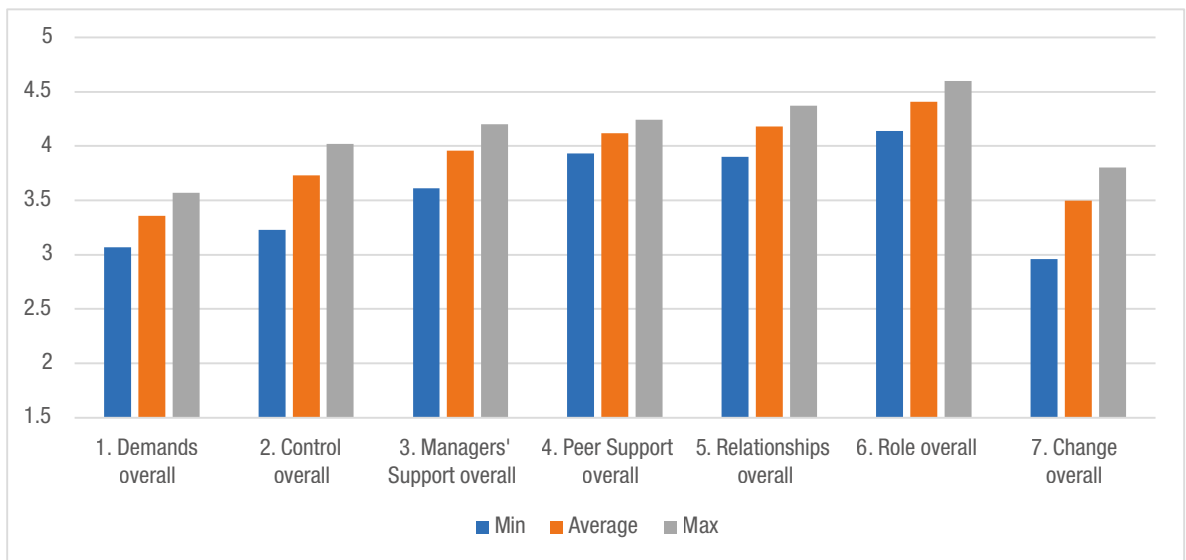




Local Authority

The local authority comparison group comprises 380 individual respondents across 4 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.07	3.23	3.61	3.93	3.90	4.14	2.96
Mean	3.36	3.73	3.96	4.12	4.18	4.41	3.50
Max	3.57	4.02	4.20	4.24	4.37	4.60	3.80

