
Worker Involvement in Health and Safety

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Fundamentals of good health and safety



- Leadership from the top
- Being informed and having access to competent advice
- A well developed proportionate management system
- A cooperative approach between the employer and employee



The case for a cooperative approach

- Healthier and safer workplaces
- Better decisions about health and safety
- Stronger commitment to implementing decisions and actions
- Greater cooperation and trust
- Joint problem solving



Co-operation – The Law

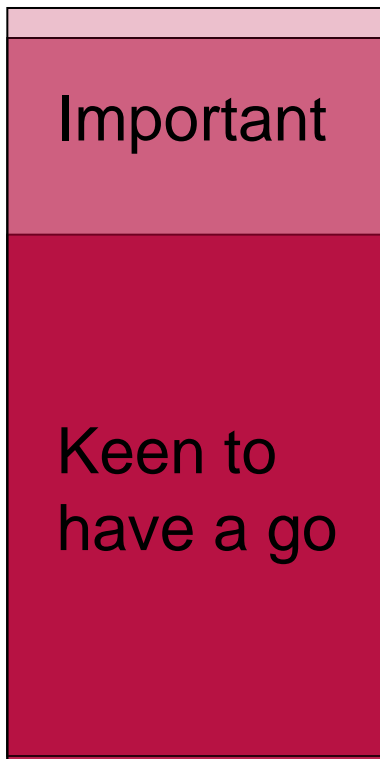
- Health and Safety at Work etc Act 1974
- Safety Reps and Safety Committees Regs '77
 - Consult
 - Provide information
 - Allow time
 - Training
 - Investigate
 - Inspect
 - Represent colleagues
- Health and Safety (Consultation with Employees) Regs '96
Similar duties except investigation and inspection

What do you think #1?

- How many of you think involving the workforce in health and safety is important?
- How many of you think the current arrangements for workforce involvement in your workplace is adequate?

Where are we now?

Employer

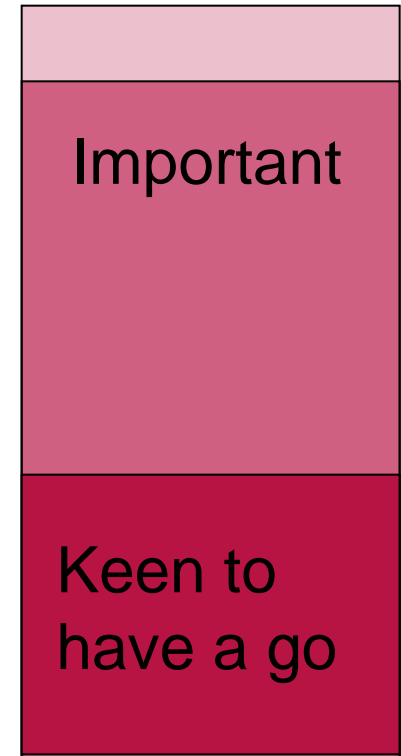


9/10 employers say they involve workers

4/10 employers say they have regular meetings

Workers report less consultation in 2008

Workers



What are we aiming for?

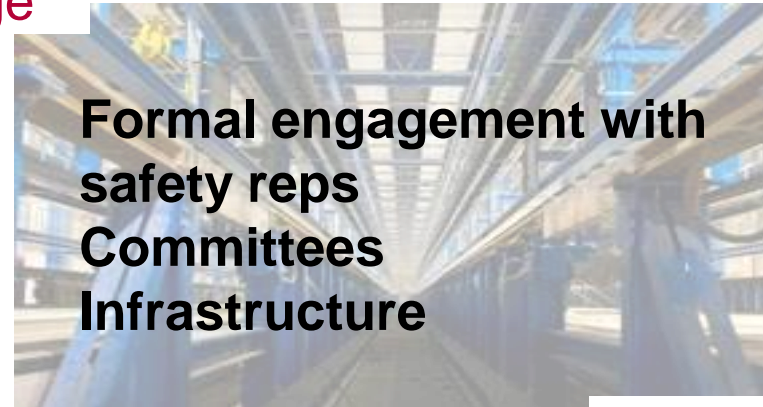
- A culture of involving workers and seeing them as key participants
 - Senior commitment and determination
 - A system of involving and supporting h&s reps
 - Encouraging workers to help spot risks and control them
 - Valuing staff opinion and joint problem solving
- However, one size does not fit all!

