

Individual qualitative responses to Q3
of the
**CTU survey of health and safety
representatives**

QUESTION: *In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?*



NEW ZEALAND COUNCIL OF TRADE UNIONS
Te Kauae Kaimahi

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

1	Usually not enough care because of rushing, sometimes inexperience. We have very few in sterile services
2	wet slippery areas sport related
3	We do not have a high rate of incidents at our workplace, the majority being damage to work vehicles.
4	Ignorance or not following procedures is probably the main cause of most injuries.
5	manual handling and staff not using equipment in place
6	Lack of training
7	illness - stress
8	slips, trips and falls workstations
9	Staff that become too relaxed with their job and get too used to machinery they start taking shortcuts
10	small plant but overall complacency
11	Failure to follow policies, or instructions.
12	For quite a few years now we have a nil days lost through injury, We have an on going programme of safe lifting and correct hoisting
13	complacency, training,
14	cluttered books, boxes all over the floor in office, cable sticking out on floor
15	Impatience and a casual attitude
16	Fatigue
17	People not taking care in in too much of a hurry
18	Clients acting unpredictably
19	The only workplace incidents I've heard about have been related to back problems and usually support person has not followed safety requirements.
20	People not following instructions, not taking 5, rushing and having a "she'll be right attitude". Illness is often related to unhealthy living (poor diet, smoking) and not being engaged in the workplace.
21	Stress and heavy lifting
22	
23	Trips and falls. Due to building layout. Hazard signs are noted for areas.
24	Occasionally workplace environment e.g how busy it is or how much work buildup there is. When the building (which is leased) is not up to standard causing an uncomfortable workplace
25	Taking items for granted, ie The job was the same 5 yrs ago. Being more responsible and safe. Take Five
26	The design of our work place and not being proactive enough to stop incidents from happening prior to the incident happening in the first place.
27	
28	Lifting and trips/falls
29	plant design - projects hurriedly finished with hazards built in. time - time pressure making people have to hurry. shiftwork - people constantly sleep-deprived
30	
31	
32	Production demands, Working culture, Sometimes an individual can find their way to all the hazards in the area and get hurt.
33	Machinery design
34	rushing to get job done

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

35

36

37 Long hours and shift work

38 3 major causative factors (1) Slips Trips and Falls (2) Burns from hot water system (3) Driving and back problems

39 Lack of common sense, lazyness, not prepared to get engaged. She'll be right attitude

40 sprains, strains, tripping

41 Minimal incidents occur

42 unusual tasks,

43 Stress, long hours, over worked

44 We have very few. However the bulk have been Admin lifting incorrectly. Equally; drivers hitting stationery objects like bollards, piers in underground car parks, raised concrete panels. We have also instances of sick people coming to work and spreading their germs around others before being sent home!

45 lack of attention/concentration

46 We have low injuries at our workplus but the major ones we look out for are needlestick injuries, trips, falls, lifting, overuse syndrome, fatigue, working alone.

47 Fatigue and inattention

48 wet floors and obstacles eg objects hanging from ceiling, easy to walk into!

49 Stress, harassment and bullying

50 weather conditions, non compliant prisoners.

51 Employers just covering up the cracks

52 Rushing/ cutting corners and the stresses involved in coping with the general day to day demands placed on the operating staff

53 Workers taking risks and/or not identifying/taking seriously hazards.

54 Tiredness, complacency

55 short cuts, faulty equipment, she'll be right.

56 Failure to adequately identify and properly mitigate hazards, rushing, an innate focus on production rather than safety First. On occasion a lack of experience in the leadership team, leading to poor decision making.

57 Manual handling

58 Repetitive strain type injuries. Poor posture. Type of chair - one size does not fit all.

59 Communication and not making change

60 Taking shortcuts

61 Some staff tend to have a rather "lazy" attitude to H&S - i.e. they don't report near misses and don't take hazard reporting seriously enough

62 Children playing, (normal minor scratches and bruises)

63 Manual Handling, Working long hours eg callbacks.

64 RSI

65 Service User assaults on staff

66 Manufacturing, pulp and sawmilling, probably lapse of concentration, plant is well guarded, occasion taking shot cuts

67 Cultural behaviour & attitude

68 Limited access to effective equipment - ie telephone head sets. Bad posture - old seating (although in my area we have been fitted and have new chairs) Lack of attention or ownership - minor trips or slips on wet areas. Stress

69 complacency and not following standard operating procedures

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

- 70 cost cutting and time constraints
- 71 Non standard work. Unsafe or poor practices being carried out due to poor work conditions within some areas of our factories.
- 72 empathy of the employer
- 73 Inattention.
- 74 Bullying and non slip mats
- 75 Lack of attention.
- 76 Inattention, no forthought
- 77 Lack of training in the job role, manual handling
- 78 inattention, lack of concentration, being half witted,
- 79 LACK OF A POSITIVE SAFETY CULTURE
- 80 Not whatcing out when working with sharps (WHEN SUTURING PATIENTS) Clinicians has to be carefull with sharps and it is their duty to discard sharps, not the Dental Assistant. DA's should put sharp instruments in a blue dish and not holding it in their hands before putting in tote box for sterilizing.
- 81 Pressure to achieve standards or get the work done. Short cuts.
- 82 A breakdown between poces and application. In regards the employer will follow the H&S act as far as processes but does not have to impliment recomendations or initives from staff and this complys with the law as written.
- 83
- 84 Stress
- 85
- 86 Clients
- 87 stress
- 88
- 89 Office enviroment. Most accidents caused by slips and falls.
- 90 absentminded when doing a task
- 91 Carelessness, (rip-shit-and-bust)
- 92 People's carelessness or failure to comply with established (documented, trained, reinforced) procedures & safety protocoles.
- 93
- 94 mostly human error
- 95
- 96 Motor bikes
- 97 Unseen hazards, inattention possibly from fatigue, complacency and poor protective equipment.
- 98
- 99 Disease in our branch in the medical centre Unwise expectations of staff as to how much is too much load to carry
- 100 complaincy and lack of concentration
- 101 Despite requesting my manager, I dont get to see incident forms even if there is a staff injury involved. I only here if some there is tea room chat, as I work part time, this is a limited aces as well. I work in a hospital. Repetitive tasks is a continuing issue in the department I work in.
- 102
- 103 safe staffing
- 104 new employee's that have not got the understanding of what Safety is all about
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

105	People being too used to routine in their work area instead of coming in with a fresh open mind everytime they enter their work place to see what could be a health and safety hazard
106	
107	Lack of staff to do the job. Working undermanned. Bad weather. Trying to get the job done in short time. Staff willing to come to work when they are unwell. Lack of sick leave and annual leave.
108	people being unsafe or being unaware of danger
109	Doing silly things when thy know better. Rushing. The thing is these people have been trained in the right way but still do it wrong.
110	"Normal" accidents (slips, falls etc)
111	
112	Pressure from management to do unsafe jobs.
113	Carelessness by some workers and over confidence by others, also the lack of reporting of hazards within some work areas
114	Stress, workload pressures (non physical hazards, because its an office evironment)
115	Employees not following correct procedures, not 'taking two'.
116	Lifting
117	people trying to get work done in a hurry and avoiding the weather, eg rain, wind, cold when on nightshift
118	
119	
120	People not keeping an eye on the task before them. Fatigue is a big factor aswell due to shift work, Not scanning the area for trip hazards, Lifting wrong
121	
122	Most incidents are caused by workplace culture and workers attitudes
123	people not following house rules.
124	Work load management
125	Most staff have to do any and all tasks ie office relocation no contractors to move boxes and desk etc.
126	laps in thinking
127	n/a
128	Lack of signage and anouncements of hazards in the wok place.
129	illness -common sickness
130	Slippery Floors, Mats, uneven paths
131	
132	Environment. Equipment.
133	People trying to 'making do' with out or with substandard equipment so as not to cause a bother. Especially those in a trainee role. Stress caused by unfairness and negative managment attitutes towards some people.
134	Assaults on staff,
135	Fitness, our rolls are now complex and the ability to keep field fit is becoming harder. The turn over of staff, leading to the loss of knoladge. this requires multiple layers of burocracy to manage. Its like swimming through treacle to get out of the kiddies swimming pool.
136	Colds and flus from clients that can't look after themselves spread very quickly People not following workplace break guidelines on computers

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

137	People being stressed through high workload or external issues (Canterbury Earthquakes). Not always concentrating on what they are doing or having to do things a different way than what they have been trained to do.
138	Profit and more profit " There is no reason or incentive for companies to comply to H&S " Whistle blowers are ridiculed and eventually leave the company
139	Enviromental e.g. aircon too hot/cold, not ensuring workers understand/follow best practice re sitting at keyboards etc
140	In the last two years, the Canterbury earthquakes injured a couple of our staff.
141	Things being left sitting around on the floor.
142	not enough staff pushed for time
143	Workload
144	High workload, Stress
145	
146	Stress - case loads - complexity of cases - relationships with the work place.
147	Stress
148	
149	Stress
150	
151	
152	stress
153	No specific cause.
154	not all near misses or incidents are reported as they either dont get followed up or depending on who you are you get disaplined or sweep it under the carpet.Companys are more concerned about stats as the staff see it and when it comes down to geting something fixed it takes to long but yet we get told there is no price on health and saftey.
155	men not trained for the job , unskilled labour working in a dangreous work place , lack of or no on sight training , no safety gear supplied , lack of safety knowledge from company excessives work hours , dead line pushed to hard forceing accidents
156	Slips, trips and falls caused by slippery/wet tiles
157	lack of awareness and correct or safer way of doing duties. Trying to cut corners or make the job quicker often seems to be the reason why incidents occur.
158	Human Factor
159	Employers & employees not understanding their role. Employer blatantly undermining the health & Safety policy, esp. where members are ignorant. When an incident arise, hence they will pin everything on the member. Their training is not comprehensive and materials is not always a good source of understanding.
160	slips and strains
161	People not stopping and thinking,what am I about to do
162	people dont stop to thinkl about what there are doing when doing a job always in a hurry to finsh the job.
163	Failure of employees to follow procedures and/or wear PPE
164	
165	lack of education priority over production rather than safety poor maintianence incorrect ppe
166	Pressure to get the job done by line managers
167	Unknown
168	lasey people

