



# *Scottish Hazards*

**A network of individuals and organisations**



**Campaigns for improved worker health and safety throughout Scotland and joins with others internationally to campaigned for improved working conditions throughout the world.**





## *Scottish Hazards*

- **Share experience, knowledge, expertise**
- **Develop and support specific campaigns**

**Now - developing an information, advice and support service for individual workers and groups of workers without access to OH&S support**

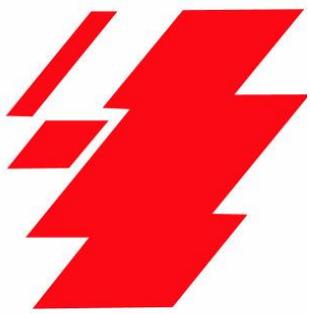


**Campaign for the right of every worker to return alive from work each day and to return as fit and healthy as when they left home.**

**For:**

- **work that doesn't cause physical or mental injury or illness**
- **meaningful work – enabling development of skill and competence**
- **a limit to working hours and flexibility to enable a balance of work with home life**
- **work which differentiates but does not discriminate – respect and fairness**
- **access to OH&S information and support**





## ***Worker involvement from an employee perspective***

**Important at all levels:**

- ***Individual*** – good information, education, support, involvement

- ***Workplace*** – not just information or consultation but full involvement in monitoring and decision making

- ***Unions*** – ensuring good support for TU H&S representatives and individual workers

priority and resources for strategic work on OH&S

- ***Enforcers*** – real commitment to the tripartite principle – worker reps, employer reps, government

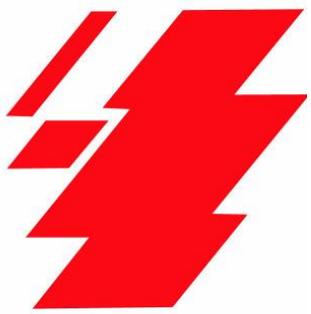
- ***Elected representatives*** at LA, Scottish and UK levels – to see and prioritise their role in the protection of worker OH&S



## ***Worker involvement from an employee perspective***

### ***ILO Barefoot Research – Work security***

- **Protection against work related accidents/illness**
- **Protection from discrimination**
- **Protection from violence/harassment/stress/overwork**
- **Employment and income security, including...**
- **Protection through legislation and enforcement**
- **Right to association and collective bargaining**
- **Access to social support such as health care, childcare, educ**
- **Ability to refuse unsafe work**
- **Knowledge of workplace hazards**
- **Right to protection for whistle blowers**



# ***Worker involvement from an employee perspective***

## ***TUC Partners in Prevention***

### **Six partnership principles:**

- **Shared commitment to the success of the enterprise**
- **Recognition of legitimate differences**
- **Focus on the quality of working life**
- **Security in employment (after injury/ill health)**
- **Openness – consultation in good time/ at the ‘glint of an eye’ stage**
- **Added value – actually delivering reduced injury levels, illnesses and absence from work**



## ***Worker involvement from an employee perspective***

**Worker involvement on health and safety is simply a two-way process where you and your employees:**

- talk to one another**
- listen to one another's concerns**
- raise concerns and solve problems together**
- seek and share views and information**
- discuss issues in good time**
- consider what everyone has to say**
- make decisions together (HSE website)**

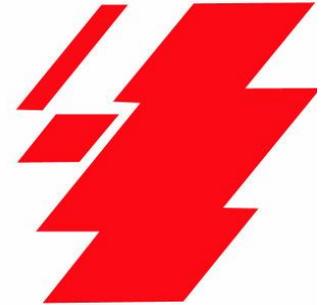
# Organisational Justice

“Organisational injustices is a workplace stressor

High levels of organisational injustice have been shown to be associated with poor physical and mental health, sickness absence and disease...

Higher levels of justice improve health and decrease sickness absence as well as improving organisational outcomes”

