2016 SAFETY BAROMETER SURVEY RESULTS
MARINE CORPS LOGISTICS BASE ALBANY – GARRISON COMMAND

The results of the *Marine Corps Logistics Base Albany – Garrison Command (MCLB – Albany)* 2016 SAFETY BAROMETER survey indicate that the employee perceptions of the safety management system are very high compared with other survey respondents in the National Safety Council (NSC) Database.

RESULTS

MCLB – Albany employees who completed the SAFETY BAROMETER survey were asked to respond to statements regarding a variety of safety topics. The primary topics were 50 standard components assessing the safety management system at *MCLB – Albany*, which were grouped into six program categories or areas of safety excellence: Management Participation, Supervisor Participation, Employee Participation, Safety Support Activities, Safety Support Climate, and Organizational Climate.

Employee responses were compared with the 480 organizations in the NSC Database for each of the 50 SAFETY BAROMETER components and each of the six program categories. Percentile scores calculated from this comparison are shown in Table 1, Figure 1, Table 2, and Figure 2.

A percentile score expresses the percentage of NSC Database organizations with a lower average response score than *MCLB – Albany*. Possible percentile scores range from 0 to 100, with 0 representing the lowest score in the NSC Database and 100 representing the highest. For example, a percentile score of 100 indicates that all 480 organizations in the NSC Database received a lower average response score than *MCLB – Albany*. A percentile score of 50 indicates that half (or 240) of the 480 organizations were lower than *MCLB – Albany*.

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

The standard 50 components, shown in both Table 1 and Figure 1, are listed in order of decreasing percentile score. Components at the top of Table 1 and Figure 1 are the most highly ranked components in 2016 at *MCLB – Albany*, when compared with other organizations in the NSC Database. Components at the bottom are those that were evaluated less positively in 2016 and are top priority for action planning and continuous improvement efforts.

Table 1 also shows the percent distribution of responses to the survey (e.g., the percentage of employees who responded positively or negatively to each item), as well as percentile scores and average response scores.

Average response scores are calculated by assigning a value of +2 for a strongly positive response; +1 for a positive response; 0 for a neutral response; -1 for a negative response; and -2 for a strongly negative response.

Figure 1 is color-coded with the top quartile (76-100) colored green, the second quartile (50-75) colored yellow, the third quartile (25-49) colored orange, and the bottom quartile (0-24) colored red. As shown in Table 1 and Figure 1, the ten highest-rated components at *MCLB – Albany* in 2016 are:

- *Priority of safety issues relative to production*
- *Cmdr/mngrs publishing a policy on the value of personnel safety*
- *Cmdr/mngrs setting a positive safety example*
- *Occurrence of emergency response procedures testing*
- *Presence of personnel well-trained in emergency practices*
- *Personnel taking part in the development of safety requirements*
- *Personnel believing that their actions can protect coworkers*
- *Belief that personnel understands safety & health regulations*
- *Supervisors enforcing safe job procedures*
- *Belief that cmdr/mngrs insist supervisors think safety*

The ten lowest-scoring components (from lowest to highest percentile score) at *MCLB – Albany* in 2016 are:

- *Supervisors investigating lost workday cases*
- *Personnel following lockout/tagout procedures*
- *Belief that cmdr/mngrs do more than law requires*
- *Cmdr/mngrs setting annual safety goals*
- *Presence of safety training in new personnel orientation*
- *Belief that hazards not fixed right away will still be addressed*
- *Thoroughness of near miss accident/incident investigation*
- *Quality of preventative maintenance system operation*
- *Personnel takes part when accident or incident investigations occur*
- *Stability of workforce*

Table 2 shows the percentile score for each survey item from 2010 through 2016 and the change in percentile score from 2013 to 2016. Since the 2013 survey, four of the 50 standard components achieved increases in scores, six components stayed the same, and forty of the components decreased in scores.