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

169	Lack of supervision Fatigue Matcho culture
170	Trips and falls
171	
172	Lack of knowledge, momentary loss of concentration. Not getting to adhere to there particular dept, H/S implementations.
173	Inattention. Not realising a hazard which exists at their workstation as they have worked around it, instead of identifying the hazard & recording it as such. Lack of hazard identification skills. Ineffective H & S reps.
174	
175	
176	Culture.
177	The awareness of hazards
178	Peoples attitude and the pressure from management to complete the jobs on time
179	complacency
180	
181	
182	
183	
184	TIME PRESSURE, AND WE HAVE ALWAYS DONE THIS MENTALLITY, AND FATIGUE.
185	
186	
187	Lack of attention , and different perception of personal risks
188	In my opinion putting unnecessary pressure on staff to complete tasks with haste.which in some cases temporarily puts safe practices aside just to get the job done. All of our staff members are aware of the dangers and hazards in their place of work but now and then you will get injury from a staff member and i would ask them what happened and all they would say is "Just being too quick"
189	There have been none observed.
190	
191	
192	people cutting corners, people coming back to work early after an illness, stress because of poor management culture
193	
194	
195	heavy lifting with books
196	
197	unsafe acts
198	Poor processes, lack of information
199	a majority of the injuries would be lifting injuries. Back and muscle injuries
200	
201	bullying, harassment, workload issues (i.e. too much work, overload)
202	lack of attention to detail; attitudes that it will be ok; not willing to stop work and question management or ask for other appropriate support or equipment that would mean a safer job achieved
203	Manual labour, Tally speed.
204	Production focussed mindsets from both workers and management Complacency

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

205	Complacency. Unpractice
206	A lack of awareness of potential hazards and risks
207	Students tipping over rough surfaces sometimes. There is very little injury.
208	
209	complacency
210	Lack of knowledge of the dangers
211	Long Hours Worked, Stress & Pressure, Slips & Falls,
212	Lack of concentration or thought about the consequences of actions.
213	Occupation overuse type injuries and minor injuries such as scrapes and bruises
214	There are many different incidents. Staff need to focus on the job at hand and identify all hazards before starting work.
215	Staff to taking their time or not being 100% focused on job at hand.
216	complacency - fatigue
217	Complacency or lack of knowledge on the task/s being performed. Not doing the task according to prescribed brief.
218	Illness - staff at work when still contageous with cold/flu Injuries - repetitive strain / OSS related that occur over time, which could be avoided with prompt action and support
219	Complacency
220	staff taking short cuts or rushing
221	
222	Mind not on the job in hand. Employees doing the same job for years, working around a hazard instead of fixing or recognising it.
223	Building design and stress causing people to rush
224	Body stressing and contractors that are trying to complete projects in a shorter timeframe
225	We all get plenty of training. But sometimes I think it is peoples actions/inations and attitudes.
226	lack of attention when preforming their duties at work their mind is else where.
227	complacency
228	Too much pressure and stress
229	
230	Bad behaviours and staff not understanding the personal cost of an accident and their role
231	Individuals haveing a lack of common sense and not having appropriate guarding on machinery
232	unforseen trips and falls and needle sticks
233	repetitive tasks causing RSI or other strains and complaints
234	
235	
236	door mats. rugs on shiny lino floors. slippery steps. playground equipment
237	can't find a common theme
238	Inattention, inexperience.
239	incorrect techniques
240	
241	People rushing around and not thinking first about what they are doing.
242	
243	Older age people set in their ways wanting to get the job done to plause the management.
244	Individual stupidity. 99.9% of all accidents could have been prevented if the individuals had

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

taken more care and attention to what they were doing. Everything seems to be focused around the manager being responsible, yet the act clearly states everyone is responsible for safety and there is little focus on individuals taking care of themselves and others.

245 Mistakes, unworkable work practices, that cant be used if work is to be done, but as long as the work gets done, m,anagement is happy.The moment an incident occurs thes unworkable rules are used to disipline those involved.

246

247 Complacency, we think we are doing it right and we don't pause to consider the specific task in hand.

248 individual accountability

249 stress related issues in our work place causes illness

250

251 Not yet sure

252 lack of common sence

253 familiarity within work environments, tools not up to standard for task, management unwilling to listen to staff "at the coal face", companies balk at H&S initiatives as soon as the word money is used, workers being too lazy to contribute to H&S policies, people sitting in offices making decisions and rules surrounding a workplace they have never been to thereby endangering staff

254 fatigue

255 unsure as only see one small area

256 Staff rushing around to meet tight deadlines

257

258 Slips trips & falls and inadequately planned Manual Handling tasks.

259 Poor workers attitudes.

260 The harden up culture which everyone is conditioned too.

261 stress on teachers to get things done

262

263 muscle strain that is job related, but majority of injuries outside work such as sports

264 Students not listning to instructions

265 repetitive strain on arms/hands/shoulders/necks/back doing jobs such as computer work, shelving books

266 disinterest of employees, combined with inaction from employers, due to so called budget capex's

267 Bad habits practices

268 Supporting people with challenging behaviours, Pulled/strained muscles

269 Accident People not able to afford the doctor so they come back to work too early because they can't get a certificate

270 Impatience and lack of attention to detail.

271 Dust exposure. And trying to do things too quickly.

272 staff not following procedures, lack of staff to do the jobs in a safe manner

273 Being a sports centre the majority of our incidents are from sporting injuries and collisions between players.

274 people not taking correct precautions, and/or faollowing the correct procederes that have been put in place to prevent these things from happening

275 Not using proper tools provided for lifting 25kg bags/boxes. (Back injuries)

276 Being unaware or uninformed.

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

277	Most injuries result from people taking short cuts and not following directives, guidelines or recognised procedures. Illness in our workplace is usually caused by people (staff and students) coming into school whilst sick.
278	near miss and trip hazard
279	Poor practices when bending and lifting; tiredness; not enough awareness of safe noise levels
280	Accident
281	Complacency and have to get the job done
282	Lifting Boxes of yarn.Cut fingers on straps around boxes of yarn.Trip over an objected on the floor.
283	old equipment,old floor coverings and wet floors
284	complacency
285	Manual Handling; Slips, Trips & Falls
286	Staff not following Sop's or not being vigilant in removing hazrds. Also seeing an increase in staff suffering strees related health problems
287	
288	Alot of it is people - I have learnt that incident happen because of people and systems. Peoples minds are often not on the job.
289	Workers not taking responsibility for themselves. Sometimes they are genuine accidents and they can't be helped.
290	
291	
292	Lack of attention to everyday activities
293	being rushed to complete tasks.
294	
295	Staff members ignorance.
296	Employer not taking H&S seriously, pays lip service.
297	
298	Lack of individual responisibility
299	Not carefull.Things not in the wright place at all times
300	
301	Very long hours during main season kiwifruit packing most work in excess of 60 hours per week.
302	People not following through with what they should do i.e. not wearing PPE when they know they should to not seeing the urgency of managing a known hazard. Basiclly peoples attitudes, but it is diven a bit by the overloading when their core work is still required.
303	unrealistic processes or not following, tiredness,
304	Taking shortcuts; not taking the time to use available equipment; lack of training in using the equipment.
305	complacency. and or inattention
306	human error & carelessness
307	lack of awareness for the need of safe practices on a continual basis
308	
309	Strains, paper cuts, lifting when to heavy
310	Children challenging themselves within our environment. Most of our 'injuries' are minor bumps and scraps. Staff accidents are rare but of a similar nature.
311	

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

- | | |
|-----|--|
| 312 | lack of attention |
| 313 | Company apathy |
| 314 | minor mishaps that could have been avoided if staff followed procedures for identifying hazards, minimising them, and time required to fill out necessary forms. The employees don't have time to fill in forms because of job requirements -- teachers. |
| 315 | slips, trips and falls |
| 316 | Manual handling |
| 317 | Lack of interest from staff members |
| 318 | Sedentary work practices |
| 319 | Repetition. Lack of time taken to assess sites. |
| 320 | |
| 321 | |
| 322 | We have minimum injury in our School. In most cases it could be from a lifting injury or slipping on wet cobbles outside. |
| 323 | Alot of the home our employees do is carried out in peoples homes therefore alot of accidents happen in these enviroments. The majority of our accidents come under the 'Slips, trips and Falls' category |
| 324 | people not being health & safety focussed, maybe not fit enough to do the physical work required, sometimes rushing, |
| 325 | Limited awareness of procedures & policies, lack of training and enforcement. Entrenched cultures and practice on the floor. Fatigue/stress!! |
| 326 | Human error |
| 327 | Management think because a H&S rep is trained, it's 'being taken care of'. Its harder for a rep to get anything done yet I've seen a boss put in energy and completely change the mindset around H&S. The other side to that is people think it's management job to worry about H&S. |
| 328 | For my specific industry - New Zealand Police - it is generally our clients actions that cause major injuries, or vehicle crashes. |
| 329 | Lack of awareness and complacency from both the user and the employer |
| 330 | lack of time increasing pt loads new software eg trend care is not realistic with time management eg it is ok for a ward to have 27 pts looked after by 2 staff |
| 331 | Inattention |
| 332 | Employers increasing the workload on individual employees by not employing the correct number of people to do a job safely. Rushing and lack of proper training are the leading causes in my opinion. These are generally the result of management cost cutting measures. |
| 333 | We have very few workplace accidents, illness is generally colds/ flu and sport injuries |
| 334 | Working too quickly |
| 335 | Non use of PPE |
| 336 | Work related injuries - arrests etx |
| 337 | Stress and fatigue |
| 338 | Simple, basic, plain and simple accidents. |
| 339 | |
| 340 | |
| 341 | |
| 342 | Lack of hygiene and the challenging behaviour of clients. |
| 343 | unreported or known hazards that are not dealt with. This could mean that nothing has been done by management until it is too late (risk management) particularly where the |
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

initial cost of a hazard in terms of elimination would have been the better option.

