

Health and Safety in 21st C

The Third Age

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Why am I here?

- H&SNot my responsibility !

Even if it was:

- No time
- No budget
- Not important
- Too boring

What a waste of time – should I go home?



May I suggest that you think again?

Why am I here ?

- A time of unprecedented change
- Complete change of philosophy in H&S
- Change in Court attitude

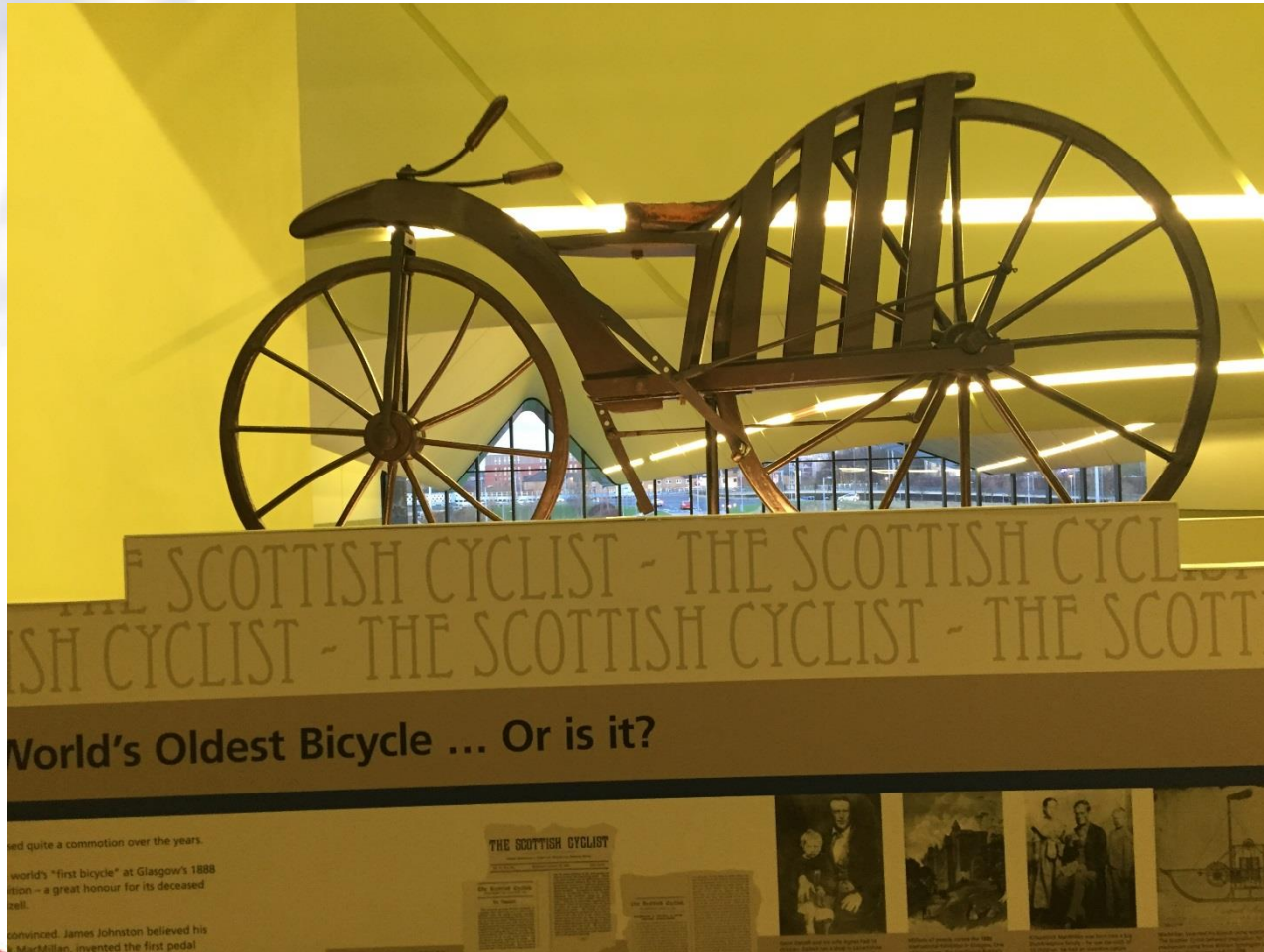




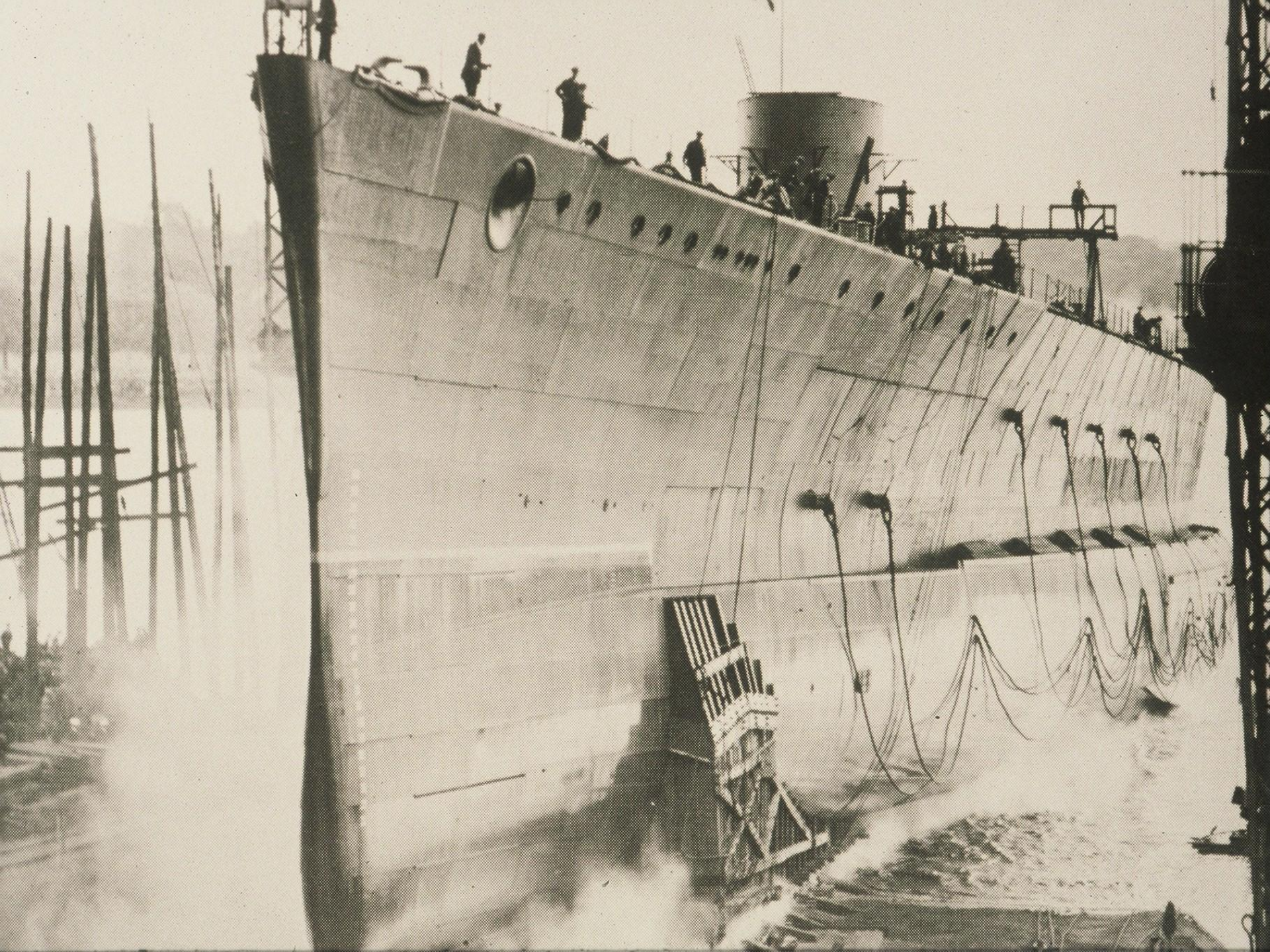
The Industrial Revolution

- First in the world.
- People started to invent and make things on a large scale.