Overall and program category percentile scores for *MCLB – Albany* for 2010 through 2016 are shown in Figure 2. The letter "N" represents the total valid number of respondents at *MCLB – Albany*. As seen in the figure, all six program category percentile scores are well above average. The 2016 program category percentile scores for *MCLB – Albany* ranged from a score of 97 each for Management Participation, Employee Participation, and Safety Support Climate to a very high score of 99 for Safety Support Activities.

The overall SAFETY BAROMETER percentile score was a very high score of 99, a decrease of -1 percentile point since 2013. This indicates that only 1% of the organizations in the NSC Database achieved a higher overall score than did *MCLB – Albany* in 2016.

Figures 3, 4, and 5 compare average response scores (not percentile scores) for the six program categories and overall by length of time at installation, organizational position, and division, respectively. If substantial disparity (≥0.30) exists among subgroups, for any program category, targeted efforts to strengthen safety management system components among subgroups with substantially less positive perceptions may elevate their safety perceptions, while reducing large levels of disparity.

PATH FORWARD

It is recommended that *MCLB – Albany* use these results as a catalyst and guide for making current safety management system improvements. This report identifies lower-scoring priority components and problem areas for *MCLB – Albany*. Each priority identified should be examined by those interpreting results using a three-step process to:

- investigate, discuss, and understand why the areas might have been identified as lower-scoring priorities by survey respondents
- decide whether attention to each candidate priority component aligns with broader cultural and strategic initiatives of the organization
- select and implement specific action-oriented strategies as countermeasures within the organization

In addition, it is recommended that *MCLB – Albany* take the following actions in order to maximize use of survey results:

- a team or teams of employees should be identified with specific responsibility to further understand survey results and implement the previously described three-step results interpretation process
- results interpretation team(s) should include employees from all appropriate levels of the organization
- proposed action-oriented strategies developed by the results interpretation team(s) should be reviewed by upper management and implemented with clear support from them
- results of the action plans should be measured using appropriate indicators and reimplementation of the survey instrument, for which a timetable commitment should be determined as far in advance as possible
- feedback of survey results and accompanying action plans should be communicated to those who participated in the survey and to a wider distribution within the MCLB community as appropriate.

TABLE 1
Percentile Scores, Percent Distribution of Responses, and Average Response Scores