344 We are low risk, but the main cause is not enough time, always rushing, stress. OSS

345 Lack of knowledge, impulsivity

346

347 Poor commitment to health and safety of employees at senior levels despite working for a DHB. Lack of awareness of H&S responsibilities of employees. A focus on improving productivity at the personal cost of employees.

348 Human beings, some times our minds are elsewhere.

349 Apart from the ongoing OOS/RSI problems, mostly one-offs e.g. when alterations are taking place

350 Complacency on both the employer and employee side. The moment the guard is let down, is the moment an accident happens.

351 Poor h/s commitment from management

352 It is rare to have a health and safety incident. I have only had one incident of someone who slipped in the shower at work and the problem was sorted straight away.

353 #NAME?

354 People attitudes towards health and safety, it's made out to be a tick box exercise until someone gets hurt then the finger pointing and pot shots start about how H&S is a joke and load of crap

355 lifting, equipment pulling equipment unbalance lifts this causes back injuries and upper arm and shoulder movements. people not reading signs that floors are wet.

356 carelessness

357 Staff being careless

358 human error

359 Lack of buy in at senior levels. Focus on reactive rather than proactive approach. Often driven by cost saving rather than risk reduction. Tick the box attitudes to H & S.

360 Repetitive nature of job and knife wounds

361 lack of space, weight/size ratios, staffing

362 Fatigue with having to meet deadlines and not being allowed to work overtime to meet those deadlines. Not taking micro breaks from computers because of those deadlines.

363 Illness - insufficient air conditioning

364 Sedentary positions, stress, not taking micro-pauses, OOS

365 Tidiness Time limits Companies thinking of cost before safety whether it is a major cost or minor

366 I don't know but maybe tiredness and standing on things like chairs

367 A desire to please the management, so people work long hours, work at the weekend, ignore H&S guidance in the belief that is what the company wants. It isn't.

368 Lack of compliance to procedures.

369 the company not investigating 'Near misses' and the way they record and investigate things

370

371 People's attitude to safety...She'll be right attitude. Also not reporting the near misses which could alert the company to an area that needs attention before the accident occurs, where you find out about the near misses before hand.

372 fatigue, complacency, culture, lack of support.

373 slippery dangerous floors, bad work habits, dangerous lifts and opening doors

374 Tricky question. There are several answers in my opinion. Sometimes when there are time pressures staff want to get the job done quickly and will not stop to get a better

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

ladder/stand/work platform etc. They often feel they are strong or flexible enough to cope and it will only take a minute of risk to save a lot of time going to stores to find the correct eqpt. Sometimes it is a lack of situational awareness. Staff bump their heads when they are working around awkward eqpt, or go to get up and fail to notice something in the way. Sometimes staff simply can't be bothered getting the correct tool, or may not know where it is. Some staff are more accident prone than others and we sometimes question whether they are appropriate for the role. Workplace induction is often lacking. Staff always get a thorough induction when joining the company, but supervisors often fail to induct that person into his/her work area properly. It is important to identify and explain to new staff what the hazards are, and it reinforces the workplace safety policy especially important to ensure the new employee sees with his/her own eye "this is the way we do things around here" and it means more when the boss says it. Sometimes staff need to stop and ask themselves "Is this the safest way to..." and take necessary steps to ensure everyone's safety. I work in a manual labour-intensive industry so there will always be higher risk and more chance of injury compared to sedentary jobs. There is an old saying... "He who does nothing makes no mistakes". It is very true. The typical Kiwi (and Australian and South African) male is prepared to take a calculated risk. It is in our nature. More emphasis should be placed on training staff to recognise this trait and encourage them to stop and think about their situation. Also more emphasis on chronic injury/illness which often gets overlooked compared to acute injury/illness. All this costs money and increases a business' overhead costs. Not a good thing when NZ businesses are under threat from overseas countries which place no emphasis on personal safety and are in direct competition with NZ businesses. No wonder work is leaving NZ shores to Asian countries where the overheads are far lower, and we are told by accountants "quality is not an issue". Governments should enforce a level playing field of equivalent health and safety standards so businesses can compete fairly.

375	
376	fatigue and complacency
377	Lack of attention to safe working practices and rushing to complete a job
378	
379	Human mistakes.
380	unwell clients
381	hot water tap
382	Too many people take short cuts to in their view speed their production
383	Under resourced therefore rushing duties.
384	
385	Not everyone reporting issues no matter how big or small. Lack of resources.
386	The nature of the occupation, hostile clients and unpredictable and fluid working environment
387	Staff failing to take personal responsibility. Staff failing to say 'no'. This could be through fear?
388	Occupational overuse syndrome
389	stress, working too quickly, not wearing correct protective gear.
390	
391	Staff not following safety procedures and being careless.
392	Fashion footwear with heels not suitable for slippery surfaces and stair climbing.
393	Increasing Pressure of work/ Stress

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

- 394** External factors eg uneven surface causing trips & falls. Workload stress causing mental/physical illness
- 395** Illness often shared due to close working space, injury due to not taking enough care when completing task. Too much hurry. Employees not taking responsibility for own health and safety care.
- 396** we don't really have any. Jsut colds/flu. Flu jab would stop alot of it spreading.
- 397** We don't have many as I work in a library, and the one's we get tend to be minor. Back strain and general muscle injuries from posture and lifting. Occasionally cuts.
- 398** Not thinking
- 399** Policing is a confrontational busy at times, and even with the best practice , training and protective equipment, injuries can still occur. Not having a purposeful built building, having over 90 staff crammed into a building designed for thirty, and insufficient mens and ladies bathroom facilities contribute.
- 400** inattention to task at hand
- 401** Attitude -- and awareness of potential dangers of using equipment/utensiles etc, work habits and processes, not being 100% attentive at work around nachines and equipment.
- 402** slips trips and falls
- 403** We dont actually have many accidents... but drunk or stoned humans who think they are Mike Tyson are where our incidents come from!!!!
- 404** equipment design/ergonomics etc...
- 405** Sharp implements, knives, blades etc
- 406** Unsafe working conditions, too much haste, a "she'll be right attitude" and lack of adherence to H&S work practices.
- 407** Complacency
- 408** poor work place positioning and stress
- 409** Papercuts is the worst injury I have had to attend to here
- 410**
- 411** bad luck or carelessness
- 412** incorrect siting postions , not using correct ladders . picking up boxes ,
- 413** Carelessness and inattention to environment - human error
- 414** The workplace/employer trying to increase output with increased targets and less resources.
- 415** Failing to concentrate on the task at hand. Fortunately our incidents are usually very minor.
- 416** Not taking regular breaks, and staff coming to work with colds/viruses.
- 417** Weather, terrrian, other road users.
- 418** Incorrect posture for the task being undertaken.
- 419** Low risk workplace.
- 420** Excessive workload and lack of staff
- 421**
- 422** Not paying attention or taking shortcuts
- 423** laziness
- 424** Rushing, pressure, stupid people
- 425** Various kinds of falls. Schools are complex environments with a large number of people moving around a lot. The flooring and ground surfaces vary, there are stairs, icy areas in winter, and a wide range of shoe types including some that are not particularly appropriate to conditions.
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

- 426 staff taking short cuts to get there jobs done.
- 427 Repetive nature of most jobs
- 428 not paying enough attention and carelessness
- 429
- 430 lack of attention to detail, could be caused by fatigue, used to process
- 431
- 432
- 433 short sighted choices, or ignoring potential hazards.
- 434 Staff taking shortcuts, either trying to get job done faster due to work pressure
- 435 Not paying attention.
- 436 Taking short cuts
- 437 Inattention
- 438 Lack off attention and apathy of employee to adhere to safe practises
- 439 Rushing, not thinking and tiredness
- 440 The changing work environment. Workers not taking personal responsibility for there work environment until it is to late and there is a minor injury.
- 441 Poor lighting,ventalation, old injuries of workmates
- 442 the nature of the job - we work with unpredictable, sometimes violent clients
- 443 Complacency, lack of training
- 444 Inattention to standard process requirements, loss of focus on safety against getting the job done.
- 445 carelessness
- 446 Careless or thought less actions
- 447 stress,fatigue,overworked,personal distractions,work inviroment,use of un qualified staff.useing faulty machinary,use of in correct or appropriate tools
- 448 working to fast , over confidence
- 449
- 450 precived pressure to do tasks in a short period of time causing people to take shortcuts. and a "she'll be right" attitude!
- 451 Don't know
- 452 It'll be Right attitude
- 453 Staff taking short cuts
- 454
- 455 People not following procedures - It is a "She'll be right" culture problem seen throughout NZ.
- 456 in our area operative thatres croc shoes causes trips and slipps. Needle stick injuries. precitces of moving patient... changing the culture to a none lifting practice is difficult, Management meed to be seen to attend and comment directly. The need for moving patient fast by hand to save/maintian the airway is always a posibility.Some surgeons..most aneathatists and most orderlies see this as an excuse to continue old habits. Its hard when you feel you are the only one saying and doing the correct thing.
- 457 In attention to surroundings. People walking and tripping over themselves not necessarily over hazards. However there a number of back strains from staff with handling of heavier work roles. This is due to aging labouring workforce with wear and tear on their backs.
- 458 poor planning and taking shortcuts
- 459 People not following procedures - rushing, being distracted, not using equipment/not using equipment correctly
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

460

461 Not taking advantage of the advice on keeping safe

462 fatigue, poor footwear

463 Lack of attention to the work being undertaken

464 lack of information and attention to detail

465 Lack of perception on how dangerous their work practices are

466

467

468 Laziness Lack of Knowledge Lack of forthought She'll be right attitude

469 Unsafe behaviours.

470

471 laziness..."she'll be right" then a lack of understanding of what workplace H&S is really about. Proactively stopping incidents beforehand.

