Helping Great Britain Work Well: Logistics and Transport Sector

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IOSH - London Metropolitan Branch networking event
• Where is health in our approach: how can we work together?
• Managing risks well: how can we improve end to end responsibility?
• What does the future hold – what are the new challenges and opportunities?
• Communication – your ideas work
Background

• 2015 - 40\textsuperscript{th} anniversary of the Health and Safety at Work Act coming into force

• Fatal incidents, injuries and ill health greatly reduced

• World leader

• But … Still some way to go in many areas
A world class system

* excludes self-employed

Reported Injuries: 337,000 to 77,000 (1974 to 2011/12).

Ill health cases: fallen by a third (since early 1990’s).

European benchmarks (2011)
New strategy for the GB system
A record to be proud

• One of the safest working countries in the world
• Mature system of regulation, with lots of experienced and committed participants
• Together, we can make the health and safety system even better
Opportunities & challenges

Success has created many opportunities but also challenges:

• It will be stretching to drive further improvement

• Need to resist temptation to set disproportionate standards

• Immediacy of safety challenges has detracted from effectively tackling health issues
Help Great Britain Work Well

- The strategy will help to build a safer, healthier and more prosperous Great Britain
- Collective ownership and commitment will help to protect lives, quality of life and livelihoods
- Helping Great Britain work well will enable businesses to be more productive and grow
What we all stand to gain

- A healthy workforce that feels valued by their employers
- Reduced public expense dealing with unnecessary ill health
- Business sectors boosted by improved staff retention and increased productivity
Helping Britain Work Well

- Acting together: Promoting broader ownership of health and safety in Great Britain
- Tackling ill health: Highlighting and tackling the costs of work-related ill health
- Managing risk well: Simplifying risk management and helping business to grow
- Supporting small employers: Giving SMEs simple advice so they know what they have to do
- Keeping pace with change: Anticipating and tackling new health and safety challenges
- Sharing our success: Promoting the benefits of Great Britain’s world-class health and safety system
Acting Together

• Everyone has an active part to play in implementing the strategy

• Help identify the most important challenges and develop ways of taking collective ownership

• Do our individual contributions help as much as they can, without causing unnecessary cost or inefficiency?
Tackling ill health

• C13,000 deaths from work-related lung disease and cancer last year - reflecting historical conditions and standards

• 1.2 m working people suffering from work-related illness last year - half a million were new conditions

• Long-latency hazards, stress and musculoskeletal disorders

• Drive for improvement must come from everyone with a stake in keeping people healthy and fit for work
Supporting small employers

- HSE has already simplified legislation and guidance, produced straightforward tools and examples
- Reaching all SMEs is challenging
- The best large businesses and intermediaries point SMEs they deal with in the right direction – not offering overcomplicated advice or unnecessary barriers to business
Managing risk well

- Risk assessments don’t need excessive paperwork
- Risk management doesn’t mean managing trivial risks
- Getting it wrong inhibits productivity, creativity and growth
- Managing the right risks in the right ways
- Help smaller companies get it right efficiently and effectively
Keeping pace with change

• HSE’s world-leading research capabilities increase its efficiency and targeting

• Horizon-scanning expertise will be used as demographic, technological and other changes affect the world of work

• We want to hear your ideas for how we can keep track of trends, as well as any particular challenges you see ahead
Sharing success

• Sharing good practice, both at home and abroad
• Promoting our goal-based approach overseas, making it easier for British businesses to expand into new markets
HSE’s contribution

• Continue as the prime mover in the health and safety system

• Work with industry, co-regulators and colleagues across government to ensure our regulation is as simple and effective as possible

• Acting with others - talk, share ideas and set the right direction for the future
Health and wellbeing
Key government players

- Health and Safety Executive
- Department of Health
- Public Health England
- Acas
- Department for Work and Pensions
- NICE
- NHS England
- National Institute for Health and Care Excellence
The wider health landscape

DWP/DH Joint Unit
Aims:
• Improve health outcomes and employment
• Lead the government’s strategy to halve the disability employment gap;
• Contribute to improving productivity and growth of the economy;
• Reduce health inequalities;
• Effective and sustainable use of public resources’

What’s happening:
• Green paper – by end 2016
• Strong focus on – employers
  – work as a health outcome
### Draft high level for worklessness, health and work plan 2016/17