2016 SAFETY BAROMETER SURVEY RESULTS
MARINE CORPS LOGISTICS BASE ALBANY - GARRISON COMMAND

Category[1]	Statement Number and Component	Percentile Score[2]	Percent Distribution of Responses					Average Response Score[3]
			Strongly Positive	Positive	Neutral	Negative	Strongly Negative	
SSC	3 Priority of safety issues relative to production	**100**	58.5%	26.2%	10.8%	3.1%	1.5%	1.369
MP	14 Cmdr/mngrs publishing a policy on the value of personnel safety	**99**	46.2%	46.2%	6.2%	1.5%	0.0%	1.369
MP	31 Cmdr/mngrs setting a positive safety example	**99**	40.0%	46.2%	10.8%	1.5%	1.5%	1.215
SSA	29 Occurrence of emergency response procedures testing	**99**	41.5%	46.2%	6.2%	1.5%	4.6%	1.185
SSA	13 Presence of personnel well trained in emergency practices	**99**	40.0%	46.2%	6.2%	6.2%	1.5%	1.169
EP	50 Personnel taking part in the development of safety requirements	**99**	27.7%	49.2%	12.3%	9.2%	1.5%	0.923
EP	11 Personnel believing that their actions can protect coworkers	**98**	66.2%	30.8%	3.1%	0.0%	0.0%	1.631
EP	18 Belief that personnel understands safety & health regulations	**98**	56.9%	35.4%	4.6%	3.1%	0.0%	1.462
SP	19 Supervisors enforcing safe job procedures	**98**	46.2%	46.2%	3.1%	3.1%	1.5%	1.323
SSC	48 Belief that cmdr/mngrs insist supervisors think safety	**98**	47.7%	36.9%	12.3%	0.0%	3.1%	1.262
SP	38 Supervisors providing helpful safety training	**98**	33.8%	55.4%	6.2%	0.0%	4.6%	1.138
SSC	45 Perception that good environmental conditions are kept	**98**	23.1%	61.5%	9.2%	3.1%	3.1%	0.985
OC	47 Significance of job stress as a problem for personnel	**98**	20.3%	34.4%	17.2%	18.8%	9.4%	0.375
SSC	27 Belief that cmdr/mngrs are sincere in safety efforts	**97**	50.8%	43.1%	3.1%	0.0%	3.1%	1.385
OC	2 Frequency of personnel/management interactions	**97**	46.2%	36.9%	10.8%	4.6%	1.5%	1.215
SSA	41 Availability of safety mngr/CDSO to provide assistance	**97**	38.5%	44.6%	12.3%	1.5%	3.1%	1.138
SSA	6 Frequency of detailed and regularly scheduled inspections	**97**	36.9%	47.7%	9.2%	4.6%	1.5%	1.138
SP	32 Supervisors integrating safety into the operational readiness process	**97**	32.8%	51.6%	9.4%	3.1%	3.1%	1.078
EP	1 Personnel identifying and eliminating hazards	**96**	50.8%	46.2%	1.5%	0.0%	1.5%	1.446
SP	12 Supervisors behaving in accord with safe job procedures	**96**	56.9%	29.2%	6.2%	6.2%	1.5%	1.338
SP	43 Supervisors reducing personnel's fear of reporting safety problems	**96**	46.2%	30.8%	13.8%	3.1%	6.2%	1.077
MP	34 Cmdr/mngrs participating in safety activities on a regular basis	**96**	32.3%	43.1%	24.6%	0.0%	0.0%	1.077
SSA	30 Effectiveness of S&H committee in improving safety conditions	**96**	35.4%	36.9%	23.1%	3.1%	1.5%	1.015