472 cut fingers/hands, due to slipping when using tools, catching in tight spaces, or sharp edges

473 Not paying attention

474 Very small, cramped environment with lots of hazards that are unavailable. Largely due to earthquakes and ongoing repairs etc.

475 Contractors not having systems in place to audit their work sites, safety equipment i.e power leads not having electrical compliance tags, harness not inspected. Expect the principle to monitor and police H&S, only responding when an issue is raised. Pressure to complete work in the shortest time possible. Management not taking health and safety seriously, will have all the paper work in place to meet but take the time to develop a culture of safety at the coal face. Trying to complete a job in the cheapest way possible, particularly contractors tendering, building safety into the job will increase the price submitted. Lack of commitment to identify and control hazards

476

477 All simple accidents

478 Stress both professional and personal.

479

480 The sand blowing across the playground

481 lack of co-operation from older staff members!

482 People tripping Issues arising from sitting at their desk Stress

483 Not following correct procedure, inattention.

484 lack of thought. in a dangerous area perhaps more training or discussion.

485 Manual handling

486 Management not understanding the processes which we actually go thru. Putting a band aid on instead of actually knowing the the root cause of the problem or incident. Also management just paying lip service to the processes and not actually understanding the way things actually work on the shop floor.

487 The majority of our accidents are slips and trips - particularly going up stairs.

488

489

490 lack of skills, training and the proper equipment

491 Not lifting correctly

492 pEOPLE

493 Environment, clientele, stress

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

- 494 In the area that our team works in we have not had any major incidents causing injury or illness.
- 495
- 496 Most I have had to deal with are worker not applying procedures that they have been trained for.
- 497 relaxed attitudes towards health and safety in the workplace
- 498 My team work at height so we are trained well and take care of each other and we have not had any injuries as we would not come home alive so we take H/S seriously. so I can't help with this question
- 499 The individual worker must heed health and safety rules and practice safe work habits more. I have dealt with situations where the worker took shortcuts which lead to a breach.
- 500 Lack of training on technique
- 501 Fatigue
- 502 lack of care from workers
- 503 Attitude that it will not happen to me I have always done this way and not hurt myself
- 504 Complacency within our work place. Lack of funding to implement safer environment.
- 505 varied, human error, tiredness,
- 506 n/a
- 507 disregarding safety procedures
- 508 techniques in venepuncture and manual handling techniques
- 509 Bad attitude by my fellow workers, mainly a she will be right or health and safety is a pain attitude.
- 510 Falls, cuts
- 511 Safety culture encouraged and followed up by workers and management
- 512 Inattention
- 513 Individuals not adopting safe work practices.
- 514 cuts
- 515 long hours of work night shift seven days a week
- 516 not being careful enough, rushing
- 517 Inside work walls pressure to get jobs done on a minimal amount of time that is provided to them as wages are tight and employers need to make good returns to keep job security
- 518 Too many rules and not enough common sense
- 519 lack of attention, poor condition of tools, old equipment, a relaxed approach to safety, not wearing appropriate PPE, harsh environment, a perceived rush to get work done, poor planning
- 520 Trips, falls and strains followed by burns.
- 521 Training, experience and lack of concentration. Mind not on task at hand. The non-realisation of the gravity of employees' actions can affect others and themselves.
- 522 Most common injury in my workplace is needlestick injury. The incidences are low. Causes include: the nature of the job (surgery), operator trying to hurry, busy workload, correct procedure not followed.
- 523 management not enforcing take five, not actively engaging reps to take part in inspections, management not actively enforcing safety inspection findings because they know there are not the resources to make short-term improvements.
- 524 There are very few. In the past, complacency has been the cause.
- 525 Combination of lack of correct tools and shortcuts
- 526 Without being part of the investigation, and only seeing stats unsure.
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

527	Ours is an office environment and is low risk. No major incidents.
528	Carelessness and rushing to complete tasks. I like to say "Less haste, more speed."
529	The area I use to look after was low risk. Minor injuries. Students returning to class under the Influence of drugs.
530	Staff inattention to tasks at hand.
531	Unfortunately our clientele - I work for Police.
532	Accidents .. lack of support by management for team leaders when "shortcuts" are being taken or bad work practices are being performed. Illness ... coercion by management on workers to come to work when ill by inferring someone is not "pulling their weight" or threatening to require a medical certificate for what is an illness that only requires bed rest and over the counter medication to get better ie influenza or colds
533	
534	
535	Injury - caused by assault Illness - it can be any number of things
536	Inattentiveness, using the wrong tools for the job
537	attitudes
538	AROGANCE
539	people being complacent when it comes to being aware of your surroundings where ever you are, unfortunately the world we now live they are always looking for someone to blame and you need to cover yourself and your actions
540	Complacency of personnel in "office" environment
541	staff training
542	
543	operator awareness hastiness to get the job done
544	We don't have a very high rate of incidents - but most major ones would be caused by equipment not behaving as expected (e.g. pressure building up too high).
545	Manual Handling
546	Mostly minor cuts, etc. caused by inattention and not wearing PPE provided
547	Incorrect lifting technique
548	
549	ignorance of responsibility to self
550	ROTATION SHIFT WORK, ITS A PROVEN FACT THAT NIGHT SHIFT UPSETS THE BODY BIG TIME. TIRDNESS WOULD BE THE BIGGEST THING WE KEEP AN SERIOUS EYE ON
551	
552	complacency
553	Staff in attention to what they are doing sometimes happens. Also sometimes an injury is caused by something that has never happened before and no ones thought of it before the injury occurs.
554	being over confident, lack of skilled workers/ leaders/ people frightened to stand up to the boss, drug alcohol testing means accidents go unreported
555	Complacency and/or lack of importance placed on H&S
556	Stupidity
557	
558	doing too much at once, leading to unattention.
559	
560	HURRYING TO MAKE DEADLINES & MAYBE TAKING SHORTCUTS
561	She will be right attitude, Taking shortcuts and lack of knowledge about safety procedures

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

- 562 People
- 563 lifting, twisting, sprains, strains
- 564 Stress
- 565 Complaciant
- 566 Lack of senior management and staff commitment to health and safety. Staff and management following rules when suits, then complaining when they disagree on another matter. Having double standards.
- 567 illness - staff not staying at home when they are sick, colleagues are catching their bugs.
injury - staff not being mindful of their whereabouts, education and processes have been put in place but staff aren't paying too much attention to 'the smaller things'.
- 568 lack of attention
- 569 manual handling
- 570
- 571 Too many shortcuts being taken to meet production deadlines
- 572 To many short cuts,not enough communication,skilled input on job starts from start to finish.
- 573 Basically people are rushing to get things done and become careless on safety. this is when accidents occur
- 574 slips trips and falls. Also lifting patients,leading to back injuries.
- 575 People in a hurry to complete tasks. Taking short cuts on their own accord or instructed to by foreman. Shift work components: night lighting, fatigue Machinery failures. Inadequate staff for the job, afraid of heights, too overweight, too old, vision impaired??? Discriminating?
- 576 Working Conditions Management fail to address
- 577
- 578 Stress. Workers do not think of consequences of their actions when under duress and stress. They take risks with equipment from time restraints put on them.
- 579 unpredictable animals (dogs, mostly) and customers
- 580
- 581 Not enough staff to deal with the clients through the door, which makes for stressful and under valued staff, causing mistakes, more work leading to break downs in communication etc.
- 582 Accidents
- 583 short cuts being taken. time pressures .
- 584 our environment.
- 585 Pressure to get work completed with lack of appropriate tools and staff
- 586 We have a very low rate in my area (Retail)
- 587 Employees taking short cuts to complete jobs faster. Not following our procedures
- 588 Inattention, hurrying, inexperience, hazards of work
- 589 inattention tiredness
- 590 Stress. Inadequate machinery Human error
- 591 Slips and falls due to wet floors Needle stick injury Heavy lifting Violence and aggressive patients
- 592 Habit. And the worst offenders are mostly those with the longest service. It is easy to instil safe working practices in newbies. You can explain to them the rational behind working safely. It is another story with some long-timers. It is very hard to change the,'I've done it this way for a hundred years' attitude. What I find very disappointing is they will comply
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

with requirements when they're being observed or think they may be, but will revert to their old habits when they believe they're not being observed or there is little chance of them being so. It is perverse.

