



***Unite is committed to improving health
and safety in all workplaces***

***Union organised workplaces are safer
than non-organised workplaces***



Safety Reps Rights

Bud Hudspith
Unite Amicus H&S Officer

This cannot have happened to you!



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Accidents & Ill health at work

- 241 deaths and 150,000 reported accidents
- 2m every year suffer ill health caused or made worse by work
- 523,000 new cases of ill-health every year
- 25,000 forced to give up work every year due to ill-health or accidents
- Nearly 2000 every year die from mesothelioma
- 6% of the working population report
 - 1. Musculoskeletal
 - 2. Stress
 - 3. Respiratory problems

Management Failure

HSE reviews of fatal accidents

- in about 70% of cases "positive action by management could have saved lives".
- 15% workers behaviour
- 15% joint

But, companies that identify root causes of accidents say, over 90% of accidents are due to management systems failure

HSE Budget Cuts

Since 2002 – flat cash means cuts

2004 Spending Review

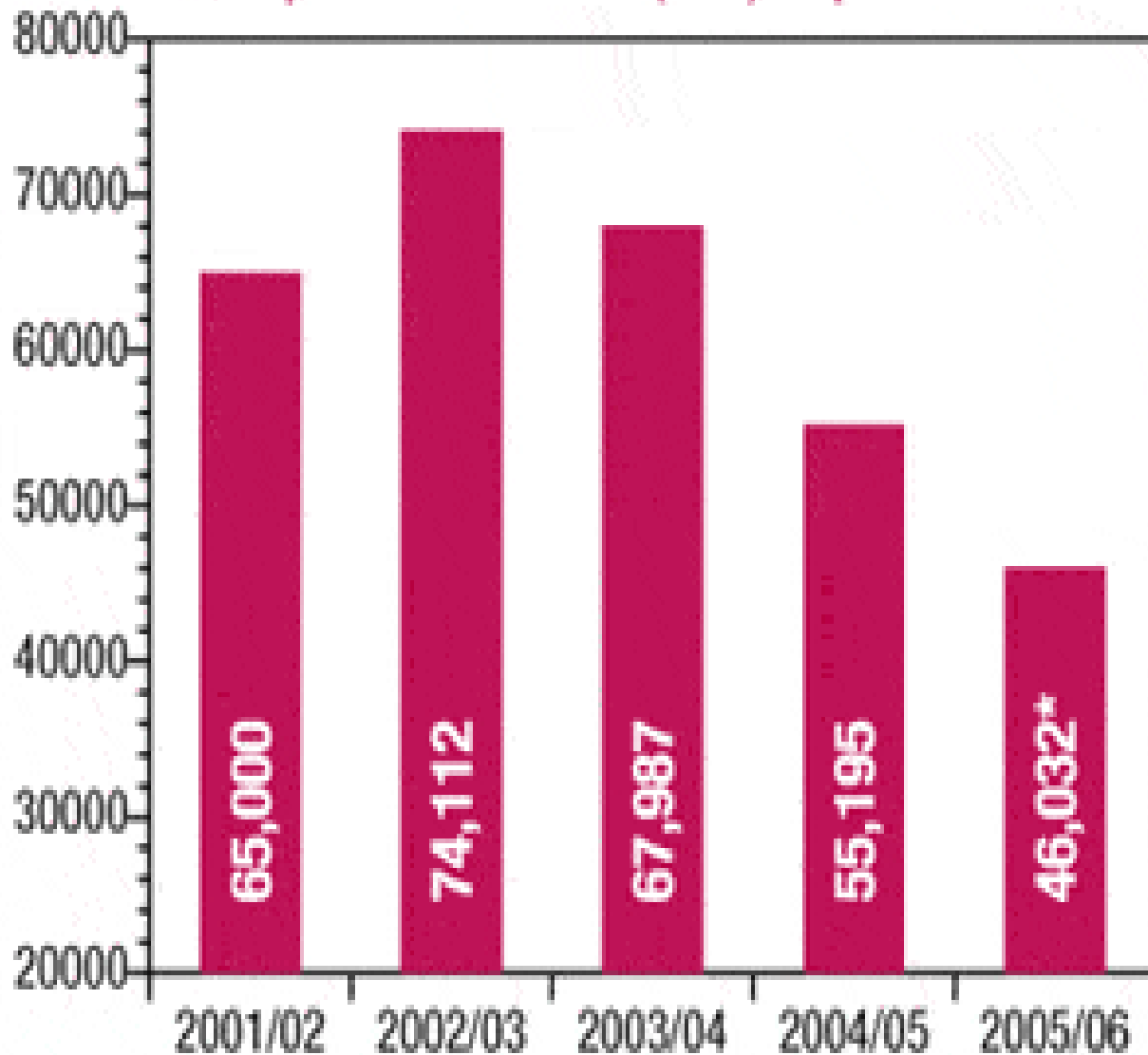
• 250-350 by 2008, natural wastage

2002-2008 17% staff reduction

Autumn Spending Review - 5%?

