A Scottish Plan for Action on Safety and Health 2016 and beyond
SPIASH – A Scottish Plan for Action on Safety and Health 2016 and beyond

Why? The background – Sarah Jones, HSE

What? The content – Robert Atkinson, Healthy Working Lives

How/who? What we’d like from you – Kathy Jenkins, Scottish Hazards
SPIASH - a Scottish Plan for Action on Safety and Health 2016 and beyond

- Rolling plan of action to improve occupational health and safety in Scotland – engaging the whole system in delivery

- Linked to Scotland’s *Fair Work Framework* and the *Helping Great Britain Work Well* strategy

- Developed and managed by PHASS - the Partnership for Health and Safety in Scotland
Why a Scottish Plan?  Why now?

- 20 fatal work-related injuries a year on average
- estimates of deaths from diseases with an occupational contribution run to over 1,000
- 3 year avg non-fatal injury rate – 2,230
- 3 year avg non-fatal ill health rate – 3,250
- costing the Scottish economy over £1 billion
Why a Scottish Plan? Why now?

2015 Scottish/UK government joint review of the evidence on health and safety in Scotland showed:

- Workplace health and safety is not worse in Scotland overall – risks are the same across GB
- Once adjusted for industrial and occupational composition....
Fatal injuries to workers

Rates, five-years 10/11 to 14/15 Standardised
Why a Scottish Plan? Why now?

- But Scotland’s industrial and occupational composition accounts for higher rates of injury in some sub-sectors.

- There is growing understanding that the working environment and relationships are important factors in overall physical and mental health.

- Action on health and safety in the context of fair work can therefore help prevent widening inequality.
Scotland’s Fair Work Framework

“Fair work is work that offers effective voice, opportunity, security, fulfilment and respect; that balances the rights and responsibilities of employers and workers and that can generate benefits for individuals, organisations and society.”
Helping Great Britain Work Well

- Launched January 2016
- New commitments published November
- Scottish roadshow in March
- Six themes...
Helping Great Britain Work Well

Acting together
Promoting broader ownership of health and safety in Great Britain

Supporting small employers
Giving SMEs simple advice so they know what they have to do

Tackling ill health
Highlighting and tackling the costs of work-related ill health

Keeping pace with change
Anticipating and tackling new health and safety challenges

Managing risk well
Simplifying risk management and helping business to grow

Sharing our success
Promoting the benefits of Great Britain’s world-class health and safety system
Action under four broad themes

- Strengthening engagement and partnership action in poorer performing sectors in the Scottish context
- Integrating health & safety with government agendas for economic growth and health and fair work
- Improving health and safety management and in particular of occupational health
- Strengthening and acting on the evidence base
Actions
- Facilitating a national OHS adviser network for SMEs
- Developing an OH training framework for colleges (agriculture)
- Supporting employers on driver health
- Reviewing management approaches for mentally healthy workplaces in the NHS
- Mapping the health and safety system
- Gathering intelligence and soft data
- All actions to have evaluation criteria

Key Themes
- Strengthening engagement and partnership action in poorer performing sectors
- Integrating workplace H&S with the Scottish Government agenda for economic growth, health and fair work
- Improving management of occupational health
- Developing the evidence for action

Actions
- Creating a Scottish Social Care Partners Forum
- Establishing an industry partnership in a manufacturing sector
- Improving worker engagement on health and safety in the waste and offshore oil & gas sectors
- Providing an OHS advice service to homeworkers in social care
- Introducing Worker Safety Advisers in a poor-performing sector
Strengthening engagement and partnership action in poorer performing sectors

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Developing the evidence for action

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Who will deliver it?

- PHASS already established
- Scotland has many more different players across the industrial health and safety landscape
- The Scottish health and safety community is more cohesive making it easier to act together – to catalyse specific action in targeted areas in the Scottish context
What we would ask of Parliament/MSPs

Work with us to achieve our aims of:

“Integrating workplace health and safety with the Scottish Government’s agenda for economic growth, improving health and fair work.”

Including recognition of work to “reduce inequality arising from poor working practices and precarious employment.”

“Promoting workplace health, safety and wellbeing as an important dimension of Fair Work.”

“Supporting the Scottish Parliament periodically to review performance across all partners who contribute to the Scottish health and safety system.”

(A Scottish Plan for Action on Safety and Health, 2016)
What we’d like from the wider safety community

- Tell people about it
- Help us work in partnership
- How best do we engage your sector?
- Share your knowledge
- Share performance data
- Join a project team
- Tell us if we have missed something
- Suggest a new action building on now
How to get involved...

- Contact us via the CPG Secretary
- Call the HWL Adviceline on 0800 019 2211
- Ask to join the SPIASH community website – by invitation...
- send an email to: splash@hse.gov.uk