SP	5 Supervisors maintaining a high safety performance standard	**95**	44.6%	44.6%	4.6%	3.1%	3.1%	1.246
EP	4 Personnel being involved in safety and health practices	**95**	27.7%	50.8%	16.9%	3.1%	1.5%	1.000
SSC	35 Perception that the safety mngr/CDSO has high status	**95**	23.8%	47.6%	23.8%	4.8%	0.0%	0.905
SSC	23 Safety standard level relative to job task standard level	**95**	20.3%	43.8%	20.3%	9.4%	6.3%	0.625
SP	24 Supervisors understanding personnel's job safety problems	**94**	32.8%	51.6%	7.8%	4.7%	3.1%	1.063
SSA	22 Effectiveness of award programs in promoting safe behavior	**94**	21.5%	36.9%	24.6%	13.8%	3.1%	0.600
SSC	10 Belief that cmdr/mngrs show it cares for employee safety	**93**	41.5%	47.7%	9.2%	0.0%	1.5%	1.277
EP	20 Personnel using standardized precautions for hazardous materials	**93**	40.0%	32.3%	26.2%	0.0%	1.5%	1.092
SP	28 Supervisors acting on personnel safety suggestions	**93**	30.8%	46.2%	12.3%	6.2%	4.6%	0.923
OC	9 Condition of departmental teamwork	**93**	27.7%	47.7%	13.8%	6.2%	4.6%	0.877
MP	40 Cmdr/mngrs including safety in job promotion reviews	**93**	31.3%	29.7%	21.9%	9.4%	7.8%	0.672
SSA	8 Frequency of safety meeting occurrence	**92**	40.0%	36.9%	10.8%	6.2%	6.2%	0.985
OC	16 Condition of personnel morale	**92**	24.6%	33.8%	21.5%	12.3%	7.7%	0.554
MP	7 Cmdr/mngr stressing the importance of safety in communications	**90**	35.9%	40.6%	9.4%	3.1%	10.9%	0.875
SSC	39 Perception that medical facilities are sufficient	**89**	26.2%	36.9%	29.2%	7.7%	0.0%	0.815
EP	46 Personnel using necessary personal protective equipment	**87**	23.8%	41.3%	25.4%	7.9%	1.6%	0.778
MP	21 Cmdr/mngt providing adequate safety staff	**85**	27.7%	40.0%	23.1%	6.2%	3.1%	0.831
OC	42 Stability of workforce	**83**	23.1%	53.8%	13.8%	4.6%	4.6%	0.862
EP	37 Personnel takes part when accident or incident investigations occur	**83**	20.0%	38.5%	32.3%	7.7%	1.5%	0.677
SSA	33 Quality of preventive maintenance system operation	**83**	15.6%	35.9%	34.4%	7.8%	6.3%	0.469
SSA	15 Thoroughness of near miss accident/incident investigation	**81**	23.1%	46.2%	23.1%	4.6%	3.1%	0.815
SSC	36 Belief that hazards not fixed right away will still be addressed	**81**	32.3%	21.5%	20.0%	20.0%	6.2%	0.538
SSA	26 Presence of safety training in new personnel orientation	**80**	41.5%	44.6%	10.8%	1.5%	1.5%	1.231
MP	49 Cmdr/mngrs setting annual safety goals	**74**	29.2%	30.8%	32.3%	4.6%	3.1%	0.785
SSC	17 Belief that cmdr/mngrs do more than law requires	**70**	16.9%	40.0%	18.5%	16.9%	7.7%	0.415
EP	25 Personnel following lockout/tagout procedures	**49**	18.8%	42.2%	37.5%	0.0%	1.6%	0.766
SP	44 Supervisors investigating lost workday cases	**42**	12.5%	28.1%	48.4%	7.8%	3.1%	0.391