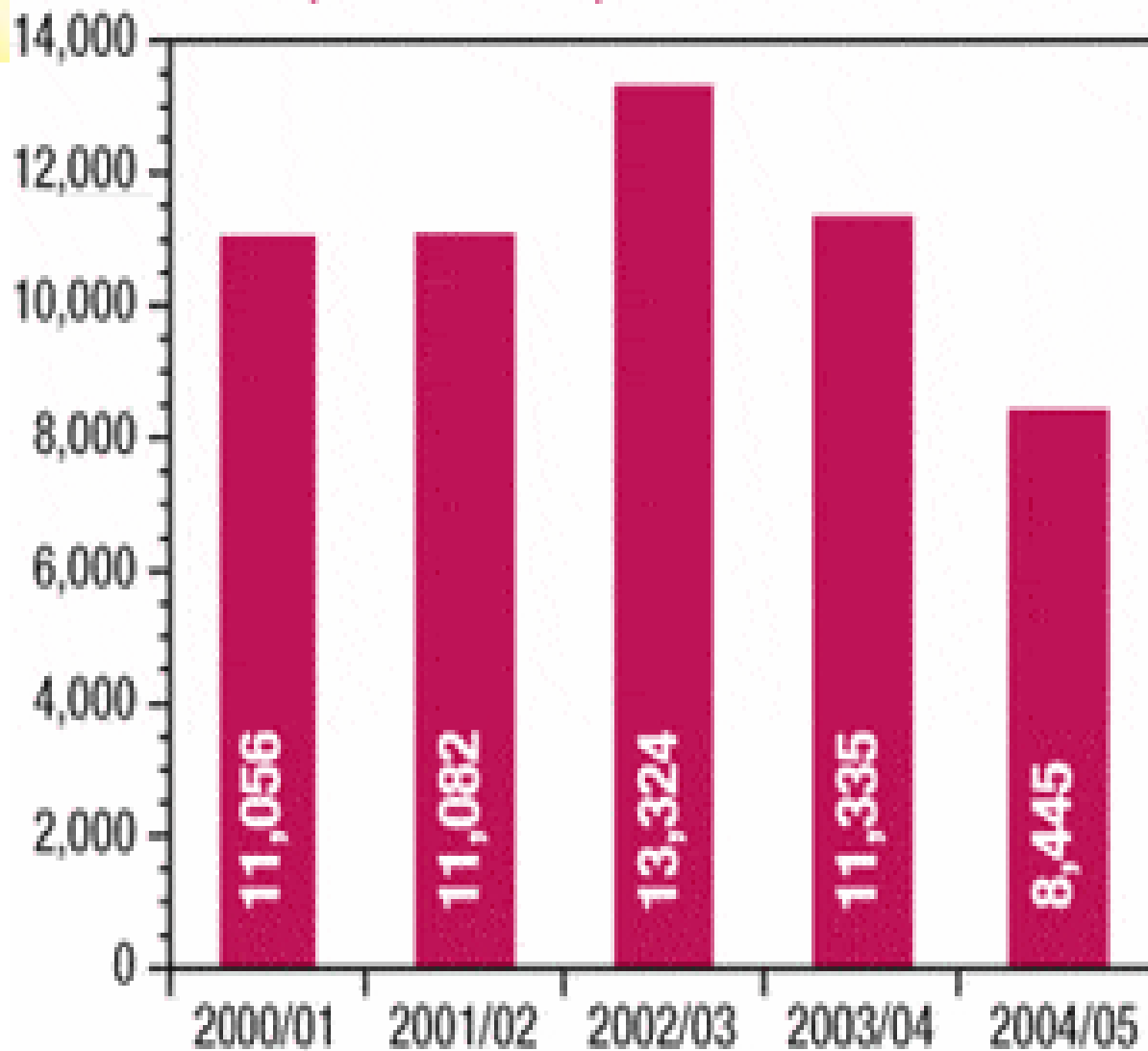
Inspections down

Field Operations Division (FOD) inspections

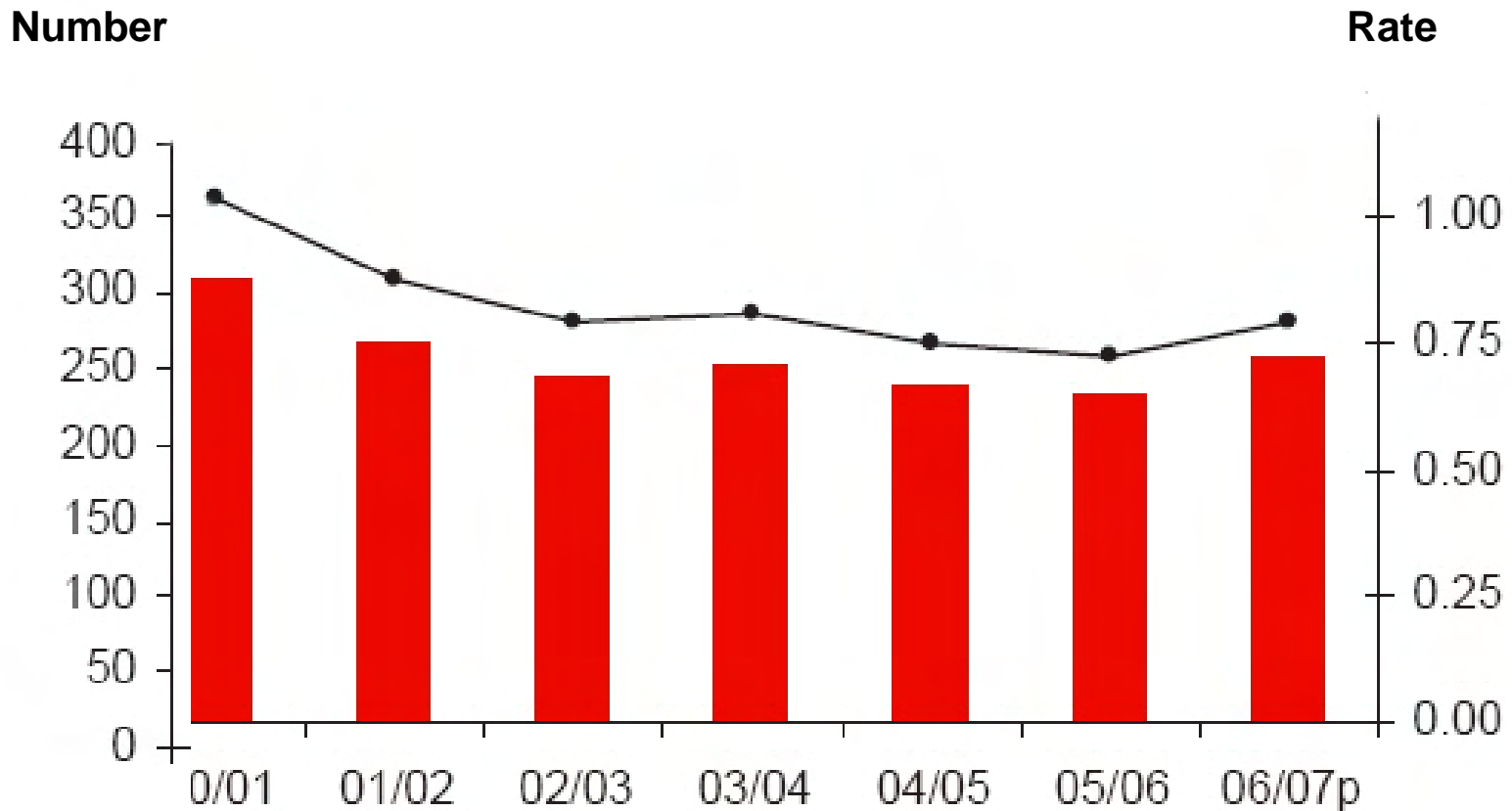


Notices issued down

HSE improvement or prohibition notices issued



Deaths at Work 2000-2007



What do cuts mean?

UK employers are now

- less likely to be inspected,
- less likely to receive a notice from an HSE inspector demanding improvements,
- less likely to be prosecuted,
- less likely to be convicted of safety crimes.

What do we want?

- **Strong HSE – properly resourced**
- **More inspections, more enforcement**
- **Most effective way to stop employers breaking the law**
- **All of this will help safety reps**
- **It will reduce injuries, ill-health and deaths at work**
- **What can safety reps do?**

Safety Representatives Rights

- **inspect** the workplace;
- **investigate** employee complaints;
- **make representations** to the employer;
- **investigate** accidents;
- **inspect** relevant H&S documents; and
- establish a **safety committee**
- be **consulted** by employers on H&S issues
- receive H&S **information**
- and **time off** to do it

Check the Situation

Aims

- preventing accidents and ill-health
- meeting standards
- implementing guidance

Look at what is happening

- inspections
- monitoring
- audits

HSC Consultation on Safety Reps

On offer – employers to:

Consult safety reps on risk assessments

- 91% agreed (42% of employers)

Respond to representations by safety reps

- 96% agreed (72% of employers)

Change to “Health and Safety” Rep

- 90% agreed

HSC Response – no change

- No consensus for regulatory change
- Difficult to make recommendation
- Return to later meeting following discussion between social partners

No Democracy!!

We want more rights for Reps!

Implementation of time off rights

- In the workplace
- For training

Implementation of consultation rights

Provisional Improvement Notices (PINs)

Stopping the job

Roving reps

Enforcement of law by inspectors

Recruiting and Accrediting Safety Reps

Every Unite Amicus Safety Rep should have one of these.



Issued by regions

Confirmed to the employer

Key Safety Rep Issues

- Effective and active safety reps
- Recruitment and retention of reps
- Using and improving safety reps rights
 - Time Off
 - Consultation
- Information
- Training

Use the rights you've got!

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