- Changed from a rural and feudal country into an engineering based country.

Kirkpatrick McMillan









<http://www.britainfromabove.org.uk/image/SPW049780>

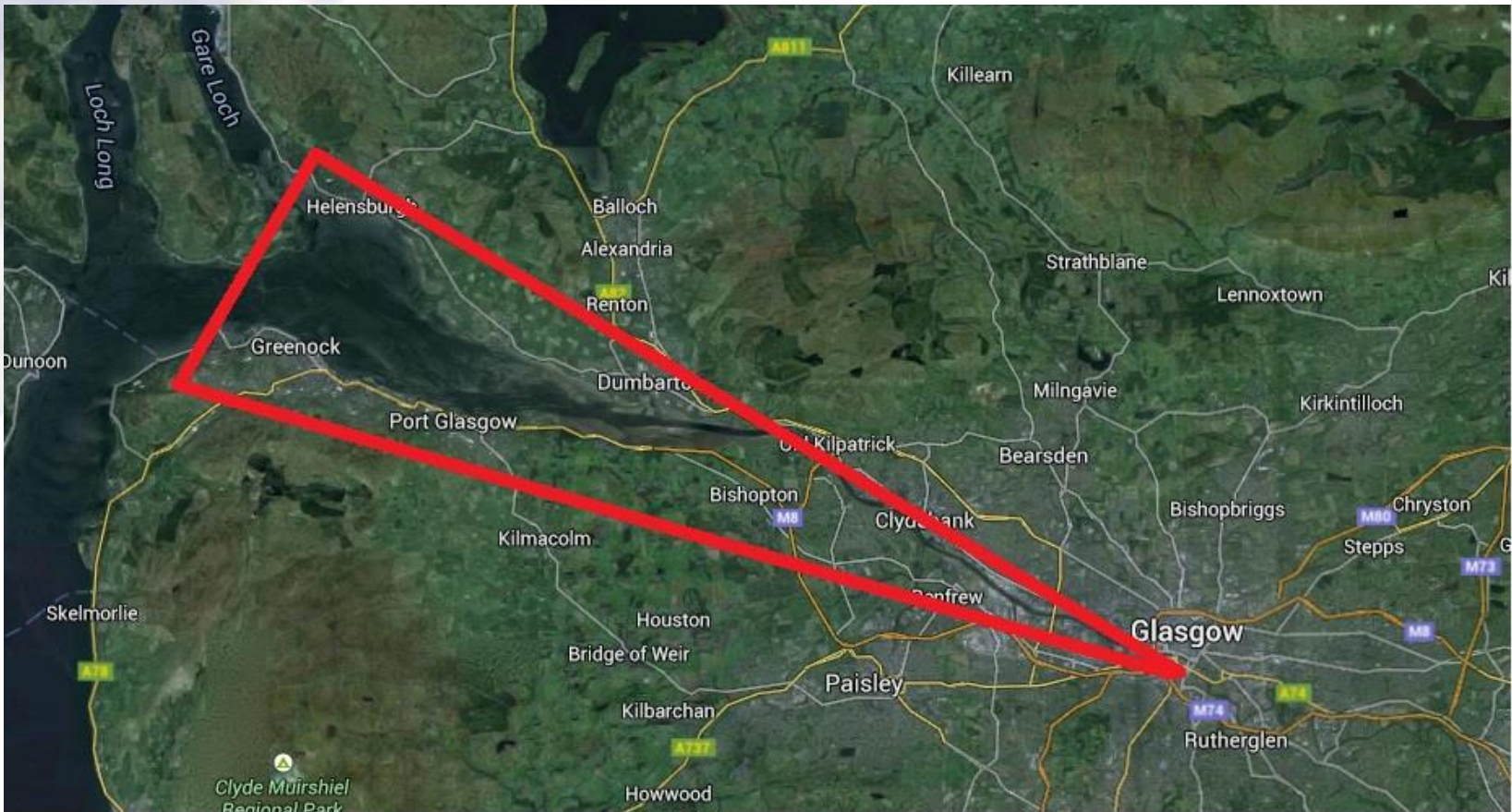
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The Black Triangle