What might WI look like?

Size of org
Large



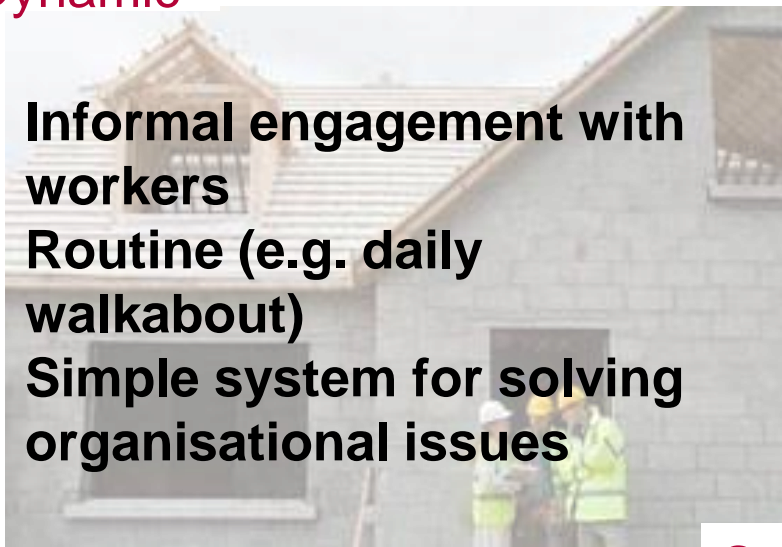
Formal engagement with safety reps & workers
Delegation of roles
Daily discussions



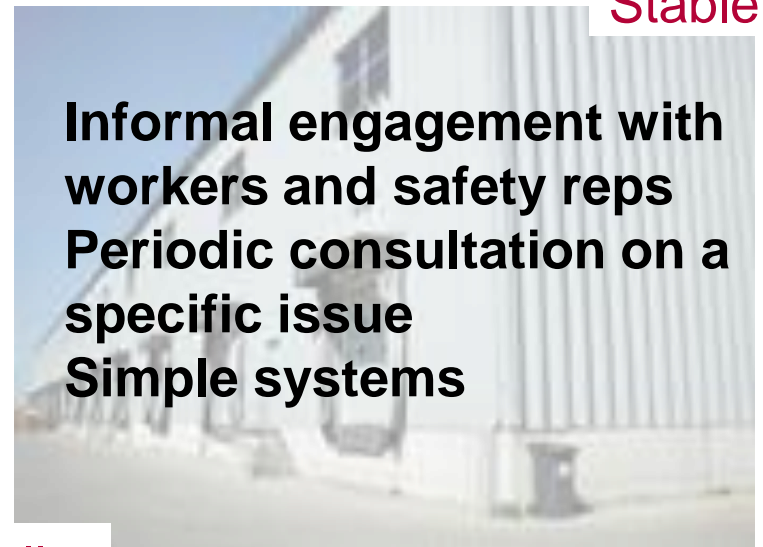
Formal engagement with safety reps
Committees
Infrastructure

Rate of change of workplace conditions

Stable



Informal engagement with workers
Routine (e.g. daily walkabout)
Simple system for solving organisational issues



Informal engagement with workers and safety reps
Periodic consultation on a specific issue
Simple systems

Small

Dynamic

What do you think #2?

- There may be barriers we need to overcome. Which would describe the situation in your workplace the best?
 - “I’ve not been asked to get involved”
 - “It’s not my job”
 - “What will I get from it?”
 - “Why would I want to do that!”

What do you think #2?

