

# **EVH Conference May 2025**

## **H & S The Generation Game**

**Roger Willey, Emma Willey and the  
Wee Beckers**

A world leading authority on Asbestos and Physical Risk Management 1978



















# The First Age

Health & Safety at Work Act 1974

(introduced after the Robens Report of 1972)

Established a new statutory framework.

Established the Health & Safety Commission (HSC).

Established the Health & Safety Executive (HSE).

# Health & Safety at Work Act

## ENFORCEMENT

This is carried out by:

- Health & Safety Executive (HSE)  
(industrial premises, education, hospitals).
- Local Authorities (EHOs)  
(non industrial areas of employment)



# Health & Safety at Work Act

## Actions by Inspectors:

- Improvement Notice

If breach has, ***or is likely to***, occur.

Carry on working but correct in agreed time scale.

- Prohibition Notice

(immediate risk of personal injury)

Stop work immediately, only restart when problem solved.

- Legal proceedings



Pretty Good ?



# Pretty good – but still a problem

- All legislation is still *retro*-active.
- We put people in work situations and wait and see what happens.
- We wait for sufficient numbers of people to be injured, diseased, maimed or killed before we introduce new legislation.



# The Management of H&S at Work Regs, 1999

What do we require:

- Risk assessments for all tasks
- A Management System
- (Introduction of the EVH/ACS Health & Safety Control Manual)

# A Pretty Good System ?

- Now less than 180 deaths per annum at work in the UK.
- 75% decrease since 1971.
- UK has one of the world's best Health & Safety records.

USA	1.9 x UK death rate
Sweden	2.1 x UK death rate
France	3.6 x UK death rate
Germany	4.2 x UK death rate
Ireland	6.1 x UK death rate

**YES, the best ! But we became a little smug**



# Sorry – not now good enough

## The latest industrial revolution:

- de-industrialisation of the UK
- old industries disappearing/disappeared
- new “knowledge based” industries
- most people now work in office type environment
- new work conditions

## RESULT

old diseases starting to disappear  
**but replaced by “new” diseases**

# The new problems

- Stress, anxiety, depression
- Work related upper limb disorders (R.S.I.)
- Muscular skeletal conditions
- Asthma symptoms
- Headache & eyestrain
- Sick building syndrome
- Violence at work



# 23 March 2020

---

## The Covid Explosion





**Over to you Em**





- [emma@acsrisk.com](mailto:emma@acsrisk.com)
- [linkedin.com/in/emmawilley1](https://www.linkedin.com/in/emmawilley1)





# U.K. Statistics for 2018...

Approximately:

- 147 worker deaths
- Approximately 5,000 deaths (*roughly 96 per week*) per annum from asbestos related deaths... hence approximately 20 tradespeople per week die from asbestos related deaths.
- Approximately 6,000 deaths (*roughly 115 per week*) per annum by suicide. Approximately 80% of these deaths are male, aged <45, therefore approximately 92 suicides per week in this bracket.