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<th>Support local action to promote action by employers on workplace health</th>
<th>Support the Joint Unit on Work and Health in implementing its work programme including development of a green paper on health and welfare reform, recommissioning of Work and Health Programme and development of the FitNote.</th>
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<td>• Work with external partners to develop the national narrative and leadership of employer led action on workplace health and wellbeing.</td>
<td>• Support Drug &amp; Alcohol commissioners &amp; providers to support unemployed individuals with substance use disorders</td>
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<td>• Develop employer to employer toolkits on MSK (ARMA/BITC) and Post-Suicide Support (Samaritans/BITC)</td>
<td>• Facilitate collaboration between Local Authority public health and skills and employment leads with Jobcentre Plus regions and districts to explore areas of mutual interest and opportunities for closer working (i.e. Essex model of RSPH2 training for JCP Social Justice/Work Coaches)</td>
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<td>• Engage with National stakeholders e.g. TUC</td>
<td>• Promote awareness of Jobcentre Plus initiatives and services such as Disability Confident and Access2Work scheme</td>
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<td>• Promote employability for people with substance use disorders</td>
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<th>Encourage local areas to develop a worklessness, health and work strategic approach that bridges work and health, skills and employment, economic growth and regeneration boards and networks</th>
<th>Raise awareness of existing tools and best practice examples including return on investment examples</th>
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<td>Support evaluation approach to help build the evidence base of best practice</td>
<td>Support development and promotion of locally led evidence based workplace health and wellbeing accreditation schemes</td>
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<td>Support NHS and other local public sector employers to work to become exemplars of workplace action to improve health, linking to CQUIN, STP &amp; 5YFV for NHS partners.</td>
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Who is involved?

Interventions

Exposure and control

Health outcomes

Ill health management

Attitudes and behaviours

Exposure and response

PHE – population / individuals

HSE – employers/workers

DH: treatment - rehabilitation

DWP: return to work - benefits
An integrated approach

Interventions
Attitudes and behaviours

Exposure-response
Exposure and control

Ill health management
Health outcomes

Impacts and consequences

Research, analysis, evidence, review and evaluation
What does a healthy workplace look like?

WHO 5 Keys to Healthy workplaces:
http://www.who.int/occupational_health/healthy_workplaces/en/
Where can HSE add value?

• Provide expertise

• Push HSE guidance to employers

• Make connections with OGDs

• Join up initiatives
Health and Work Strategy – early views

- Lung disease (respiratory and cancers)
- MSDs
- Stress
- Mental health
- Working with OGDs
- Future world of work
Ill health in today’s workplace

- 2 million suffering workplace illness (1.2 million working people, 0.8 former workers)
- 19.4 million working days lost due to MSDs and work related stress
- 23.3 million working days lost to ill health
- Around 13,000 deaths Due to cancer & respiratory disease
- Cost to Britain of workplace illness ~£9.4 bn
- Estimated emerging costs for cancer double figure bn

*2014/15 statistics*
HSE’s ambition

Reduce the incidence of occupational disease through:

✓ Prevention and Control

✓ Sustained HSE activity

✓ Focus on improving effective management and control of health risks by supporting evidence based targeted interventions in high risk areas
Priorities: Cancer and Respiratory Disease

Carcinogenic agents/ exposure circumstances
• Asbestos
• Shift work
• Welders
• Painters
• Silica (RCS)
• Diesel (DEEEs)

Respiratory disease: Industries/workplace activities that have high incidence and/or large number of workers potentially exposed:
• Construction workers
• Foundry workers
• Welders
• Quarry & stone workers
• Agricultural workers
• Vehicle paint sprayers
• Bakers
Building and developing the evidence base – CAN I USE THIS?

• Diesel engine exhaust emissions (DEEEEs)
• Shift work
• Painters
Presentation

• Current Issues
  – Background
  – Brexit
  – Better Regulation

• The new health and safety system strategy
EU Referendum

• No immediate consequences for how HSE works and regulates

• Three main areas of EU activity
  – Social policy
  – Environmental & human health protection
  – Single market
Better Regulation

• £10bn savings to be delivered over the Parliament

• Business Impact Targets – deregulatory “budgets” - to be set for Departments and their Regulators
Better Regulation

- Post Implementation Reviews
- Some regulatory consolidation and amendment
- Inspection and examination of plant & equipment
- Risk assessment
- Business on business burdens - tackling ‘Blue Tape/Private Sector Gold Plating’
Many thanks
#HelpGBWorkWell