[1] MP=Management Participation, SP=Supervisor Participation, EP=Employee Participation, SSA=Safety Support Activities, SSC=Safety Support Climate, OC=Organizational Climate.

[2] A percentile score expresses the percentage of organizations in the NSC Database with lower average response scores. The percentile score range is from 0 to 100.

[3] Calculated by assigning a value of +2 for a strongly positive response; +1 for a positive response; 0 for a neutral response; -1 for a negative response; and -2 for a strongly negative response.

FIGURE 1
Percentile Scores of Safety Program Components

2016 SAFETY BAROMETER SURVEY RESULTS
MARINE CORPS LOGISTICS BASE ALBANY - GARRISON COMMAND

A percentile score expresses the percentage of organizations in the NSC Database with lower average response scores. The percentile score range is from 0 to 100.

TABLE 2
Percentile Scores of Program Components by Survey Year

2016 SAFETY BAROMETER SURVEY RESULTS
MARINE CORPS LOGISTICS BASE ALBANY - GARRISON COMMAND

Category[2]		Statement Number and Component	Percentile Scores[1] 2016	2013	2011	2010	**Percentile Change 2013 to 2016**
SSC	17	Belief that cmdr/mngrs do more than law requires	70	20	42	64	**+50**
MP	14	Cmdr/mngrs publishing a policy on the value of personnel safety	99	97	63	92	**+2**
SSA	29	Occurrence of emergency response procedures testing	99	98	77	81	**+1**
MP	34	Cmdr/mngrs participating in safety activities on a regular basis	96	95	77	58	**+1**
SSC	3	Priority of safety issues relative to production	100	100	88	86	**0**
EP	50	Personnel taking part in the development of safety requirements	99	99	98	84	**0**
SSA	13	Presence of personnel well trained in emergency practices	99	99	80	77	**0**
SSC	45	Perception that good environmental conditions are kept	98	98	95	79	**0**
SP	38	Supervisors providing helpful safety training	98	98	92	82	**0**
EP	11	Personnel believing that their actions can protect coworkers	98	98	88	66	**0**
MP	31	Cmdr/mngrs setting a positive safety example	99	100	89	92	**-1**
SP	19	Supervisors enforcing safe job procedures	98	99	93	84	**-1**
OC	47	Significance of job stress as a problem for personnel	98	99	91	95	**-1**
EP	18	Belief that personnel understands safety & health regulations	98	99	91	84	**-1**
SSC	48	Belief that cmdr/mngrs insist supervisors think safety	98	99	91	79	**-1**
SSC	27	Belief that cmdr/mngrs are sincere in safety efforts	97	98	77	85	**-1**
SSA	22	Effectiveness of award programs in promoting safe behavior	94	95	74	85	**-1**
SSC	39	Perception that medical facilities are sufficient	89	90	74	74	**-1**
SSA	6	Frequency of detailed and regularly scheduled inspections	97	99	92	76	**-2**
OC	2	Frequency of personnel/management interactions	97	99	83	87	**-2**
EP	1	Personnel identifying and eliminating hazards	96	98	73	68	**-2**
SSC	23	Safety standard level relative to job task standard level	95	97	91	85	**-2**
EP	4	Personnel being involved in safety and health practices	95	97	87	55	**-2**
SP	32	Supervisors integrating safety into the operational readiness process	97	100	95	83	**-3**
SSA	41	Availability of safety mngr/CDSO to provide assistance	97	100	93	79	**-3**
SSA	30	Effectiveness of S&H committee in improving safety conditions	96	99	83	82	**-3**
SSC	10	Belief that cmdr/mngrs show it cares for employee safety	93	96	85	76	**-3**
OC	9	Condition of departmental teamwork	93	96	83	87	**-3**
SP	12	Supervisors behaving in accord with safe job procedures	96	100	98	91	**-4**
SP	43	Supervisors reducing personnel's fear of reporting safety problems	96	100	93	90	**-4**
SSC	35	Perception that the safety mngr/CDSO has high status	95	99	86	71	**-4**
SP	5	Supervisors maintaining a high safety performance standard	95	100	91	88	**-5**
SSA	8	Frequency of safety meeting occurrence	92	97	81	73	**-5**
MP	7	Cmdr/mngr stressing the importance of safety in communications	90	95	81	83	**-5**
SP	24	Supervisors understanding personnel's job safety problems	94	100	92	84	**-6**
MP	40	Cmdr/mngrs including safety in job promotion reviews	93	99	96	90	**-6**
EP	20	Personnel using standardized precautions for hazardous materials	93	99	92	78	**-6**
OC	16	Condition of personnel morale	92	98	82	92	**-6**
SP	28	Supervisors acting on personnel safety suggestions	93	100	96	95	**-7**
SSA	26	Presence of safety training in new personnel orientation	80	89	45	29	**-9**
EP	25	Personnel following lockout/tagout procedures	49	58	36	12	**-9**
EP	46	Personnel using necessary personal protective equipment	87	97	95	47	**-10**
EP	37	Personnel takes part when accident or incident investigations occur	83	96	91	71	**-13**
OC	42	Stability of workforce	83	96	65	81	**-13**
MP	21	Cmdr/mngt providing adequate safety staff	85	100	78	89	**-15**
SSA	15	Thoroughness of near miss accident/incident investigation	81	97	63	26	**-16**
SSA	33	Quality of preventive maintenance system operation	83	100	84	82	**-17**
MP	49	Cmdr/mngrs setting annual safety goals	74	91	52	40	**-17**
SSC	36	Belief that hazards not fixed right away will still be addressed	81	100	88	70	**-19**
SP	44	Supervisors investigating lost workday cases	42	93	78	60	**-51**

[1] A percentile score expresses the percentage of organizations in the NSC Database with lower average response scores. The percentile score range is from 0 to 100.

[2] Program category abbreviations are consistent with footnote 1 found on Table 1.

