

FIT3

Health and Safety enforcement in Wales 2008 and beyond....

Simon Morse



Cyngor Bwrdeisdref Sirol

Blaenau Gwent

County Borough Council

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Introduction

- Local Authorities are responsible for the enforcement of Occupational Health and Safety at over a 1.1 million premises employing 13 million people
- LA's and Health and Safety Executive share enforcement responsibility via Enforcing Authority Regulations
- Health and Safety at Work Act 1974
- Reduction in rates of fatalities, injuries and ill health throughout the 70's and 80's
- 1990's rates of reduction levelled off or in some cases rates began to increase amid a feeling that a coherent approach to the overall Health and Safety system did not exist

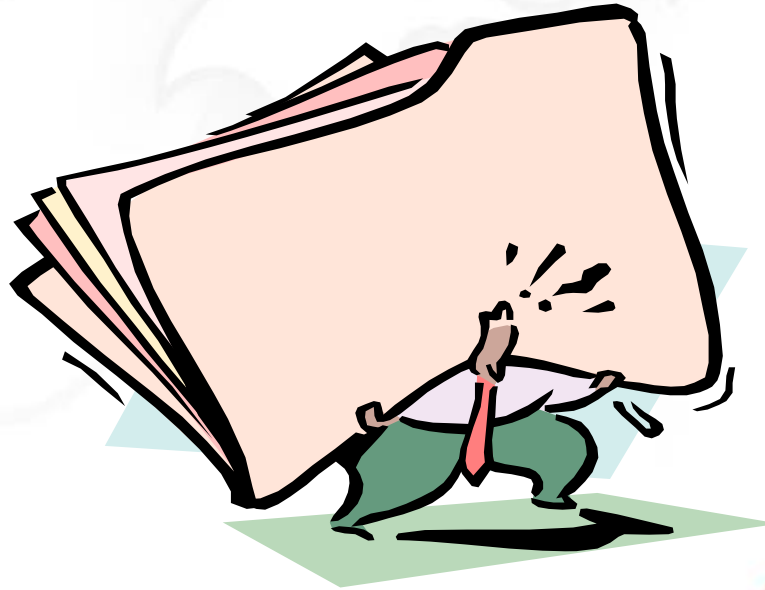
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Changing Times

- Change in employment patterns - service sector taking place of manufacturing, increased rates of part time and migrant employment/language barrier
- Changes in structure of business – over 90% of businesses employ fewer than 10 people, the targeting of small/medium sized business represented huge challenge
- Health versus Safety – traditional method to deal with safety didn't necessarily mirror the method to target health. Whilst we had the solutions to the safety issues in our workplaces, time lost due to health related issues was growing

Changing Times cont.

- Issues such as stress largely not tackled
- 2001/02 - 33 million work days lost to ill health. Widely recognised that the 'new' challenges in health and safety are almost all health yet the improvements in safety is also slowing so a difficult balance must be struck



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Revitalising H&S

- Year 2000, the Health and Safety Commission launched its campaign to revitalise Occupational Health and Safety in Great Britain which was later formalised via a document entitled a ‘Strategy for Workplace Health and Safety in Great Britain to 2010 and beyond’
- Targets under this new ‘Revitalising Health and Safety’ strategy - 30% reduction in working days lost, 20% reduction in work related ill health and 10% reduction in rate of fatalities and major injuries by 2010
- HSE and LA’s were encouraged as part of their inspection programmes to target five topic areas which contributed most to accidents and ill health
- Progress review in 2004 showed work towards targets was still having only limited success

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FIT3

- FIT 3 – *‘Fit for work Fit for Life Fit for tomorrow’*
- Vehicle to achieve Revitalising targets – expanded range of topics to target with greater emphasis on health
- All Local Authorities and the Health and Safety Executive in Wales sign up to FIT3 which in Wales is later formalised via ‘A Strategy for Improving Occupational Health and Safety in Wales’ – Strategy jointly developed and implemented by HSE, LA’s and CIEH in Wales which is unique in the UK
- Since April 2006 LA’s have produced formal details of their contribution to the FIT 3 programme
- Disease Reduction Programme
- Injury Reduction programme

FIT3 cont.