## Current changes to our Work Life...

---

- Covid
- Staffing
- Political
- Societal
- Social Media




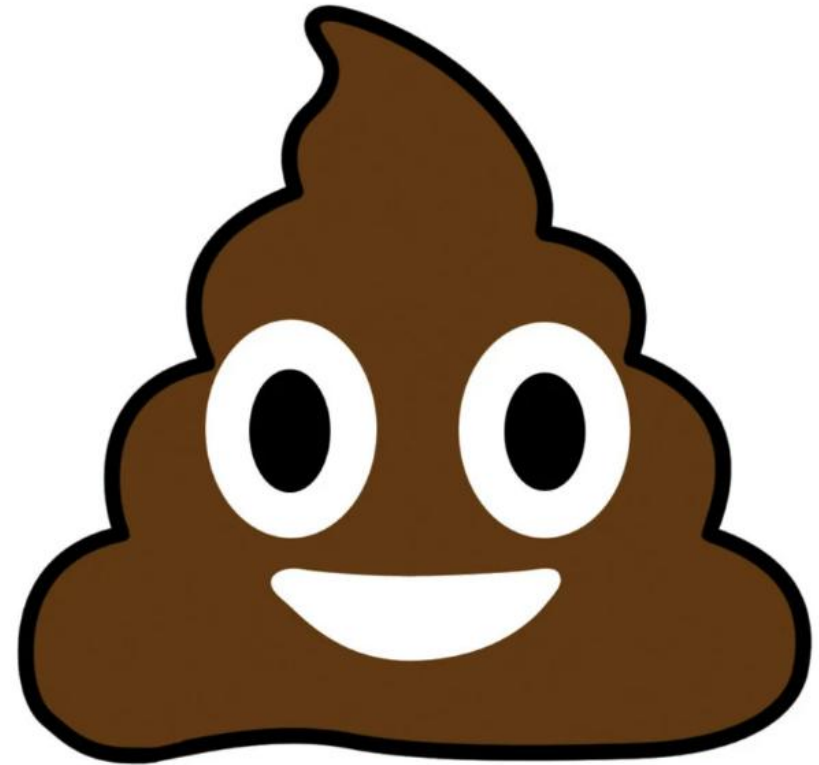


- Pre-Covid attitude
- “this is what we’re doing”
- *(from bosses to staff)*



## During-Covid attitude

- “ HELP!”
- *(from bosses to staff)*



## Post-Covid attitude

- “We are now a team!”
- *(from staff to bosses)*





to limit 'unacceptable' strike action

to derail unions' power as  
strikes threaten Christmas

kes may go  
or months,  
rail unions

ns threatened months more  
last night after yet another  
rail strike misery.  
were cancelled across the

RAIL STRIKES  
WILL GO ON  
FOR MONTHS



Unions to fight Truss  
over workers' rights

**NURSES  
STRIKE  
THREAT**

TRUSS PROMISES  
NEW LAWS  
TO SMASH  
STRIKE  
MISERY



Summer of discontent  
looms as unions step

Post-Covid attitude

And there's no going back.

# So?

Why do we need to manage these changes?

- Pace of change
- Expectancy of response times



## Why do we need to manage these changes?

- Pace of Change

- *Transcript. We know the world is changing at an accelerating rate. We know that according to Ray Kurzweil and a lot of the futurists, if you're 40 years old now, by the age of 60, you'll experience a year's change in three months. If you're 10 now, by the age of 60, you'll experience a year's change at 11 days. (18 Jan 2024 Steve Bartlett).*