FIGURE 2
Percentile Scores by Program Category

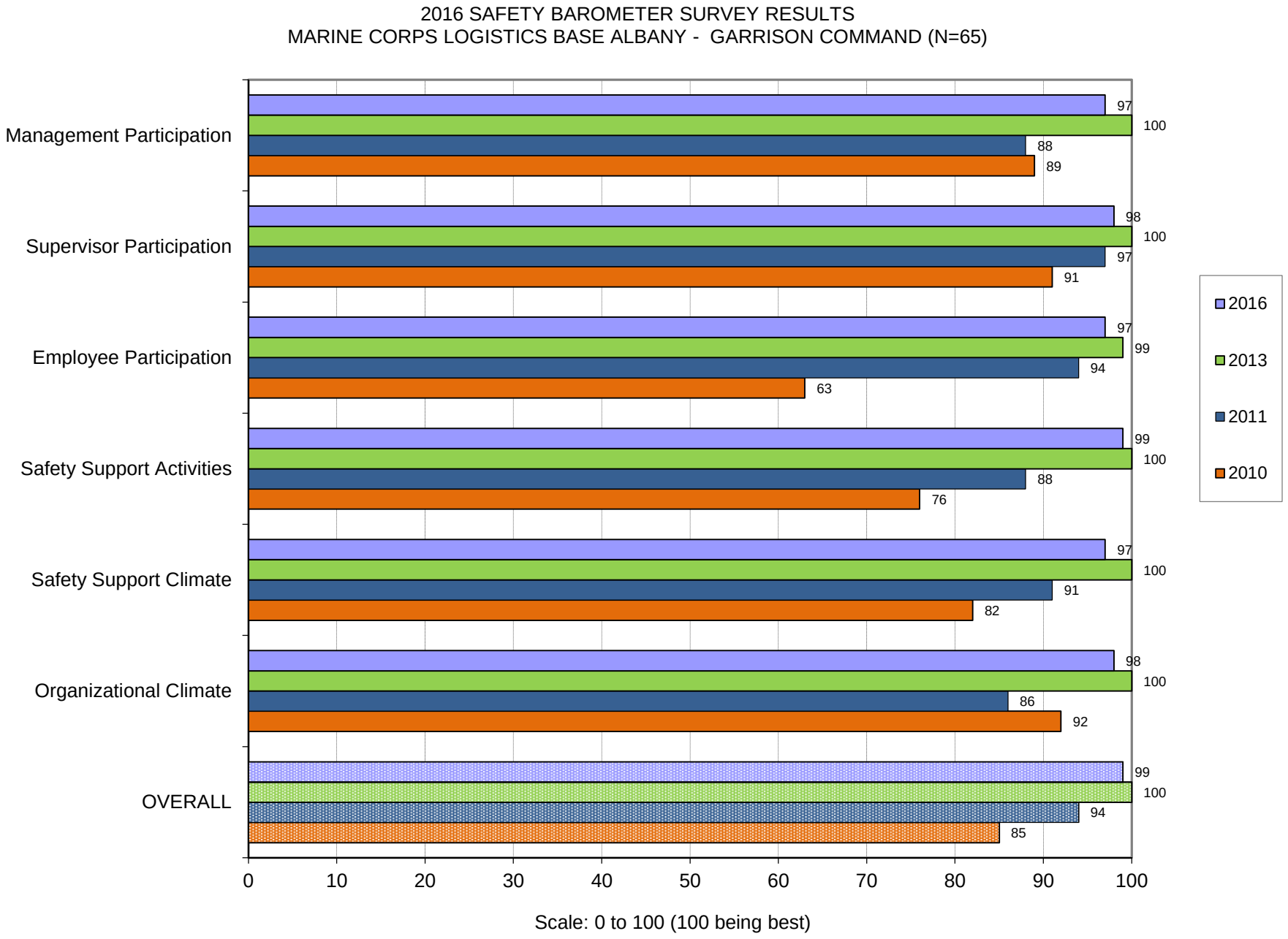

FIGURE 3