593	Lack of Planning
594	people being distracted
595	Hazards like cords
596	people being careless
597	Stress
598	haven't had any
599	
600	Work overload
601	Stupidity
602	workers disregard for H & S practice's
603	Money and the lack of it or the desire for the company to earn more of it at the expense of proper health and safety
604	lifting
605	I do worry that increased class sizes might mean students are not so closely supervised.
606	Trips, strains & cuts
607	excessive hours
608	Trips Slips and Falls
609	Lack of structured training practices which lead to inappropriate and unsafe processes.
610	
611	Staff involved not taking personal responsibility for their actions and doing something stupid which results in an injury.
612	tired or not concentrating{shift work}.....series of events coming together to make a "situation"
613	
614	Most of our injuries are due to behaviour, we have more pain and discomfort ie muscle discomfort rather than actual injuries
615	Stress! RSI
616	
617	negative and "she'll be right" attitudes to safety. Some people think that near miss reporting is a negative thing where it clearly isn't.
618	Work stress .
619	Slips trips and falls,
620	
621	Lack of personal responsibility. You can put all the protection you like into a workplace, but if the employee is unwilling to adopt safe work practices you are wasting your time.
622	Environmental
623	Carelessness or complacency related to safety.
624	Slip, trip, falls Manual Handling Vehicle incidents cuts, bumps & bruises
625	People apathy.....also some are really minor sickness such as tweaked muscles etc which report up to LTI and are blown out of proportion.
626	car travel that is a major part of the job computer use - field staff are not entitled to individualised set-up as they do not use a computer for more than half their day.
627	Lack of knowledge by individuals
628	

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

629	Forklifts. Staff not taking due care and attention when using these vehicles
630	
631	We have had no incidents in the past year - N/A
632	Loss of concentration.
633	Stress, machinery and equipment, large class sizes (secondary school)
634	Poor risk analysis
635	
636	
637	
638	
639	OVER FAMILIAR WITH EQUIPMENT "CAN DO ATTITUDE"
640	careless attitude of the workers, workers have no perception of the constant dangers faced and management are not enforcing the need to take care.
641	lifting
642	Probably more stress related due to workloads etc and from working on computers all day.
643	
644	
645	people doing stupid things!
646	short cuts on tasks, cost, equipment, staffing levels and long hours (working more than one job to make ends meet) and an "it won't happen to me" attitude
647	Incorrect lifting.
648	Stress due shift work
649	Poor support from management who generally ignore Health and Safety
650	People not thinking about what they are doing.
651	Slips trips and falls, people in hurry or not following correct procedure
652	Property owners not adhering to problems that have been brought to their attention at times.
653	lack of concentration
654	staff failure to comply with safety protocols closely followed by the organisation (lower management) not buying into H&S 100%, often using lack of funds as an excuse
655	We have had very few. Only staff visiting other school sites and tripping etc.
656	A lack of understanding from the general employee that they have a role in their own safety. For example, I work in the meat industry which is heavily into manual labour. The employees give no thought (generally) to preparing themselves physically for the job.
657	Unsafe behaviour and lack of personal responsibility
658	Stress
659	Inattention, lack of concentration
660	No such thing as an accident there is a reason for the event occurring which varies
661	ill equipped work places and no cooperation from management to fix it
662	Persons not being fully aware of the H/S programs we have in place and fatigue, and also persons who don't really take time out to see what H/S standards we have in place for their safety.
663	worker error
664	The paper work required is massive therefore a huge barrier for health and safety officers to carry out their duty effectively. Because of the paper work required, I would rather ignore, avoid and hope for no workplace accidents, then spend hours completing paper work for every new site employees visit - some of which are for only a couple of hours. The

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

time cost to complete the required workplace safety forms is ridiculous. If the paperwork was simplified and businesses were given a template safety checklist to fill out for free, I could almost guarantee I would undertake worksite safety checks more regularly.

- | | |
|-----|--|
| 665 | Subtely being pushed by managers and supervisors to hurry on tasks and break downs to minimise downtime. Staff are constantly rushing instead of planning jobs for themselves. We work 24/7 shifts therefore more care is needed at night. |
| 666 | Poorley designed plant. Old tech in plants |
| 667 | Apathy most worker think it will happen to someone else Not reporting repeat incidences,then finally someone else suffers a worse fate. contractors taking short cuts (not following permit to work) People who are charged with the responsibility to follow the permit to work but they just fill it in as a paper exercise. |
| 668 | poor common sense and poor workplace environment that promotes health and safety |
| 669 | Lack of care |
| 670 | Complacency and an inability for management to effect change in the older Staff who then directly effect work practices of the new |
| 671 | 1) Stress: Helping boys with behavior issues in a residential setting. 2) Fatigue: Shift work rosters. |
| 672 | workplace stress, |
| 673 | carelessness |
| 674 | excessive risk taking, worker short cuts |
| 675 | Back pain - caused by lifting |
| 676 | |
| 677 | |
| 678 | being to used to doing there job that there becomes less Hazards to them [so they think] because they perform the role everyday |
| 679 | Lack of Safety training from management and supervisors |
| 680 | Worker stupidity and bosses not fully H&S ducated |
| 681 | Lack of training tiredness |
| 682 | Attitude from staff |
| 683 | |
| 684 | Manual lifting. |
| 685 | Environment - operating grant of schools not sufficient to rectify h&s hazards immediately. Getting funding from ministry takes ages. |
| 686 | Apathy, dishonesty and ignorance. |
| 687 | In my work place only minor incidents happens since last year. e.g. small cuts |
| 688 | lack of attention by individuals. Choosing not following established procedures |
| 689 | lack of equipment and time - meaning that people are rushed, the equipment is often not available or is seen to take too much time to obtain. |
| 690 | Equipment design, behaviour - some is poor individual behaviour, but some is caused by workplace pressures. |
| 691 | Complacency, people not following Standard Operation Procedures. |
| 692 | Being in too much of a hurry/too busy to take precautions that seem unimportant until it's too late. |
| 693 | The "won't happen to me" attitude and "she'll be right". People aren't educated |
| 694 | cuts |
| 695 | Money |
| 696 | Back strain from lifting, minor cuts. |
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

697

698 Complacency and lack of knowledge

699 Wrong handling trolley. Shelving books. Using computer mouse

700 Strains,, sprains etc caused by dealing with live animals

701 careless work habits not following procedures

702 Unsafe practises, Carrying items.

703 under staffing - overworked staff who struggle to get annual leave and 4 days off per fortnight, lack of adequate protective equipment, lack of sleep due to lack of staff and having to work 7 or 8 sleep overs in a fortnight. We constantly struggle to get adequate supplies of protective equipment and are now 'rationed' so we don't use too much as it is costly!

704 We have a strong H & S realted work ethic and regular monthly meetings. The dissemination of information and training guidance is first class. The majority of incidents (although few) arise from staff failing to comply with standard procedure. We have very few unforeseen and/or actual accidents which is testament to the H & S training we have all undergone and the focus/policies that have therefore been established.

705 Fatigue

706 Fatigue and stress, particularly as fewer and fewer workers are required to do more and more work.

707 Management not taking health and safety seriously in my changing working environment.

708 Complacency

709 "She'll be right" and she's not.

710

711 Complacency . Big money is spent on health and safety. This spend is at a corporate level and ensures we comply with legislative requirements. This needs to be actively reduced and the spend needs to be pushed down to the ground floor. This could be by the way of extra supervision, more training. Corporate HS&E spend should only be a small % value of front line spend

712

713 Rush to get a job done.

714 Complacency with the HAVING TO FOLLOW RULES

715 Inattention, distraction, stress related.

716 carelessness and in-attention

717 not following protocol when lifting or turning patients.

718 Understaffing and under resourcing

719 Frailty of the residents

720 Lack of time to do the task

721 we are very low on task orientated incidents

722 Overuse of computer equipment

723 Inappropriate behaviour, lack of space and work setting area and lack of training.

724 Unsafe use of tools and machines Not using good technique when lifting/moving heavy items

725 disregarding of hazard registers and lack of training

726 Stress is the biggest one for us plus lack of general understanding of heath and safety requirments in the work place by both managers and employees.

727 We are a community health organisation and have nurses out in people's homes delivering health care. We have a lot of slips, trips and falls where nurses or carers trip on paths etc in

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

and around clients homes. Back strain is also quite common among carers and domestic assistants. Possibly from adopting incorrect postures. Training and promoting awareness is provided around this.

728	ignorance of hazard
729	Employee culture, ultimately managements culture (starts from the top)
730	Carelessness
731	
732	
733	
734	Nil
735	Lack of training. Loss of concentration
736	Lack of training and unwillingness of company to deal with anything that costs them money
737	Emotional stress; expectation of management; under resourced for work load.
738	Lack of training, rushing work and not being fully focused on the job due to some distraction
739	
740	Tiredness, stress
741	Pressure
742	people rushing their job - we have been asked to ensure we are working at a safe speed
743	
744	'She'll be right' or 'It wont happen to me' attitudes of people
745	Complacency / Lack of Concentration
746	carelessness
747	Illness - probably colds, flu etc brought in by the public. Accidents - (I don't know the answer to this)
748	lack of money.
749	Laziness and a attitude it's not my problem. Plus lots of our staff English is a second language.
750	Virtually non existant - office environment. Employer has eliminated almost all risks
751	Carelessness and often forgotten things pertinent to their work.
752	
753	Office based, risks identified rather than incidents. No injury caused in my specific area.
754	People being complacent and thinking ill be right. Not adhering to policies and procedures or company rules.
755	Over work, tiredness etc
756	Sedentary related incidents. Back pain etc etc from sitting at the desk incorrectly
757	workers not being educated around health & safety matters and the importance of it. Conveniently making it the problem, work, issue of the Health & safety Representative
758	
759	
760	laziness
761	some incidents occur outside of work time, some are caused by stress, repetitive tasks/OOS, existing medical conditions. Also, we are a Public Library, so we see a wide range of people through our workplaces, and a wide range of abilities!
762	long hours. Stress
763	The nature of the work. Working in surgery whenever there are needles/blades involved you always run the risk of a sharps accident.