- Which of the following do you think is the best driver for worker involvement?
 - A better place to work
 - A safer place to work
 - “I’m valued as an employee”
 - Career development

UCATT case study and top tips

- Don't duplicate another organisation's health and safety structure. It won't work.
- Proper training and support for reps is vital.
- Give a fair hearing to all issues brought up and have clear actions.
- Make it clear who the reps are.
- Develop a mindset that every worker is valued and has an important contribution to make.

What does HSE see as good practice

- Employee rights
 - Being a h&s rep is part of an employee's day to day job
 - Give the same rights to non-union reps as given to union reps
 - Provide reasonable facilities for H&S reps to carry out their role

What does HSE see as good practice

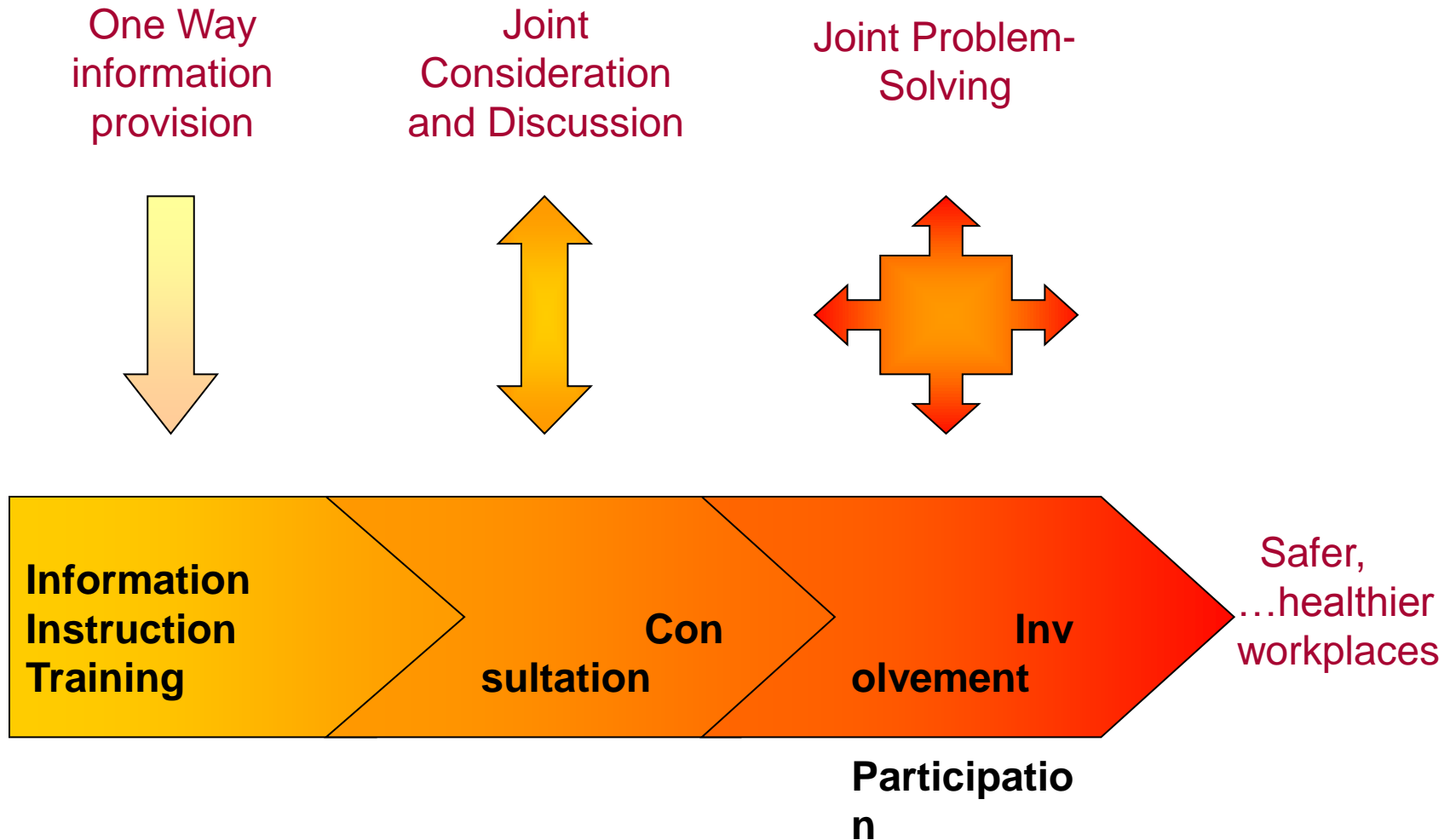
- Competence and knowledge
 - Training is vital; H&S Law, risk and assessment and soft skills
 - Knowledge of occupational health and common health problems
 - Consider training 1st line managers
 - Easy access to H&S information.