Average Response Scores by Length of Time at Installation

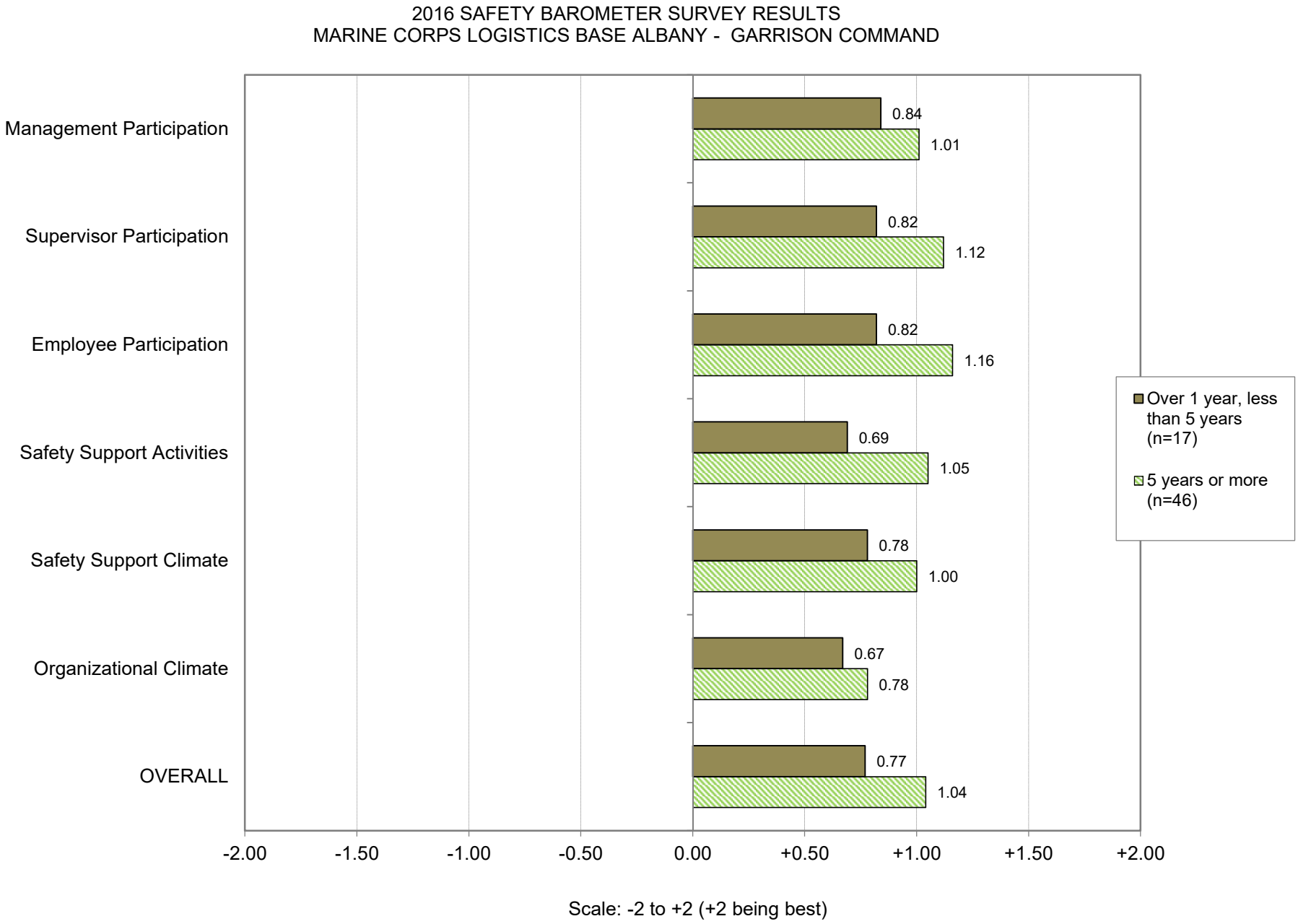

FIGURE 4
Average Response Scores