

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?

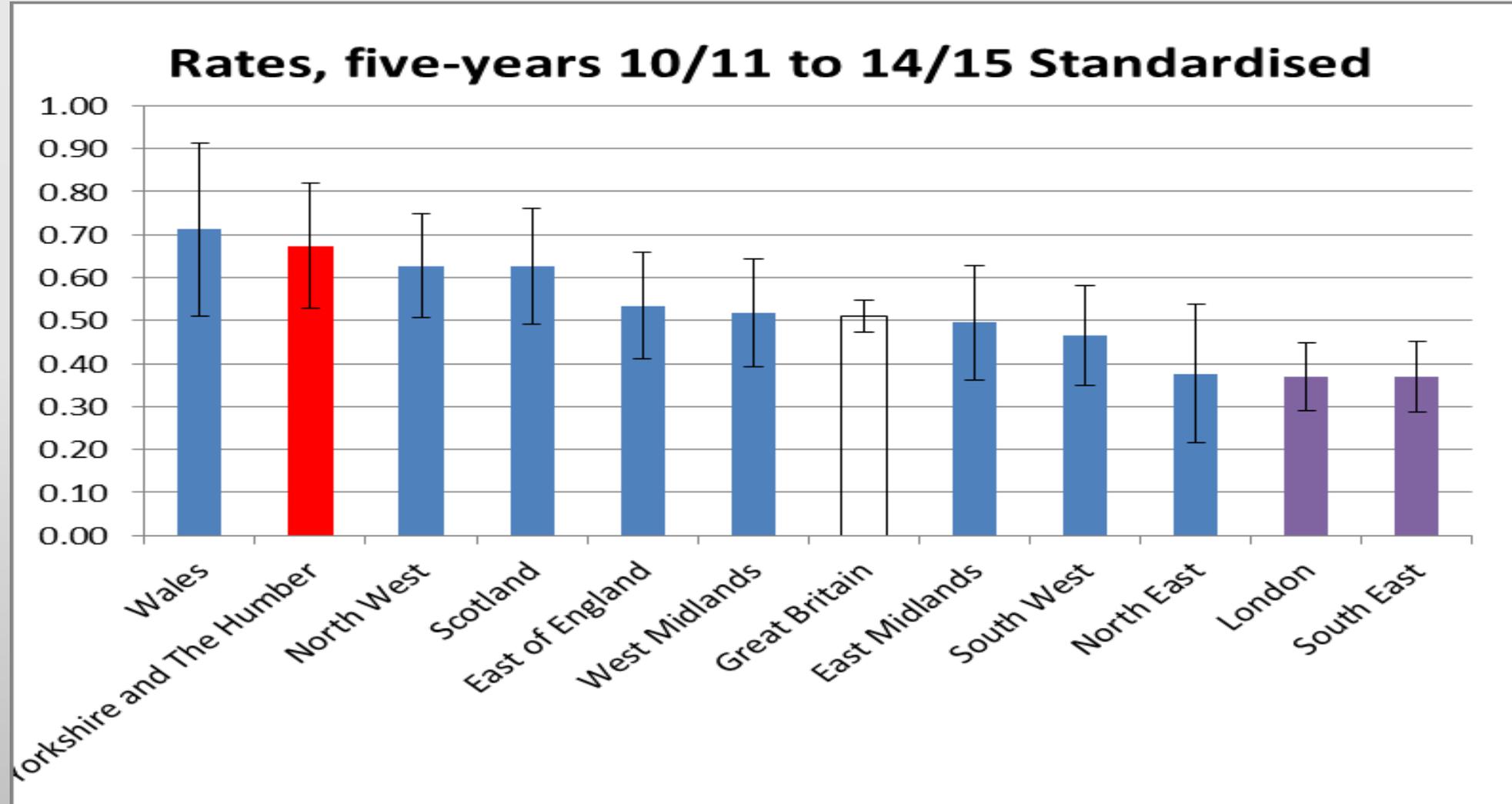
- **20 fatal work-related injuries a year on average**
- **estimates of deaths from diseases with an occupational contribution run to over 1,000**
- **3 year avg non-fatal injury rate – 2,230**
- **3 year avg non-fatal ill health rate – 3,250**
- **costing the Scottish economy over £1 billion**

