



# HEALTH AND SAFETY ACROSS BORDERS

**A Just Scotland?**

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# United Kingdom Government Agenda

- Common Sense Common Safety
- Löfstedt Review of Health and Safety Regulation
- Attack on HSE and Local Authority Resources
- Deregulation at any cost



# HSE Resources

- In 2010/11 200 redundancies took place in HSE at cost of £8.7 m (20011/12, 31 redundancies costing £0.8m)
- HSE staffing reduced by 6.25% between 2010/11 and 2011/12
- Front line inspectors by 7.3% between 2007 and 2012
- Other HSE staff reduced from 699 in 2007 to 462 in 2012 (34%)
- Currently in year 2 of planned 35% budget cut over 3 years.



# Local Authorities

- Aberdeen City Council 2006, 12 EHOs; (5.4 vacant). Responsible for 3976 workplaces. (No up to staffing figures available)
- East Dunbartonshire Council, 827 workplaces; 3.5 FTE EHOs; Low risk workplaces Category C workplaces (267) not on inspection cycle; From 2010 per HELA circular B3 and B4 (389) have been removed from cycle; Planned cycle now appears to include 171 workplaces
- Dundee, Edinburgh and Glasgow City Council very little information on the website in relation to enforcement resources



## Potential Impact of Cuts

*Cuts to the HSE don't just risk livelihoods, they risk the lives of the people we are trying to protect. And if inspectors are forced off the front line to complete the paperwork that a declining admin staff would previously have done, we could potentially see a hockey-stick effect, where death and injury rates increase once more. The UK workforce needs a properly resourced HSE and effective workplace management.*

*Richard Jones, Policy and Technical Director (IOSH)*



# Fatal and Major Injuries

<b>Scotland</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>
<b>Fatal</b>	30	31	26	22	15	20	22
<b>Major</b>	2807	2822	2759	2655	2645	2215	1843

<b>UK</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>
<b>Fatal</b>	247	228	178	151	175	173	148
<b>Major</b>	28544	28199	27894	26268	24726	22433	19707



# The Trade Union Effect

- Helps reduce injuries at work
- Leads to reductions the levels of ill-health caused by work
- Encourages greater reporting of injuries and near-misses
- Makes workers more confident
- Helps develop a more positive safety culture in the organisation.
- Saves the economy many millions of pounds.



# Workplace/Public Policies and Ill Health

## Workplace

- Stress
- Performance Management
- Sickness Absence
- Disability Leave
- Restructuring

## Public Policies

- Support for disabled workers
- The red tape myth
- EU and UK deregulation



# Cost of Regulation

- An average firm spends approximately 20 hours and just over £350 a year on the administrative costs of complying with the Management of Health and Safety at Work Regulations 1999 (mainly the risk assessment requirements)

*(UK Government Administrative Burdens Exercise)*

- This figure includes a considerable number of very large firms, it is clear that the normal cost for smaller companies will be considerably less.
- Is this genuinely about health and safety being over burdensome or is it about a wider policy of deregulation.



# UK's Global Health and Safety Standing

## The Health and Safety Risk Index (HSRI)

- Maplecroft, a UK firm that assesses global risks to business, assessed the occupational health and safety performance of 176 countries
- The UK is ranked the 30 safest nation, placing it at the mid-point of the “low risk” group
- Denmark achieves the best occupational health and safety ranking, followed by Luxembourg, Switzerland, Sweden and Finland
- Among the 30 OECD nations, the UK is ranked at a lowly 20th – although some other major OECD nations have worse still rankings, including the USA, France, Germany, Italy and Spain.



# HSE Triennial Evaluation

- Recognition of role
- FFI
- More Commercialisation
- Composition of HSE Board
- Government Response



# Health and Safety 2014 and Beyond

- Can health and safety improve post 2014?
- STUC position to the Calman commission
- Opportunity for scrutiny of Scotland's health and safety performance
- Re-establish occupational health and disease as health and safety issues
- More effective evidence collecting across agencies
- Greater use of the health and safety community, including health and safety representatives
- Potential loss of specialism



And Finally !!