- Promotes partnership working
- Promotes engagement of wide range of stakeholders
- Encourages targeted initiatives and projects at both a local and national level
- Encourages mutual understanding between LA's and HSE of value of local and central interventions
- Targets finite resources at the issues that matter
- Inspection replaced by intervention
- Enforcement still plays a crucial role

FIT3 cont.

- Continued Lead Authority Partnership Scheme – Partnership between LA and large multi-outlet business
- Large Organisation Partnership Project developed this further with to date only limited success
- LA's able to access Science & Technology funding provided via HSE for projects under FIT3 banner. By 2005 over 100 separate projects had been funded across the UK
- In Wales we have used a number of methods to identify which premises and which topic areas we would target for example local accident/ill health data and knowledge of local problems whilst still contributing to national campaigns

FIT3 in practice

- **Centrally run national campaigns**
- Falls from Height/Ladder exchange
- Dermatitis in Catering/Hair and Beauty sector
- Management of Asbestos
- Joint visits with HSE to Royal Mail sorting offices
- Workplace Health Connect/Work boost Wales (launched March 08) – Free and impartial advice to SME's on occupational health, safety and return to work advice

FIT3 in practice cont.

- **All Wales projects**
- Manual Handling in Residential/Nursing Homes
- Manual Handling in the drinks industry
- **Regional Projects**
- North Wales joint complaints team
- Reversing vehicles safely
- SE Wales Manual Handling in the furniture delivery sector
- Noise in the Entertainment Sector
- SW Wales Health on Open Farms project
- Range of projects run by individual LA's

FIT3 Partnership Project

Manual Handling in Drinks Industry

- Joint Project, Blaenau Gwent CBC, Cardiff CC and HSE
- Manual Handling and workplace transport issues in Drinks Delivery and Cellar Work
- Why this project? Industry culture/joint enforcement responsibility
- Inspection based, flexible working between LA and HSE inspectors – Done as part of Welsh Backs
- Engaged major stakeholders
- Set benchmark standards where previously little guidance had existed
- Blurred enforcement lines

A good weekend coming up!



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A very good weekend!!



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Solutions....



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Manual Handling in Drinks Industry cont.

- **Project expanded all Wales during 2007-2008**
- **Positive feedback in the industry who appreciate the opportunity to contribute to the direction of Health and Safety in their sector and further the consistency a project such as this brings**
- **Raised awareness and understanding of Health and Safety issues amongst draymen and those in the Licensed Trade**
- **Interactive Training DVD offers a potential solution to a significant knowledge gap**
- **The project has introduced practical solutions which can be utilised across the industry and country as a whole**
- **The project has offered LA's and the HSE an opportunity to make more effective use of finite resources and to increase their own skill and knowledge base through the sharing of ideas and expertise**
- **The project has allowed and indeed continues to allow significant contribution to WAG campaigns such as Welsh Backs and the All Wales Strategy for Health and Safety in Wales**

FIT3 - The challenge ahead

- Diminishing resources must be effectively targeted with greater use of joint warranting and flexible enforcement
- Must engage with migrant workers and break down the language barriers
- Economic trends mean the LA enforced sector presents the greatest challenge in tackling the issues of MSD, stress and violence which contribute hugely to workdays lost
- Must effectively target 'difficult' topics such as stress – 2003/04 609,000 cases of workplace ill health of which stress contributed 42% yet in 2007/08 only 6 of 22 Welsh LA's undertook any proactive work on stress
- Challenge of joint planning, central against local planning
- Unrepresentative Performance Indicators (High Risk)
- Training and competency issues / Competency framework
- The one agency argument - IOSH

Conclusion

- Communicate better, conkers!, Daily Mail, myth of the week....
- Continue and improve links to Welsh Assembly led projects/Health, work and well being strategy etc
- Continue traditional work but embrace new challenges such as alcohol related issues – 17 million working days are lost annually to alcohol related absence predominantly via excessive alcohol consumption, violence in the late night economy and violence toward NHS staff
- Need to break the link between ill health and inactivity and encourage people to recover from illness and injury whilst at work
- Royal Mail Project - automatic trigger points for MSD and Stress absence amongst staff means a one day referral to an Occupational Health Advisor which has resulted in 2000 extra staff in work per day
- Above all must continue to engage with the widest range of relevant stakeholders such as community safety partnerships, health sector, industry, and other central and local agencies for it is clear the challenges facing Health and Safety enforcers are neither in isolation nor can be tackled in isolation

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Thanks Questions