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

764	Human error, stress related matters
765	Lack of attention
766	inattention
767	Air conditioning
768	Untidyness and clutter(vboxes and other bits on the floor) .
769	lack of attention, carelessness
770	Inattention
771	
772	Generally environmental isses such as workstations, minimising clutter. Accessways to buildings, safety of buildings.
773	we have very few incidents in our workplace. Our staff have office space but spend much of their time on the road or in schools.
774	Pre planning, lack of insight into potential and acutal hazard Distracted, lack of focus on task being undertaken Tiredness, short cuts
775	ignorant people
776	People turning a blinde eye to health and safety - not taking enough care. mostly people rushing!
777	Unsafe work practices.
778	Staff being at work with a cold or flu
779	complacency and/or lack of attention
780	we have never had any major incidents or illness
781	Not listening or reading the signs.
782	stupid workers who don't follow warnings / procedures etc
783	Not following safe procedures
784	Posture
785	
786	Lack of care
787	non thinking about an activty befoew doing it.
788	I need to declare here that I now have a senior management role in the business. Luckily we have very few if any injuries as it is an office environment. The stress aspect however working in a Communication/Call centre which by its very nature is tightly managed re workload, breaks and when you can take them, physical environment and public expectation of servise would be one of our issues. Having said that there are low levels reported as we have in my opinion excellent support for the staff.
789	Air conditioning. Users using devices and not looking whats in front of them.
790	
791	
792	#NAME?
793	Lack of resources Excessive workloads Complacency
794	NOT PUTTING SKILLS TO TASK.
795	In my workplace it is normally human error or inattention
796	Slips, trips, OOS type issues
797	Lack of awareness
798	People not paying attention to there surroundings.
799	
800	people not following procedures

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

801	Repetition of work. That at the start is fine but over a period of time causes strain and uncomfortable symptoms. Also changes in peoples lifestyle, sometimes stress at home/work can cause an overlooked injury to flare up.
802	Aging workforce have a lot of strains and niggles. Resistance to H&S policing by some staff members.
803	Over worked Staff don't think safety
804	
805	
806	
807	hard to know as I haven't seen the summary of accidents.
808	Office based work mainly minor cuts and older workers old age health issues. Non work related colds and flu's are the biggest time off work expense.
809	Stress and carelessness
810	
811	STRESS
812	Inattentive - causing staff to not look where they are stepping causing unnecessary slips Ignoring Health & Safety promotions Continuing to carry uncovered liquid throughout the work place causing spillages and slippery surfaces
813	Lack of training and complacency
814	
815	
816	Being careless, making mistakes.
817	Complacency
818	lack of Management interest, they talk the talk but don't walk the walk
819	Slips and trips.
820	Low staff awareness of the importance of health & safety or inattention with work tasks
821	taking short cuts
822	-
823	Things not put away properly, and are in the way of others. Constant Typing
824	Slips, trips and falls
825	Workers not taking responsibility for their own safety
826	Slips trips and falls, dog attacks, motor vehicle accidents
827	complacently, lack of moral, fatigue, repetitive work tasks
828	Most accidents in my opinion are caused by peoples behaviors, and inattention to what they are doing.
829	over reaching, stretching, incorrect bending causing sparins and strains
830	Most accidents I have been involved with are managements refusal to listen to the serious requests of staff and reps. We have a H&S policy & procedure which are token and a committment which is really only "risk minimisation" or 'butt covering" rather than a real concern for safety.
831	Time restraints causing workers to increase haours and with urgency.
832	Stress and poor equipment /resources
833	attitude towards health and safety needs to change
834	Education, apathy and ignorance of the law or concern about possible consequences.
835	Complacency
836	sprain and strain

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

837	Illness- people not staying home when sick Injury - minimal, workload can be an issue, emotional issues e.g. stress
838	people
839	workers rushing/taking shortcuts
840	Lack of communication from different levels, resulting in an apathetic approach to what it means to have health and safety part of the overall workplace.
841	
842	repetitive stress
843	Time - rushing to do things/taking shortcuts
844	unsafe environment
845	Slips, trips and falls
846	Behaviour and old equipment.
847	I do not know as I have never been given the chance to find that out!
848	Our incidents are minor and mainly involve cuts or strain related injuries
849	We have never in my 15 years here no one has obtained a injury Safety is always first no matter cost
850	Individuals not being aware of the hazards in their environment
851	Lack of understanding of decision making managers of work places hazards and how to manage them.
852	Inattention
853	
854	Carelessness and inattention by employees
855	LACK OF CARE TAKEN
856	
857	Lack of management understanding of health & safety
858	
859	
860	
861	Not knowing what is right and what is wrong Unskilled and untrained people Management trying to take short cuts Not knowing the margin of life and death at work
862	complacency it will never happen to me attitude distraction lack of planning and appropriate consultancy
863	mainly the behavioural of the staff
864	
865	manual handling, carelessness
866	Laziness, carelessness and the New Zealand work culture and attitude that it will not happen to me
867	Inattention
868	People not taking due care
869	Complacency. Our workplace is generally hazard free. It is people not taking more care that causes the most injury. i.e not watching where they are going, not taking care when getting a cup of hot water, etc. The only other main concern is OOS. This doesn't always result in an injury but can contribute or develop one. Staff need to be taking their workplace breaks and regularly moving throughout the day when they can. This is also up to the person. The education and tools are there. We do also get abusive clients over the phone but this doesn't result in physical injury. Sometimes mental but staff are trained to manage this.
870	poor work or personal safety practices

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

871	Attitude, people stuck in their ways
872	Trips and slips and mostly carelessness.
873	lack of commitment and understanding from employer
874	Site hazards in the workplace - mercifully none occurred.
875	inattention to what what you are doing , confined spaces
876	people losing interest/concentration in regard the tasks they are involved in, this can be also related to but not confined to late night drinking/partying activities devil may care attitudes people being too far ahead of the here and now (stress)
877	lack of attention, inadequate training
878	
879	unsafe work practices
880	
881	Inattention
882	sprains and strains Bruising and crushing
883	CDHB fail to supply necessary equipment. It takes months if not years for something to change. The CDHB has so much waste a private company could not and would not run a hospital in this manner. If this comment was followed they would appoint another committee of people with no idea of what the problem is and pay them around \$80000.
884	external uncontrolled environmental events
885	Carelessness and lack of responsibility on the individuals behalf. Too often it is blamed on the employer or training. Also often the preventative measure is too cumbersome which encourages corner cutting.
886	
887	LAZINESS OF WORKERS NOT TO LOOK AFTER THEMSELVES - WEAR PPE - REPORT & HAVE FIX POOR ACCESS OR EQUIPMENT
888	not being listened to by the boss
889	Ignorance by Management and a reluctance to consider all aspects of health & Safety in the work place. Often even in large companies Health & Safety rules are not really enforced or adhered to.
890	NOt so much injury - but illness is high
891	tired staff, not rotated in jobs enough. too long in one area doing the same movements all the time, pain and strain injuries
892	Stupidity
893	Workers not using the provided equipment for the safe moving and handling of residents. They say it is quicker to just lift people instead of using hoists etc.
894	
895	People not following procedure
896	lifting
897	Staff not adhering to the rules
898	Lack of management buy in and leadership with respect to health and safety
899	
900	Slip, trips and falls and incorrect lifting techniques
901	Falls
902	
903	Stress. Workplace and Homelife.
904	Time deadlines and cramped conditions
905	carelessness, slips, trips, strains, cuts, body fluid exposures

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

906	Clutter, understaffing,not following procedures
907	
908	Complacency Hurry to complete task.
909	complacency and lack of funding and tools available to maintain proper safety and education
910	Slips due to wet floors.
911	Reduced team sizes with a greater workloads, shortcuts to get the job done.
912	Middle managers and Supervisors being so keen to show senior management that they are meeting productivity targets that they sideline H&S whenever they can get away with it and pressurise employees to work unsafely or they turn a blind eye to unsafe practices because it would slow down production or cost money if they were to make the necessary changes to keep people safe. Senior management are generally unaware that this is going on as they rely upon the supervisors and middle managers for accurate information. It's all ok until there is an accident or incident and then the supervisors and middle managers duck for cover and try to blame the employee rather than take responsibility for allowing or encouraging unsafe behaviours or processes.
913	Staff trying to rush while doing their job
914	The superiority of hindsight over foresight
915	Workplace culture that places throughput over health and safety, even though this is not implicitly stated anywhere. It is an implicit pressure resulting from the way outcomes are measured.
916	shortage of staff
917	Manual Handling, inattentive staff, staff not planning actions/assessing situation
918	People not follow company lock out procedures
919	At present there is a policy that required all staff to wear safety shoes. This was bought in around 2 years ago and people are having discomforts with the shoes. Our work environment is cramped and we have many people working in limited space which causes injuries. Shortage of staff creates more pressure issues to complete the mountain of work. Management make the staff feel like they are clumsy fools when we report an injury so some do not get reported and as a result continuous repetitive movement creates a worst problem.
920	Carelessness
921	carelessness of staff not removing obstacles
922	Repetative strain injuries from computer overuse
923	Safety is seen as a means that middle management can us to victimise employees that are prepared to us there system to try and inshore that everone has a level playing field to when it come to there approach to the way tasks are done in a safe and productive manour. Because of inconsistant recording of safety there is now a growing group that believe, if nothing is said, there will be no reprocushtions and therefore no ongoing victamization of themselves and other like minded employees
924	
925	People not taking time out to think about what they are doing before going ahead with the job
926	poor work habits and a lack of understanding of the current legislation
927	
928	employees bad practice
929	poor or substandard workplace practices by management. poor or cheapest available

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

options for safety equipment. failure to write or implement hase policies correctly

930

931 people

932

933 Stair wells and escalators.

934 Lack of practical committment/accountability by an Organisation.

935 Ignoring process and taking short cuts

936

937

938 Complacency.

939

940 Attitude

941 Work station set up, uneven or slippery surfaces

942 workers not thinking when they do a job about there own safety

943 Building layout/new environments.

944 inattention, employees creating hazards and not fixing them, lack of housekeeping and a 'don't care attitude'

945 Ignorance, carelessness

946 RSI/computer usage, slips/trips/falls

947

948 Careless mistakes.

949 1 staff has 1 day off work with a lifting strain

950 Behaviours

951 fatigue-stress-older staff that underestimate their capabilities.