WAIT AND SEE ATTITUDE

174 reported occupational deaths p.a. in the UK

Estimated to be work related:

- One million skin diseases,
- One million bladder diseases,
- 170,000 respiratory diseases,
- 45 000 deaths from respiratory disease p.a.
(up to 15 000 p.a. from occupational exposure),
- 60,000 asbestos deaths (2000 p.a. but increasing),
- Up to 8% of all cancers (up to 12,000 p.a.),
- Could be up to **30,000** deaths per annum from occupational ill health.

FINANCIAL IMPLICATIONS

Estimated financial cost of deaths from industrial diseases:

- 2% - 10% of the National Wage Bill (HSE figs.)
- £24,000,000,000 per annum
- Large **FINANCIAL** problem
- Large **MORAL** problem.



THE FIRST AGE



Health & Safety – what have we done ?

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:

- **Advice** – verbal/written.
- **Improvement Notice**
- **Prohibition Notice**
- **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 SECOND AGE

Changing philosophy

1984 COSHH Regulations :

An employer shall ***not*** carry on any work which is liable to expose any employees to any ***substance hazardous to health*** unless he/she has made a suitable and sufficient ***assessment of the risks*** created by that work.....

New Philosophy

- By late 1980's some Health & Safety Legislation had become Risk Assessment based – lead, asbestos, noise, chemicals.

i.e. changed from **retro**-active to **pro**-active.
- Reflected in the Management of Health & Safety at Work Regulations 1992 - requiring a *risk assessment* for all tasks, and the *management* of safety i.e. **employer must have a system to manage the health & safety of all employees.**

Management Regs

What do we require:

- Risk assessments for all tasks
- A Management System



Pretty Good ?



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 !!!

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

The current position in the UK

2.5 million people believe they suffer work related ill health

25 million working days lost each year through work related accidents & ill health.

Cost to the UK is in region of:

£25 000 000 000 per annum

The Real Problem

Many of the newly recognised industrial diseases could be caused by the **individual's life style**

e.g. stress, depression, rsi, back disorders, etc.

Now need to change our Health & Safety Philosophy ***again.***



THE THIRD AGE



The Solution ?

- New Government initiative to develop an **Occupational Health Strategy for the UK.**
- Need to set up systems to differentiate ill health caused by **work** from that caused by **life style.**
- Extend care of the employer into “life style” issues e.g. smoking & alcohol policies.

A little problem

- **Work** problem OR **life style** problem?
- How do you determine?
- You ask questions.....

But..... European Human Rights Bill



If you don't get it right then you
could be in trouble.

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Extend care of the employer into “life style” issues.

- Back to work interviews for all.
- Healthy eating in canteen.
- Signage at lifts – promote walking upstairs.
- Staff fun runs.
- Staff “spoiling” days – massage, etc
- Sponsored sports club membership.
- Cycling to work scheme.

The BIG change

Health and Safety at work

has changed to:

Health, Safety **and Welfare** at work



Questions?

Only easy ones please!

Contact roger@acsisk.com

ACS staff on duty today:

Emma, Lynsey and Richard