**2004**

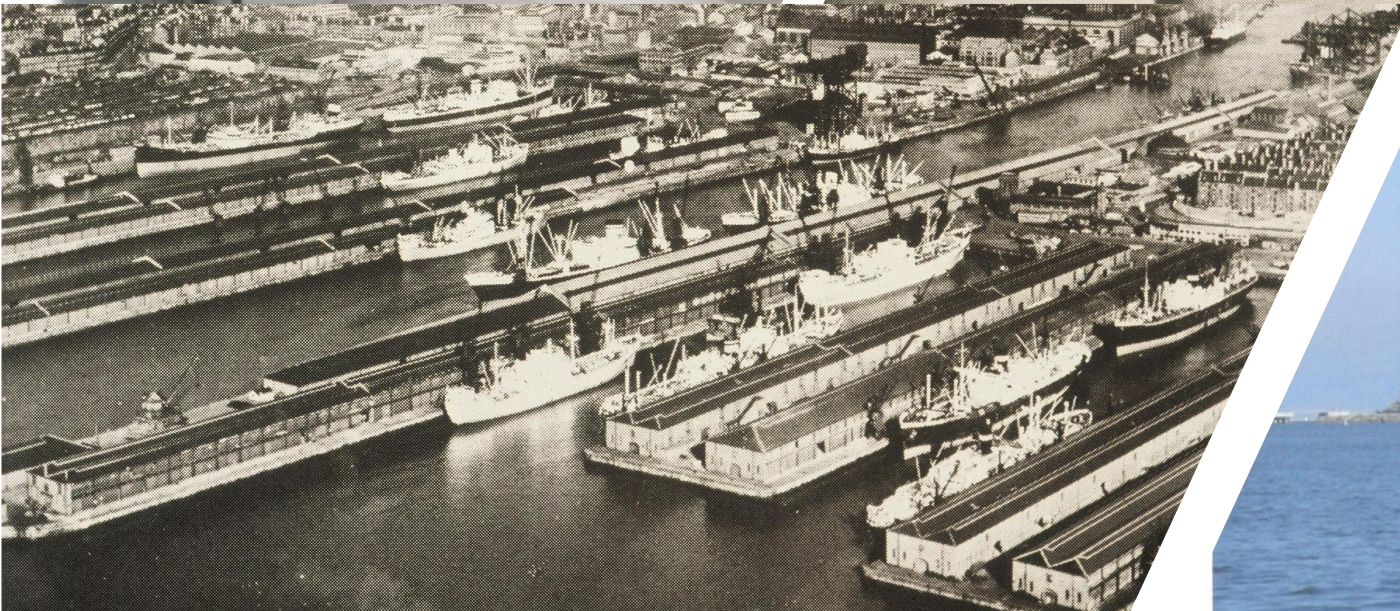
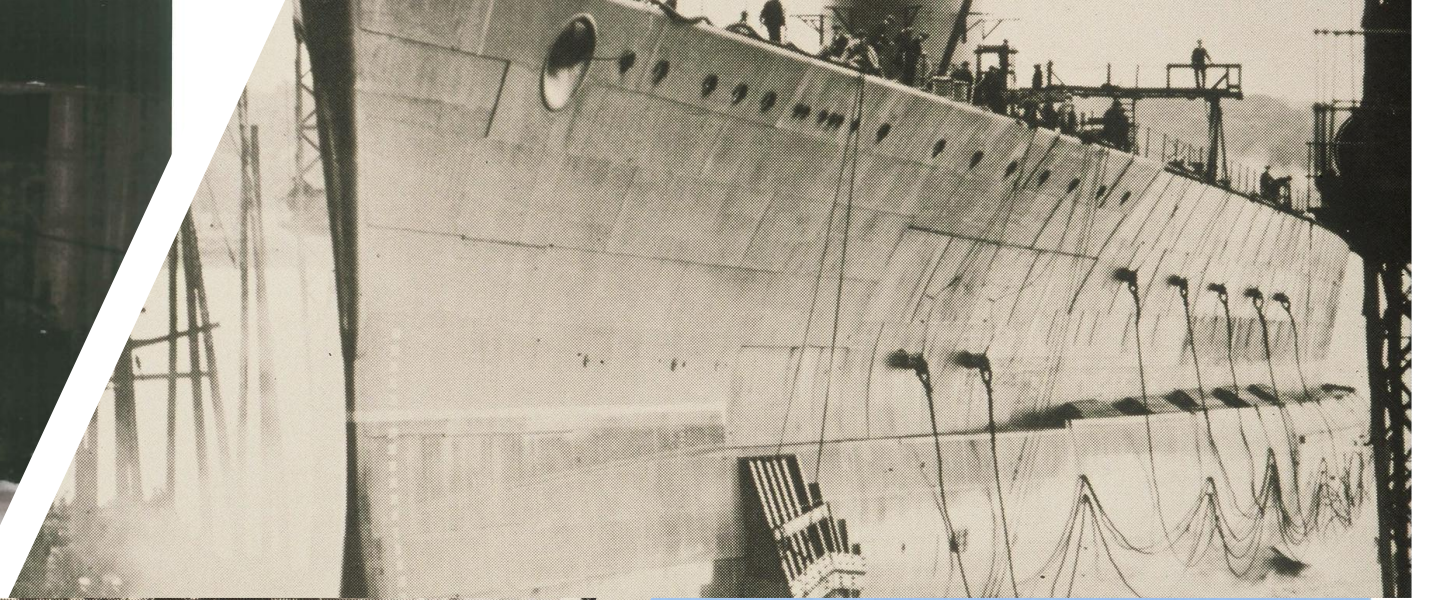
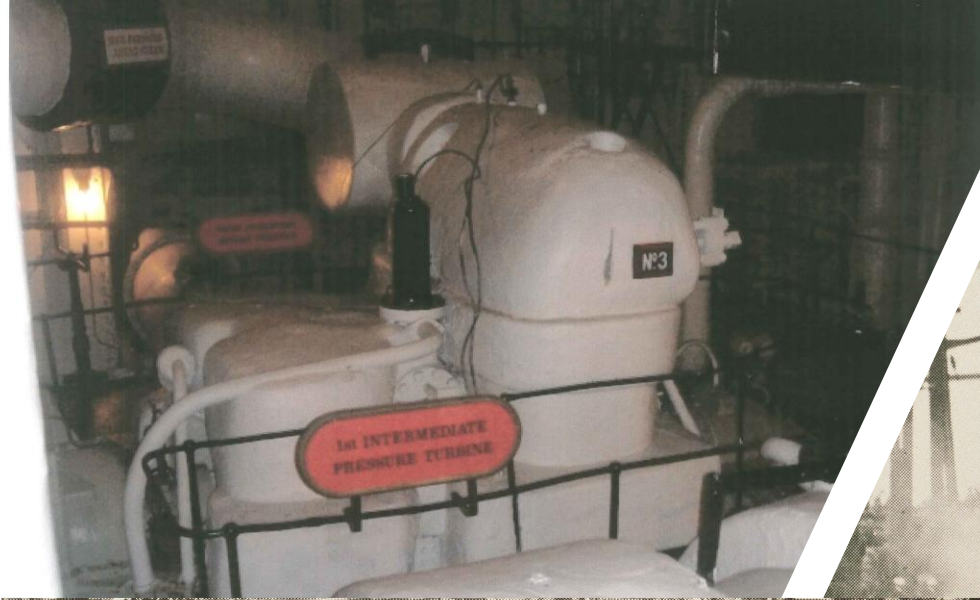


**2007**

How is this relevant to Health & Safety?