952 Complacency

953

954 I work for the NZ Police. The nature of the job is in itself an inherant risk however we have a well planned and managed training regime to mitigate those risks as much as possible but at the end of the day we are still required to go into harms way if need be.

955 Unpredicable nature of work enviornment

956 We have not had any incidents.

957 Mostly back sprains for cleaners and cuts & burns for Chefs

958

959 Taking shortcuts

960 Inattention and she'll be right attitude

961 we have a very low incident rate. we work in modern premises and in a corporate environment, so don't encounter the h&s issues that more labour based business encounter.

962 inattention not taking notice of risk situations

963 Lack of attention to basics 'in the heat of the moment' situations.

964 Behavioural issues from students

965

966 probably cuts, and more reciently it would be strains.

967 careless by people. Only injuries in my workplace have been slip/trip/fall which have been caused by people not environment

968 People. Dealing with aggressive, intoxicated persons who do not want to be with you or

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

flee and are chased

969 currently we are running well as far as incidents are concerned. our daily DMS meetings involve near accident reporting, hazard identification, and concerns of any sort. This increases awareness and reduces risk and accidents.

970 Complacency to doing a task regularly then taking a short cut or not giving due care to the hazards

971

972

973 complacency and failure to work out a plan first.

974 Personal carelessness

975

976 Employer failure to manage hazards

977 lack of awareness of hazards

978 People not following procedures, people not pulling peers up when performing unsafely

979 Operator error or poor plant design

980 Tiredness, we are Shift Workers

981 Employees not taking responsibility for their own actions

982

983 At our workplace, I wonder about the building standards for air condition etc.. there seem to be many illnesses that are airborne, Relocation - boxes are sometimes put in places where people can trip,

984 Lack of pre-thought about consequences of action.

985

986

987 DPI from computer

988

989 New staff lack of training

990 People coming to work sick and other people catching their bugs. we have people slipping and this is due to not looking when they step back off steps. Our industry is minimum wage and the team do over time to increase their wages so we have tired staff sometimes and silly accidents like these happen, when this is the case we have to put a cap on the amount of overtime is available for staff.

991 Slips and trips

992 We don't have enough incidents for there to be a majority. The most prevalent issue is probably workplace stress, but have a strong focus on providing support and seeking help to manage this. Other than that, the unreliable airconditioning - which building services are always trying to fix - is probably our biggest issue.

993 Stress and Fatigue

994 equipment

995 Lack of sign posted information. Communication to staff members in regards to potential accidents.

996 Stress

997

998 Manual handling

999 Being an office environment it is all minor type injuries. lifitng causing bad backs, paper cuts, bad posture at computer etc. The company H & S manager deals with all outside staff type injuries.

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

- 1000** The number of incidents and accidents are low in my workplace as good systems are in place. Most incidents are discomfort caused by they way people sit at their computers. We do an ergonomic assessment for them when this happens.
- 1001** Insufficient care and attention.
- 1002**
- 1003** When staff dont follow procedures however, we have minimal accidents
- 1004** There hasn't really been any
- 1005** stupidity
- 1006** Spread of germs (visiting clients that are sick)
- 1007**
- 1008** Issues with the air conditioning in our building.
- 1009** Accidents and not taking breaks
- 1010**
- 1011** A lack of common sense, or just laziness, in ensuring that their work area is safe to work in.
- 1012** The managements passing responsiblity attatude of production before safety and claiming they dont have the money to rectify hazards they dont want to.
- 1013** Failure to follow correct procedures, high workplace demands
- 1014** STRESS
- 1015** Individual employees who do not think for themselves. There is too much emphasis on filling out paper records and not enough effort in teaching the individual to take responsibility for their actions
- 1016**
- 1017** This will not come over well. Mostly over weight and unfit women pandering to fashionable shoes etc and stumbling etc. Age is a factor in this.
- 1018** inattention, poor concentration, environmental issues, unidentified hazards, poorly trained subcontractors.
- 1019**
- 1020** people think having to comply with safety requiremnts takes too long. need to put on equipment or have assistance etc. think it will be quicker to do it another way. Also pressure from management to complete work quickly leads to people thinking they need to take short cuts. poor communication between management and staff is a contributing factor in a lot of incidents. "Someone" knows about a particular task or chemical or equipment but the person doing the job is not given that information.
- 1021** Stress/under pressure due to lack of cover. Feel obliged to come to work when unwell. Pressure put on individuals by Manager who delegate downwards and maybe too much responsiblity put onto their shoulders , these people not knowing how to say No. I think some of the injuries may occur due to people not being physically fit, to perform some of the tasks expected.We can all benifit from move at work training from time to time to remind us How to Work/move safely at Work. Ensuring staff are taking their required breaks, so they are 100% on the ball .
- 1022** stress,flus,unhealthy work environments,manual handling,back pains
- 1023** Tiredness, Stress, Not physically fit.
- 1024** Lack of specific training for job task, equipment operation and complacency
- 1025** We have a small team of 7 people and we are a Health Service, "touching wood" here but accidents and injuries are not frequent at all.
- 1026** Ignorance of correct use of ppe, failure to follow procedures, individual decissions, risk taking behaviour, individuals failing to be acocuntable and responsible for their actions
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

1027

1028 DPI, lifting & tripping

1029 Lack of Focus on task at hand

1030 Familiarity instead on focus with tasks. Deviating from normal practice when busy or under stress

1031 Workers not following site rules set out by my company

1032 not listening to their pain and leaving it until it gets severe

1033 In my opinoin, I believe most accidents are a result of the complacency of the staff. The average time that staff have been with the company is + 10 years. The staff that do have accidents are typically the longer serving memebers +20 years and they seem to think they are more immune from injury.

1034 people under pressure and deadlines cant concentrate solely on the task at hand

1035 Lack of Employee awareness of H&S Systems

1036 People not evaluating the potential risk before undertaking a task. The time to evaluate (and keep safe) must be factored into each job.

1037

1038 Carelessness

1039 Lack of attention to detail by operators. My workplace provide SOP's, Personal Safety Equipment and encourage their use. We encourage safe working practises and this is followed up with incident investigation and changes to process if required. We conduct self audits, do risk assesment on new equipment and provide signage or barriers to either E, I or M

1040 Our client group is prone to assaulting support staff.

1041 Lack of worker awareness, followed by them not taking H & S seriously (like teenagers drink driving, it won't happen to me). Management paying lip service to H & S only so staff feel nervous about bringing things into the open.

1042 trips and falls

1043

1044 Carelessness - not concentrating on tasks (staff and contractors) Lack of care and attention of parents and caregivers in regards to children on escalators. Customers ignore visible signs of no prams, barefeet, kids playing on escalators. I deal with with too many serious harm incidents that are the direct cause of parents not looking after their kids. It would be brilliant if a tv program would be put out to create awareness about the hazards and harm that can occur on the escalators.

1045 complacency, taking shortcuts, jumping in without thinking about the hazards and risk.

1046 Unstable airconditoning unit. Either too hot or too cold and replacement of parts take over a month to sort.

1047 Lack of attention to task at time of incident

1048 Inattention

1049 slips , trips and falls

1050 reverting back to things have always been done in the past the attitude of casualness and the shell be right mentality

1051 Lack of common sense and people not taking things seriously until they are hurt. Its hard to make the little things taken seriously. H&S is quite often seen as a constant nag to general staff particularly if they are office bound. Also giving staff confidence to say no to situations they feel maybe dangerous.

1052 complacency and routine

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

1053 acĚš of support from management

1054

1055 Employees understanding of requirements

1056

1057

1058 tripping & falling staffs own issues.

1059 People not taking shortcuts, human nature "it won't happen to me" attitude

1060 Employees failing to follow instructions and their training, taking shortcuts or ignoring obvious hazards, being pressured to work and safely, failing to speak up or report a trivial accidents and hazards, poor literacy and understanding. Employers failing to have adequate health and safety systems or focusing on compliance (paper-based) rather than the actual performance, poor educational and lack of understanding of obligations and failure or reluctance to find out what required (number 8 wire mentality) failure to maintain knowledge of current industry best practice or standards, do not deliberately set out to have unsafe workplaces that allow commercial and other pressures to override, ultimately cannot see it is important, little chance of being caught and although concerned about levels of fines ultimately these are imposed on their companies rather than themselves personally

1061 we have had no major injuries or illnesses recently but the injuries we have had have been caused by people just being people doing everyday activities

1062

1063 Staff not following good work practices (which they often admit they know but take shortcuts)

1064 Few identifiable incidents due to a reasonably low risk environment. Probably most are repetitive strain-type issues.