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



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

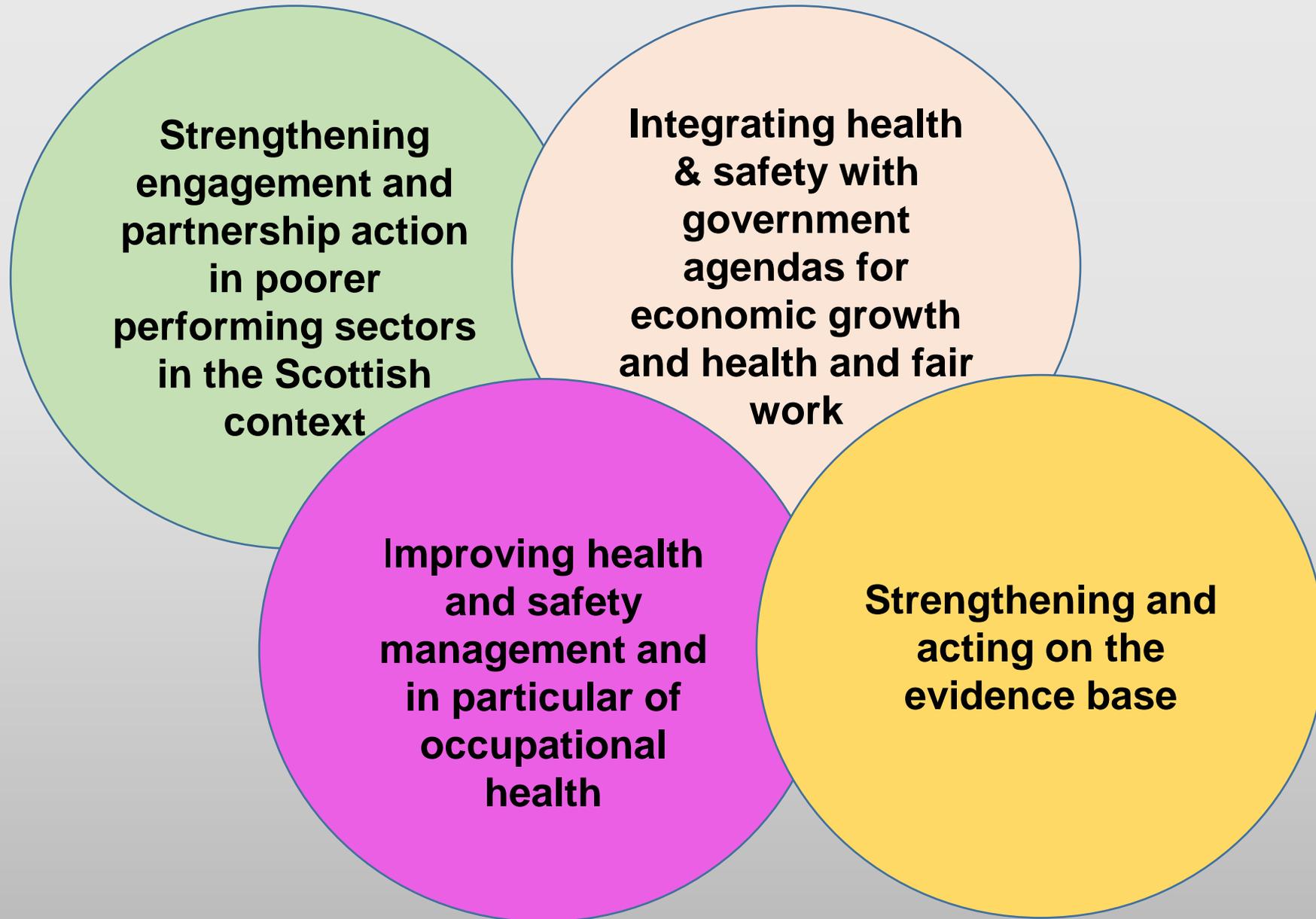
Simplifying risk management and helping business to grow



Sharing our success

Promoting the benefits of Great Britain's world-class health and safety system

Action under four broad themes



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

Improving management of occupational health

Integrating workplace H&S with the Scottish Government agenda for economic growth health and fair work