# Our Whole World Is Different







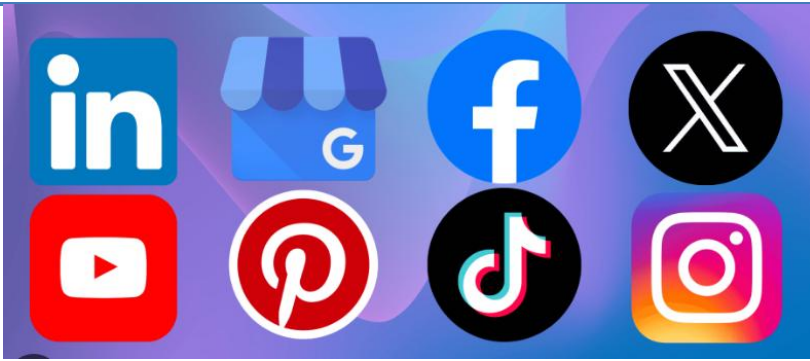
## Highest Paying Careers in Scotland

- |   |   |
|---|---|
| 1 Surgeons / Doctors<br>370,000 GBP       | 2 Judges<br>311,000 GBP                   |
| 3 Lawyers<br>252,000 GBP                  | 4 Bank Managers<br>237,000 GBP            |
| 5 Chief Executive Officers<br>222,000 GBP | 6 Chief Financial Officers<br>207,000 GBP |
| 7 Orthodontists<br>200,000 GBP            | 8 College Professors<br>178,000 GBP       |
| 9 Pilots<br>148,000 GBP                   | 10 Marketing Directors<br>133,000 GBP     |

Average Annual Salary

[salaryexplorer.com](http://salaryexplorer.com)







# Top 4 Reasons for Absence in UK 2023...

---

- Mental Health
- Musculoskeletal Injuries
- Minor Illnesses
- Acute Medical conditions



NHS Digital

<https://digital.nhs.uk> > publications > statistical > decembe...

## NHS Sickness Absence Rates, December 2023 - NHS Digital

Search for: [What is the absence rate in the UK in 2023?](#)

What were the two main causes of sickness absence from work in the UK in 2023?

### Key Highlights:

Both increased on the previous year from 4.3 and 3.6 respectively. Mental Ill-Health was the largest cause of long term sickness absence (45%), followed by Musculoskeletal System Disorders (13%). Respiratory System illnesses were the largest cause of short term absence (22%) followed by COVID-19 (21%). 29 Feb 2024

# Most common mental ill-health issues in UK

---

- Depression
- Anxiety
- Panic attacks
- Stress



# Most common mental ill-health issues in UK

---

- Stress
- Panic attacks
- Anxiety
- Depression





# Now what?



## Listen to Dame Carol Black and ....

- Prevent illness
- Promote health & wellbeing
- Early intervention for those developing a condition
- Improvement in the health of those out of work



## World Health Organisation (WHO) definition of 'Health'

***"... a state of complete physical, mental and social well-being, not merely the absence of disease or infirmity".***



# World Health Organization

**...in 1948**



## Wellbeing covers...

- Societal Health
- Environmental Health
- Individual Health
  - Physical
  - Mental
  - Emotional
  - Social
  - Spiritual
  - Sexual



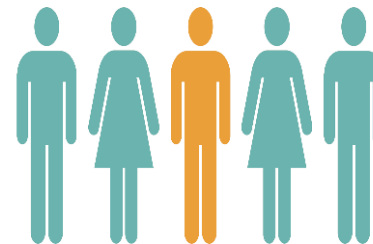
## Why does this matter? (Pre Covid Statistics)

1 in 10 **adults** in UK suffer from a mental health problem each year.

1 in 5 people will take a day off work citing stress as the reason.