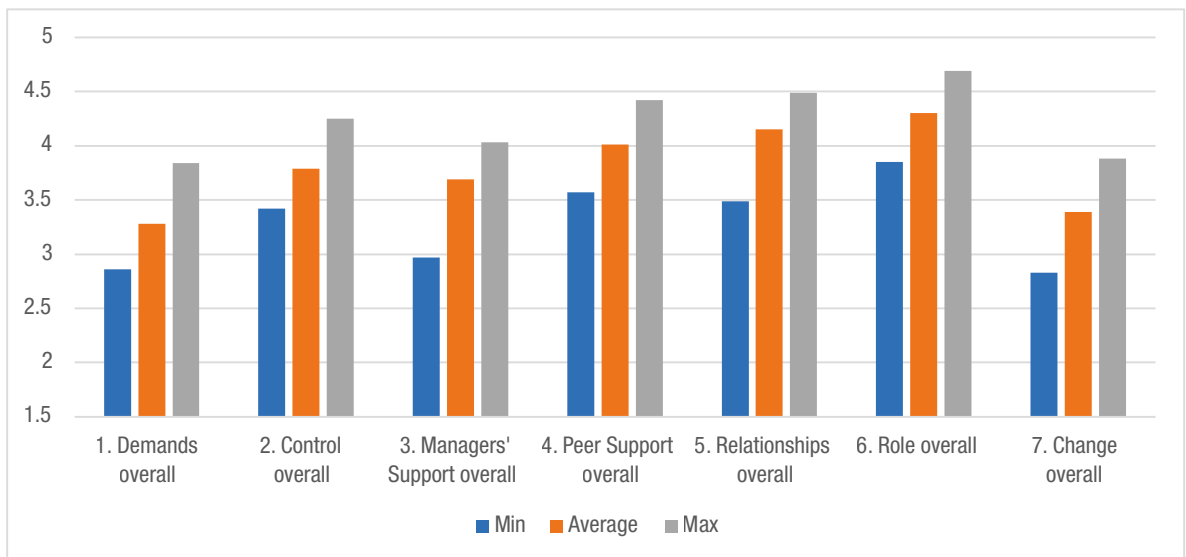




Manufacturing

The manufacturing comparison group comprises 514 individual respondents across 6 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.86	3.42	2.97	3.57	3.49	3.85	2.83
Mean	3.28	3.79	3.69	4.01	4.15	4.30	3.39
Max	3.84	4.25	4.03	4.42	4.49	4.69	3.88

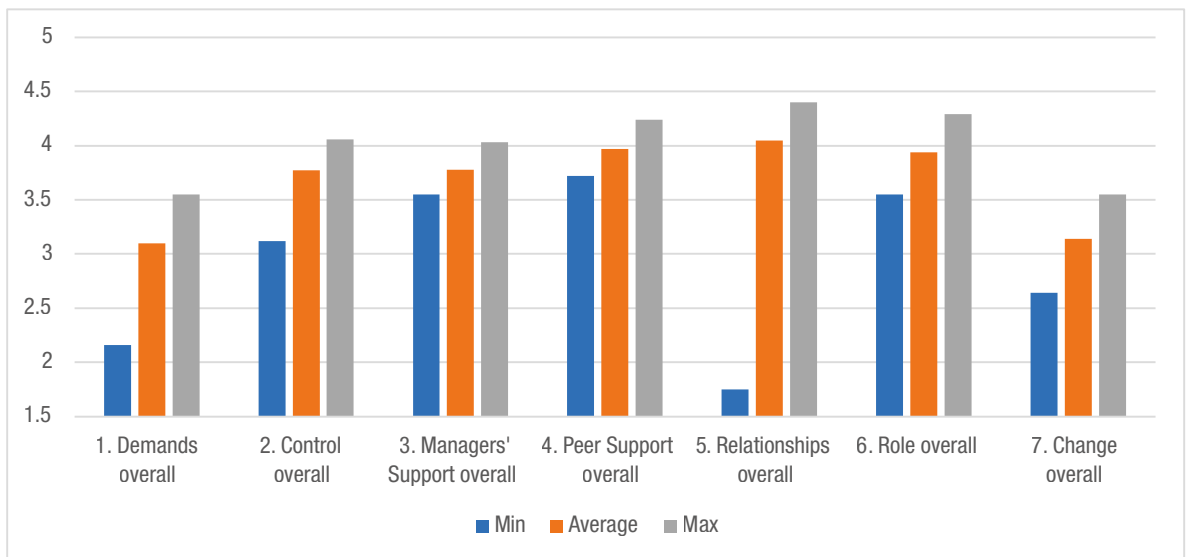




Public Sector

The public sector comparison group comprises 26,261 individual respondents across 33 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.16	3.12	3.55	3.72	1.75	3.55	2.64
Mean	3.10	3.77	3.78	3.97	4.05	3.94	3.14
Max	3.55	4.06	4.03	4.24	4.40	4.29	3.55

