

Motion

Work! It's a risky business

Statistics produced by the HSE for 2013/14 show 0.44 deaths per 100,000 workers occurred during this period this equates to 133 workers. On average over the past 5 years there has been a reduction from 164 worker deaths. In the period 2012/13 the worker deaths amounted to 150.

<http://www.hse.gov.uk/statistics/fatals.htm> [Accessed 30/07/2014]

Figures also state 78222 injuries were reported under Riddor at a rate of 311.6 per 10000 employees, during the period 2012/2013. The labour force survey reports over 175000 injuries resulted in over 7 day's absence. During the period 2011/12 27 million days were lost due to work related injury and ill health equating to 17days per case. When broken down 22.7million were related to ill health and 4.3 million work related injury.

Overall the economic cost work related injuries and ill health (excluding cancer) in 2010/11 according to 2011 prices was 13.8 billion.

<http://www.hse.gov.uk/statistics/overall/hssh1213.pdf> [accessed 30/07/2014]

Newcastle City Council Figures

	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Over 3 Day	113	120	103	99	58	71	45	42	50	47
Major Injury	11	23	17	8	11	4	10	5	4	10
Total	124	143	120	109	69	75	55	47	54	57

In our opinion the figures reflect the difficulties behind achieving an accident free workplace. We feel factors such as budget structuring due to austerity measures have had a significant impact on the accident reduction efforts within the workplace, for example, trade unions have seen reductions in facility time for health and safety representatives, meaning less time to carry out inspections and investigations also less time to carry out training related to their functions. We strongly feel the key solution to effective management of health and safety while reducing risk of accidents and injury lies behind improving consultation and participation between staff and management as it takes advantage of worker knowledge and experience. The law also emphasises that workers should be consulted, trained, informed and instructed on health and safety matters.

Running such a campaign will remind all about their obligations on health and safety matters further impacting on the reduction of work related injury through the union effect. From a business perspective a participatory approach will also provide safe working conditions reducing possible compensation claims.

This UNISON Branch

-Needs to actively promote communication and feedback, making sure health and safety information is fed to staff in a timely manner, reporting procedures should include

suggestions to improve health and safety. Promote Feeding back to employees on ideas, using face to face dialogues, direct information and consultation (Newspapers, intranet & surveys) and encouraging broad discussions.

-Needs to advocate for genuine and effective participation in Risk assessments (to protect staff from harm) and also remind employer of their legal obligations to consult on risk assessments.

-Needs to promote worker groups and involve experienced staff members in Implementation and trailing of possible solutions.

-We need to promote on the job training and give staff a chance to discuss risk issues then revisit risk assessments.

-Lastly we need to play a role in Conflict resolution, encouraging procedures to resolve disputes on matters to do with health and safety where there is a disagreement between employer and employees.

Proposed by – Wiseman Ndlovu