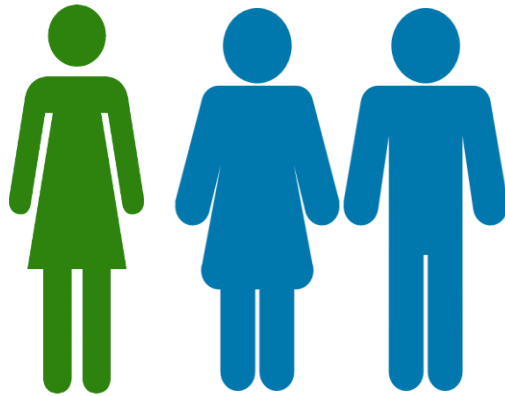
1 in 5

People take a day off  
Work due to stress



## THE GENDER DIVIDE

Women are  
between **20% and 40%**  
**more likely than men** to  
develop a mental  
health problem



© dak

Half of women with  
perinatal mental health  
problems are not  
identified or treated



Of men are feeling worried  
or low. Yet their wives  
partners other relatives  
and friends may have no  
idea there's a problem.



37%

Since 1981, the proportion of  
male to female suicides has  
increased steadily with

**4 in 5** suicides  
being male



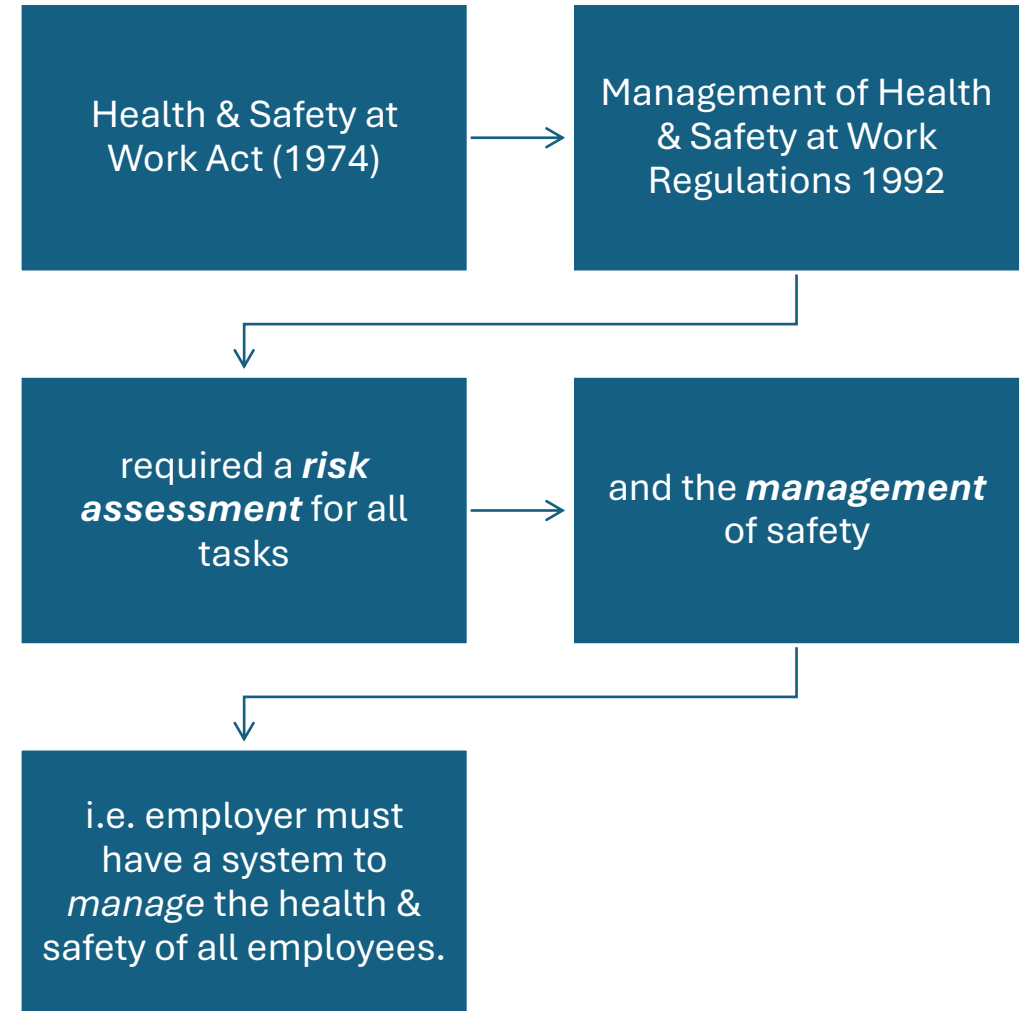


## Most common mental ill-health issues in UK

- Depression
- Anxiety
- Panic attacks
- Stress



# The Legal Requirement





# Risk Assessment

- **My generation (Gen Zee)**

**Hi I'm Beatrice and I'm 14  
years old.**





# First occasion

First instance of a risk assessment was a school trip in my primary school, where we walked to the local castle. I was 5 years old. We had to stick together at all times to prevent the risk of getting lost, and were vigilantly taught to get a teacher if someone got hurt. Preparing us for any minor risks!