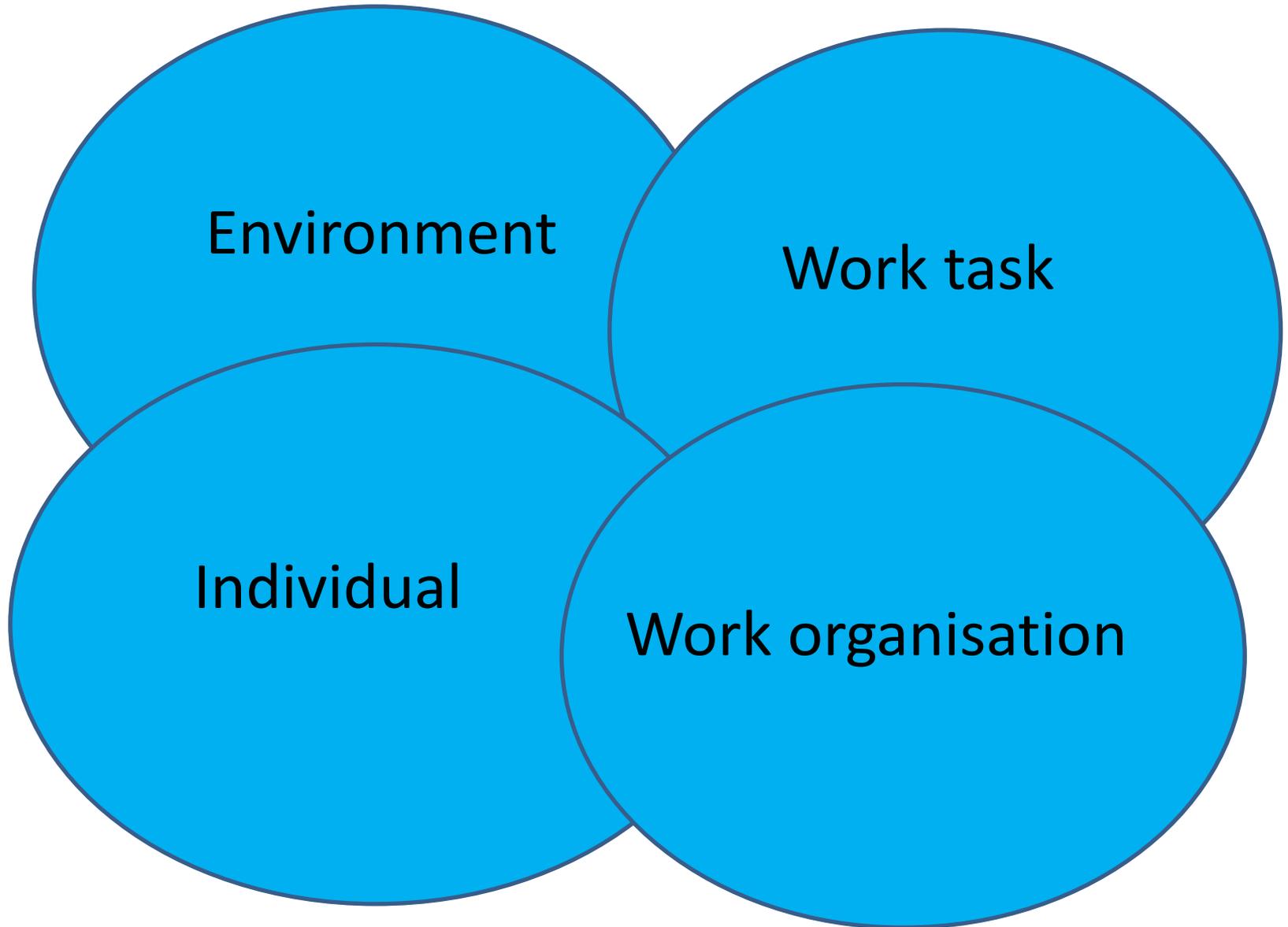
*Procedural Justice*: decision making procedures should include input from affected parties, be consistently applied, open and ethical



*Relational Justice*: respectful and considerate treatment of workers and employees by their supervisors”

(Dr Jane Ferrie, Whitehall II, 2008)

<http://www.ucl.ac.uk/whitehallIII>



Environment

Work task

Individual

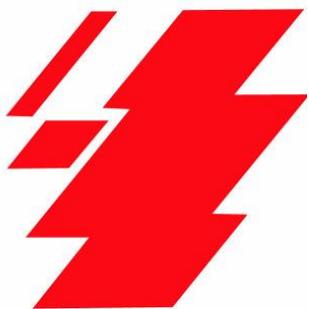
Work organisation



## Tools

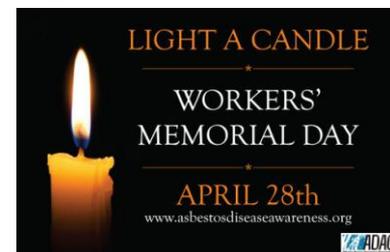
- Risk assessment
- Inspection
- H&S Committee
- Small group discussion
- Mapping
- Surveys/interviews
- Observation
  
- Training and education
- Negotiation





## *What can the Scottish Parliament do:*

- Raise the profile of workplace health and safety
- Acknowledge and publicise the real statistics regarding work related death, injury and ill health
- Oppose moves to deregulate OH&S and to reduce enforcement activity
- Oppose moves to reduce access to justice for workers
- Support moves within the EU for improved OH&S protection
- Support campaigns in Scotland and throughout the world for improved worker health and safety (including resistance to transfer of risk from one country to another)
- Continue to support the marking of IWMD





## **Some Case Study solutions**

**Retail/distribution/supply of mobile phones: clearer job descriptions, training for managers, improvements to work environment including layout of stores, sending people home who come in ill**

**Social Work Centre: revisit policy on personal safety; develop new guidelines for people working alone in the community; encourage breaks after stressful encounter; find a better solution than the present split sites**

**Hospital: consulted specialist in shift work - two options will be put to staff for voting; working day shortened and attendants ( do domestic and caring role) now paid for break time; attendants now part of team meetings; further discussion ongoing about workload**



## **Some Case Study solutions**

### **CIBA Chemicals and GMB**

- **Started with very different perspectives**
- **Through workplace mapping developed a joint approach**
- **Within a year had taken action on 52% of mapped actions**
- **Large reduction in accidents**



## **Some Case Study solutions**

**USA textile workers: injuries among workers rolling sequins onto spools. A union survey showed high level of serious pain. A joint investigation was carried out between management and union. Results: ergonomic redesign of workstation; better chairs were found; a union run education programme for both managers and workers. Management reported compensation costs cut by half. (ILO)**

**Bakery UK: Body mapping exercise by H&S rep revealed high level of back strain. Joint action with employer led to: use of smaller baskets; job rotation and task variation. (ILO)**