What does HSE see as good practice

- Independence
 - A critical friend
- Ways of working
 - Rome wasn't built in a day but need to be clear about what you are aiming for.
 - It is a long term investment in time and is about attitude
 - Effective systems can help lead to a culture change that may be needed

Worker Involvement

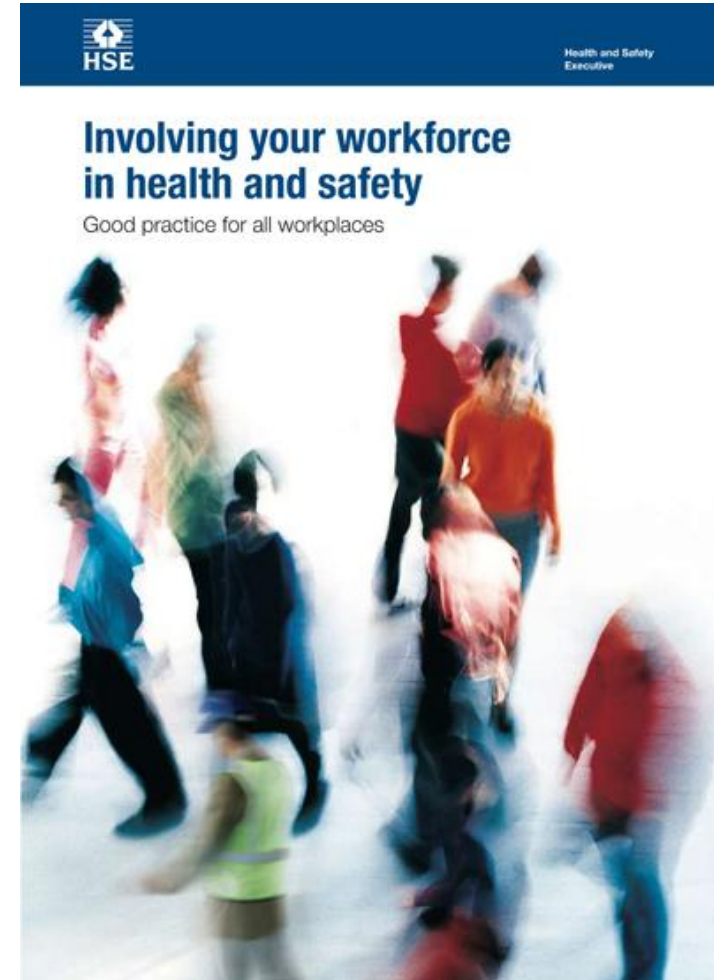
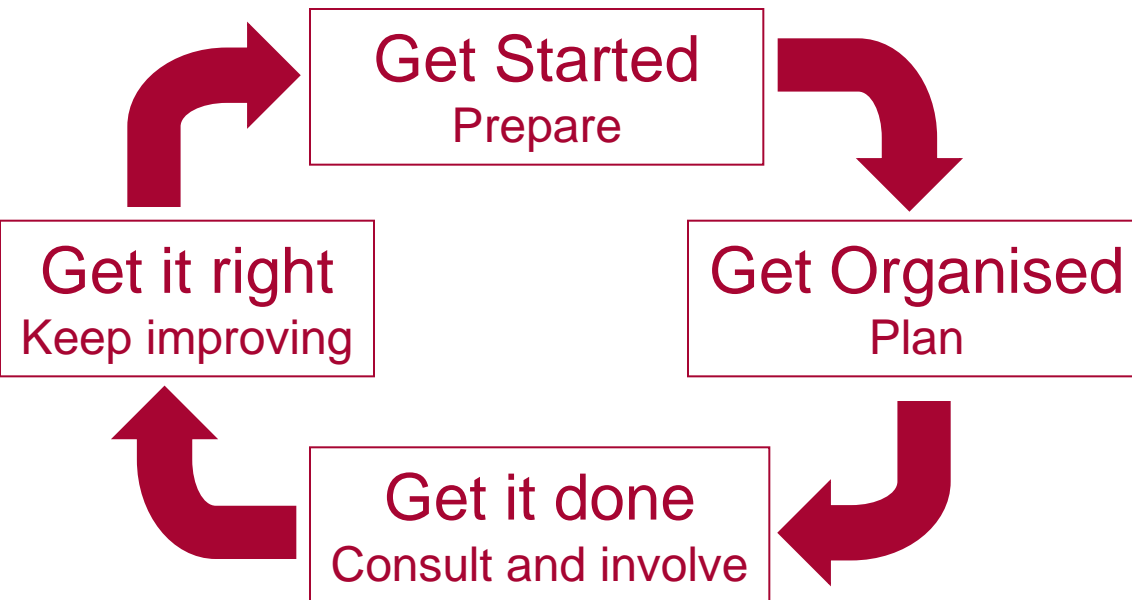
Effective Involvement Model