# Paperwork as evidence!

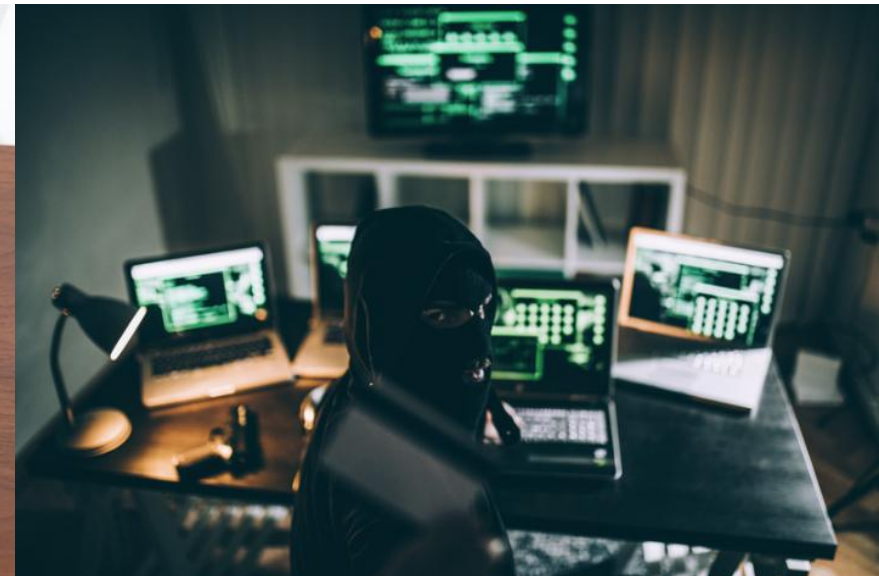
- Sending out confirmation forms, specifying if yes- I really want this
- Expanding on details such as equipment needed, possible safety hazards (tripping, getting lost, e.t.c) and time/date of event
- Some events require more paperwork than others. For example, a netball fixture requires less than a school DoE weekend.
- Checking any allergies with parents





# Hi, I'm Lawrence (14)

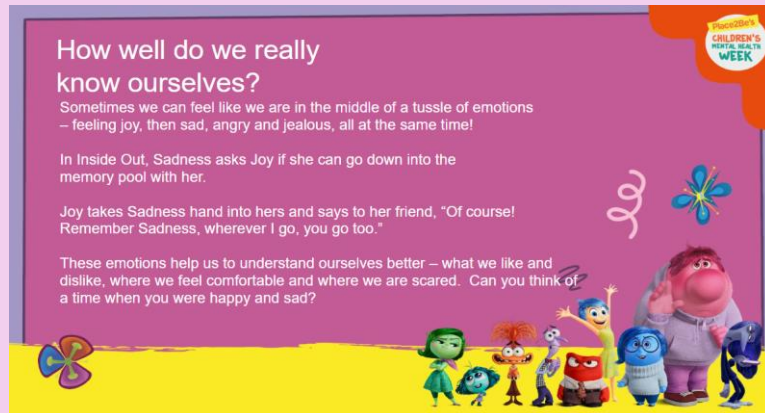
## -Online Safety-





# Hi, I'm Esme and I'm 13 years old

- What I do as a wellbeing ambassador:



### HEALTH AND SAFETY CONTROL MANUAL v3

SECTION	0.0	REVISION	10	DATE	Jan 2025	PAGES
ASPECT	TITLE PAGE					

### LANDLORD FACILITIES SAFETY CONTROL MANUAL

SECTION	0.0	REVISION	7	DATE	Sept 2023	PAGES	1
ASPECT	TITLE PAGE						



# Health & Safety Control Manual (HSCM) Version 3 (Rev10)

For EVH Members

# LANDLORD FACILITIES HEALTH, SAFETY & WELFARE MANAGEMENT SYSTEM

## CONTROL MANUAL