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

- **Creating a Scottish Social Care Partners Forum**
- **Establishing an industry partnership in a manufacturing sector**

Integrating workplace H&S with the Scottish Government agenda for economic growth health and fair work

- **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**

Improving health and safety management and in particular of occupational health

- 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

Developing the evidence for action

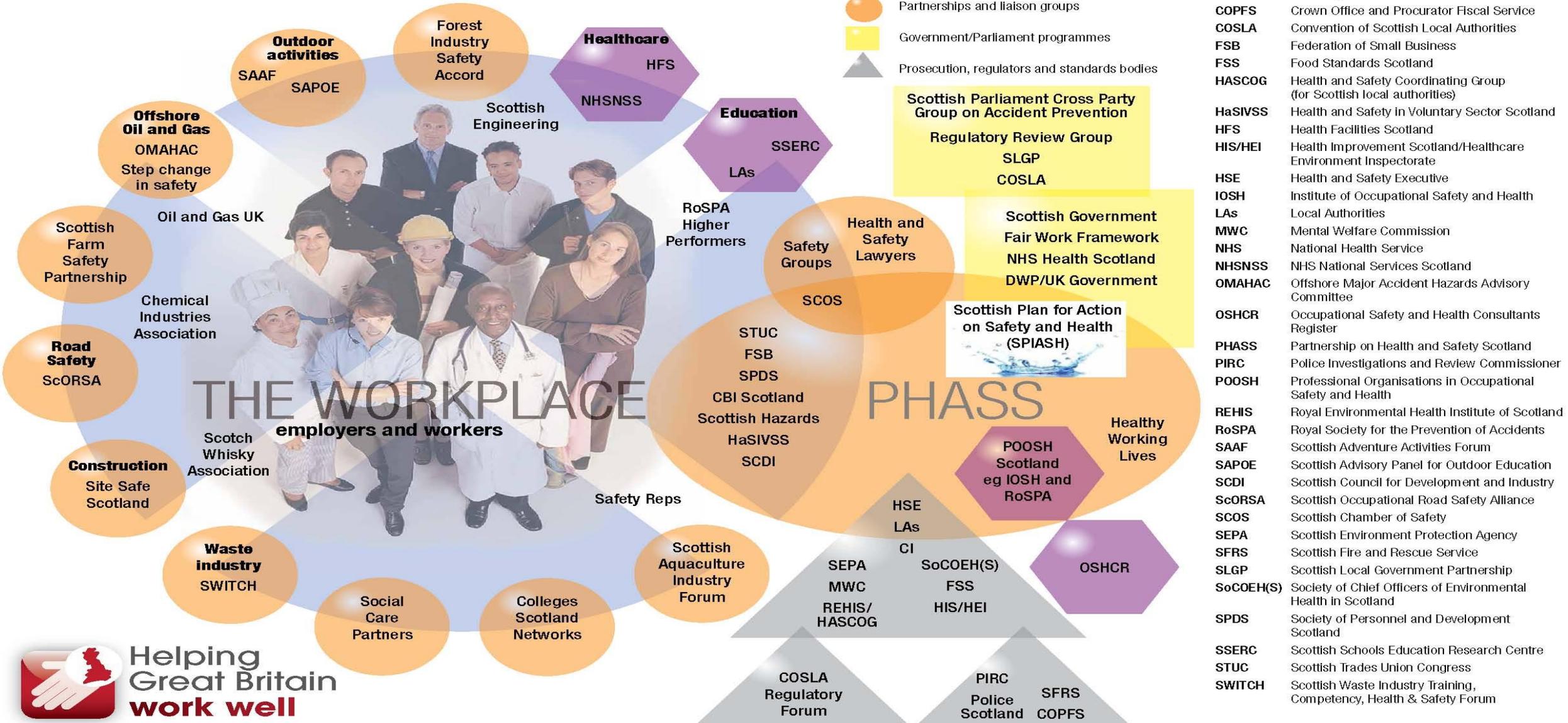
- **Mapping the health and safety system**
- **Gathering intelligence and soft data**
- **All actions to have evaluation criteria**

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**

This is where we work

The Scottish health and safety community



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.”

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

Be part of it

How to get involved...

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