1065 Human Behaviour - Error Traps

1066 People still have the mindset...it wont happen to me.....and need to keep machines running, taking silly risks no matter how much it is promoted safety first

1067 Workstation set up

1068 Office environment - generally incidents are "one-off's". A "hot-desk" environment also contributes poorly to general health.

1069 Complacency and lack of risk awareness

1070 Non-focus on the part of the person. She'll be right attitude to repetitive activities

1071

1072 Poor Supervision and task instruction

1073 We have a low rate of incidents but most of it comes down to human error

1074 Standing for long periods of time and workstations not set up correctly

1075

1076 Poor training and work pressures

1077 IN ATTENTION - FAILING TO WEAR PPE

1078 Lack of safety culture, workers not following sop's, guidelines or recomendations. acts of every day living

1079 sickness

1080

1081 We operate training kitchens so the vast majority of accidents are cuts from very sharp knives. They mainly happen at the beginning of each semester when the students are new.

1082 inattention, fooling around, not enough reminders of safety especially with forklifts

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

1083	Taking shortcuts; in a hurry to complete task; using inappropriate tools for task; incorrect manual handling techniques
1084	People not taking personal responsibility to care for themselves.
1085	Lack of personal responsibility
1086	We are 1300 days LTI free and i think we use common sense, we have good lifting gear, if we need something we just get or make it.
1087	Use of PCs.
1088	
1089	Failure to follow correct process
1090	inattention
1091	
1092	Overwork, unreasonale deadlines, stress
1093	In-attention to tasks that are being undertaken. and trying to take shortcuts outside the SWP for the task
1094	tireness and undue care
1095	Mind your step. Look where you are going. Paper cuts.
1096	Inattention and staff not following correct procedures
1097	In my workplace most of the injuries are due to people not taking care - rushing so slipping or falling. Outside influences e.g. rain - wet floors, most of these are dealt with by me when reported.
1098	Stress
1099	culture
1100	Our cients who have a mental health problem and aslo an intellectual disability. They are unpredicable and ofetn react to a situation without cause or notice. They are by far the biggest contributor to incidents causing verbal abuse and/or physical injuries.
1101	Increased workloads and the expectation to complete this workload in the same amount of time causes pressure and stress on the individual. "Too much to do and not enough time to do it in" nutures the way for mistakes to occur. Recognition/acknowledgement is low. Elements such as these affect a trainers ability to train effectively or the trainees enthusiasm and morale is very low. Increased chances for important information to be missed or misinterpreted. Lack of resources including financial availability. Peoples negative perception towards health and safety in general and the flow-on effect this can have. Lack of training to managerial roles. Overwhelming amounts of legislation, regulations, COPs. standards that link to each other. Information is difficult to understand and you can easily miss information criteria. Having to pay for standards.
1102	I work in corporate, except for papercups and the odd fall we don't tend to have any injuries.
1103	Lack of thought on consequences of there actions?? More training
1104	Colds, flu and stress
1105	
1106	We don't really have any issues
1107	Symptoms of the nature of the work for those outside of the office, and basic day to day things for those within the office
1108	
1109	Slips trips And falls, workstation snd workflow
1110	Tiredness double shifts
1111	Staff not understanding the implications of their actions or behaviours,

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

- 1112** Staff not following established procedures, taking short cuts or working longer hours to earn more money resulting in fatigue and errors
- 1113** Staff not taking responsibility for their own actions. We have become a nation of blamers rather than taking personal accountability.
- 1114** Car accidents such as dints/scratches to car
- 1115**
- 1116** indifference by some employees
- 1117** loss of concentration, fatigue
- 1118** My workplace is office bound and stress is the major contributor to illness in our workplace and then because of the workload people come to work with colds etc and spread them around.
- 1119** Lack of personal responsibility
- 1120** Fatigue - lack of people resource due to head count... productivity over safety
- 1121** Laziness and the thought that nothing will happen to them.
- 1122** Heavy lifting
- 1123** It is that people has been made lazy with rules and regulations that they dont think for them selfs. People should take more responsibility for thier actions.
- 1124**
- 1125** Not taking health and safety issues seriously. A laid back approach to it.
- 1126** We don't have major incidents at my work site - what minor incidents we deal with relate to workers not thinking through possible dangers beforehand, I guess that reflects a lack of personal responsibility and hazard assessment prior to "getting-on-with-the-job".
- 1127** Staff in the job a long time not understanding the times have changed. Not realising that we all need to assess work situations to keep staff aware of hazards or potential hazards. Getting middle management to buy in to H&S. Upper management is now awesome.
- 1128** Lack of care
- 1129** The organisation I work in has many departments undertaking differing functions. The causes of any incidents are also varied - i don't know if there is any one major cause.
- 1130** The majority of the incidents that I have had to deal with are one of accidents. Sometimes things happen.
- 1131**
- 1132**
- 1133** People thinking they are bulletproof Not following SWP's
- 1134** For incidents/near misses - the behaviours of those persons involved/affected.
- 1135** An imbalance in the focuses on productive work vs safe work leading to deliberate short cutting of safe practice and poor judgement as a result of high workplace stress. Many of the reporting documents are too clumsy and time consuming for workers even those with good literacy, they appear to be more about covering the boss' arse than keeping workers safe.
- 1136** Complacency, fatigue
- 1137** Lack of thought by individuals before they start the task
- 1138**
- 1139** Disregard of common sense safe working practices.
- 1140** Slips, trips, falls, and heavy/awkward lifting.
- 1141** Poor work practices
- 1142** Some form of 'operator error' - mainly have minor bumps and scrapes caused by things like mishandling sharp objects and nicking fingers or tripping over objects in offices.
-

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

1143	not enough training, work pressure
1144	the nature of the business
1145	random incidents occurring or issues which have never been resolved for many years previously
1146	
1147	Time pressure, lack of training, fatigue, frustration, and complacency.
1148	human error
1149	Inattention
1150	tiredness, work load
1151	The employer not driving home its own policy on Health Safety and Welfare
1152	Too much americanised attitude where there is always 'someone else' to blame. There is no personal responsibility placed people for them to be safe themselves, instead we make more and more "Health and Safety' guidelines that 'ALL' workers must abide by, in order to keep the few stupid/negligent people safe from themselves. This approach only dules down the attitude towards H&S of the remaining staff and starts to foster resentment to the whole theory of H&S. There is TOO MUCH POLICY AND PROCEEDURES, TOO MUCH SIGNAGE, people are becoming blind to the actual risks infront of them.
1153	
1154	Constantly having to deal with new staff with limited training; staff under pressure trying to get their job done and lacking of attentioned, etc
1155	Carelessness
1156	People who are idiots
1157	work station hazards
1158	Complacency
1159	human errors, people not paying attention or being in a hurry
1160	carelessness
1161	There are too many vagueries around the processes which creates confusion amongst the staff. The H&S team is significantly under resourced and therefore relies heavily on the Health and Safety Representatives.
1162	People becoming complacent
1163	unrealistic performance expectations from employers coupled with lack of focus on H&S in favour of production,or employee productivity.
1164	Training, common sense, people not having an appreciation of their surroundings - almost as though it should be up to someone else to be careful of them
1165	people rushing to get a job done with no pressure from management
1166	Culture - a attitude of cutting corners.
1167	absent mindness, trying to rush things
1168	"she'll be alright attitude"
1169	complacency,employees becoming too comfortable with there workplace surroundings ie the old "she'll be right" syndrome.
1170	Staff not taking precautions where necessary
1171	inattention
1172	complacency
1173	Lack of foresight or awareness of what could happen by not following the correct Procedure. People are more concerned with getting the job done than with getting the job done safely.
1174	

In your opinion, what is the cause of the majority of incidents causing injury or illness in your workplace?

1175	NON COMPLIANCE OF H&S REQUIREMENTS. WE HAVE VERY FEW INCIDENTS HERE MAINLY JUST THE ODD MINOR CUT.
1176	currently we have had no incidents
1177	Health & Safety has become dogma, rules & high vis clothing. It's lost the common-sense self observation and "if I do this task - what possible bad things can happen" and (in my opinion) it has become lost. It's an ethos - not a rule set. Safe behaviours can never be managed via rules, only education.
1178	Bad practice through urgency. Outsiders to the workplace. Lack of money in a household causing minor sickness to be tolerated by staff and brought to the workplace.
1179	Lack of training and people not applying skills to the task
1180	Bad choices made & failing to follow directions.
1181	Lack of management support
1182	Complacency, speed to get the job done.
1183	Unsafe work place, carelessness, lack of knowledge about safety aspects, failure of employer to provide safe environment and/or information to employees,
1184	Employers don't care too much
1185	
1186	In my area we haven't had any issues - I don't know about the wider organisation
1187	Manual Handling
1188	human behaviour
1189	Complacency.
1190	Poor practices
1191	Complacency
1192	
1193	Lack of common sense - caused by lack of understanding
1194	Lack of common sense
1195	culture
1196	human error, trying too hard and mistakes are made, pressure from management to do more than what is best in the time available, otherwise ..slips, falls, external factors hazards where there is little control over e.g. small children
1197	We are an office - lifting, trips, cuts, lighting,
1198	
1199	Carelessness
1200	Poor safety culture in some organisations
1201	complacency, familiarity
1202	Unsafe behaviours
1203	Ignorance and carelessness