What do you think #3?

- Where do you think you are in your organisation?
 - One way information
 - Consultation
 - Participation

How to get started



HSE's plans

- To promote a cooperative approach
- Provide training to reps from non-unionised workplaces
- Provide support to businesses to improve the interaction of Safety Reps and line managers
- Working with employers, trade, businesses, h&s professional organisations and trade unions to improve the quality of engagement
- Tackling those employers who are not compliant with the law

Conclusions

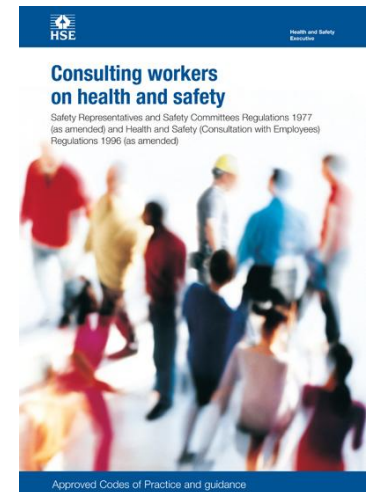
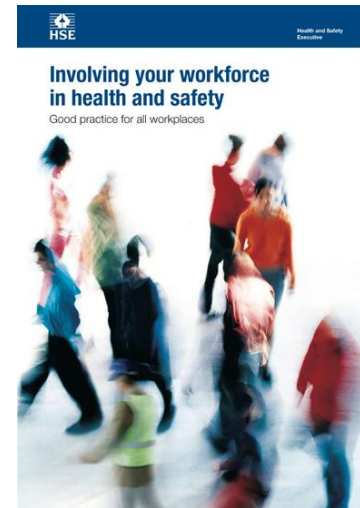
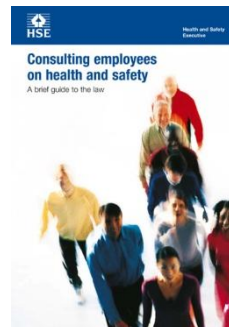
- There are some great examples of worker involvement
- There is still much work to do – especially where reps are not in place
- Rome wasn't built in a day
- HSE sees improving the quality of worker involvement as a priority over the coming two years
- The benefits of good worker involvement are for everyone in each organisation and for industry as a whole.

Guidance



www.hse.gov.uk/involvement

- Web35 – Small businesses
- INDG232 – Brief guide to the law
- HSG263 – Good practice for all workplaces
- L146 – ACOP



Thank you and any questions?



"TYPICAL! - YOU EASE OFF ON THE SUPERVISION AND ALL THEY DO IS MESS ABOUT TRYING TO INVENT THINGS"