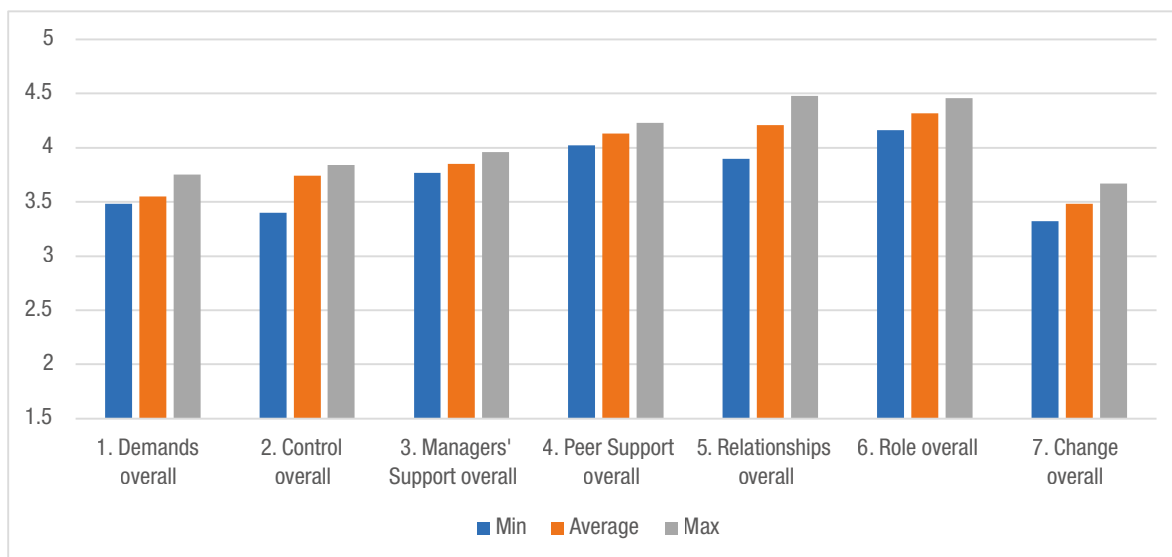




Retail

The retail comparison group comprises 263 individual respondents across 5 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	3.48	3.40	3.77	4.02	3.90	4.16	3.32
Mean	3.55	3.74	3.85	4.13	4.21	4.32	3.48
Max	3.75	3.84	3.96	4.23	4.48	4.46	3.67

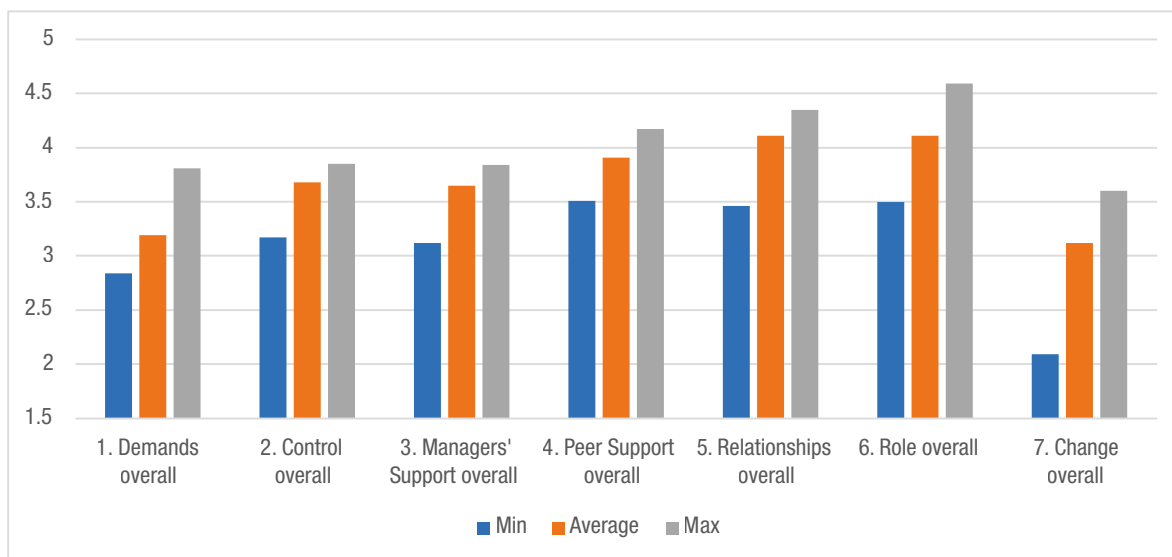




Water

The water comparison group comprises 752 individual respondents across 6 organisational assessments.

	1. Demands overall	2. Control overall	3. Managers' Support overall	4. Peer Support overall	5. Relationships overall	6. Role overall	7. Change overall
Min	2.84	3.17	3.12	3.51	3.46	3.50	2.09
Mean	3.19	3.68	3.65	3.91	4.11	4.11	3.12
Max	3.81	3.85	3.84	4.17	4.35	4.59	3.60



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What next?

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