by Organizational Position

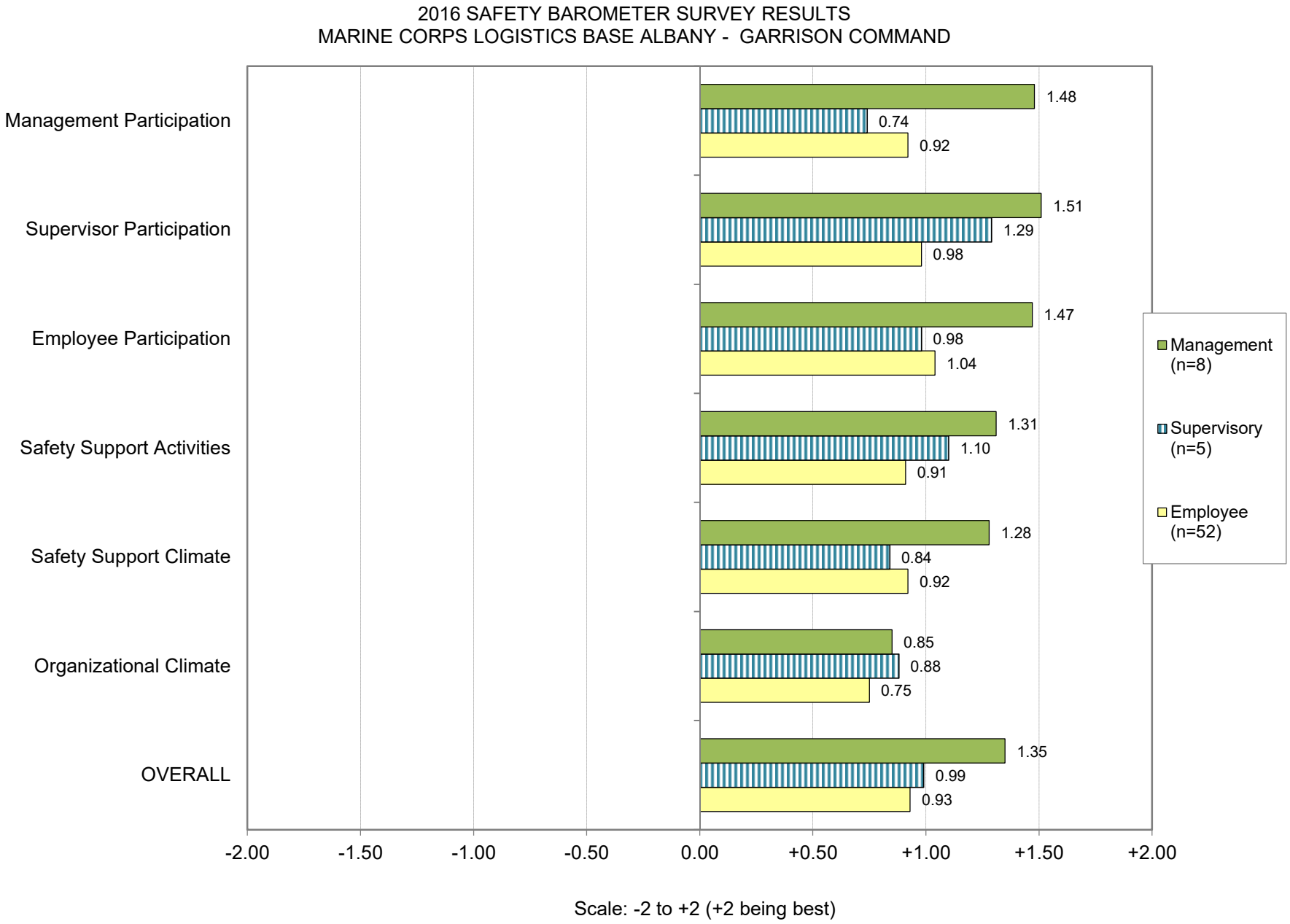

FIGURE 5
Average Response Scores by Division