
The case for Worker Involvement

SBFAT Meeting 21/07/09

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Worker Involvement and Inclusion Team

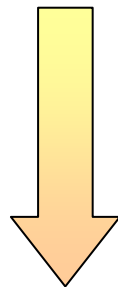
Health and Safety Executive



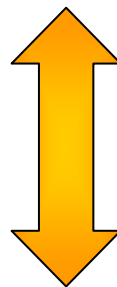
Why is worker involvement so important?



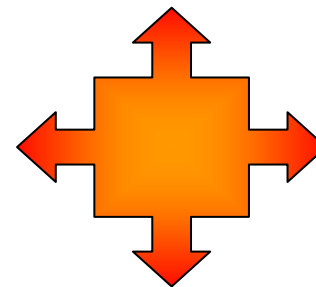
Dependent
One way
information



Independent
Joint
consideration

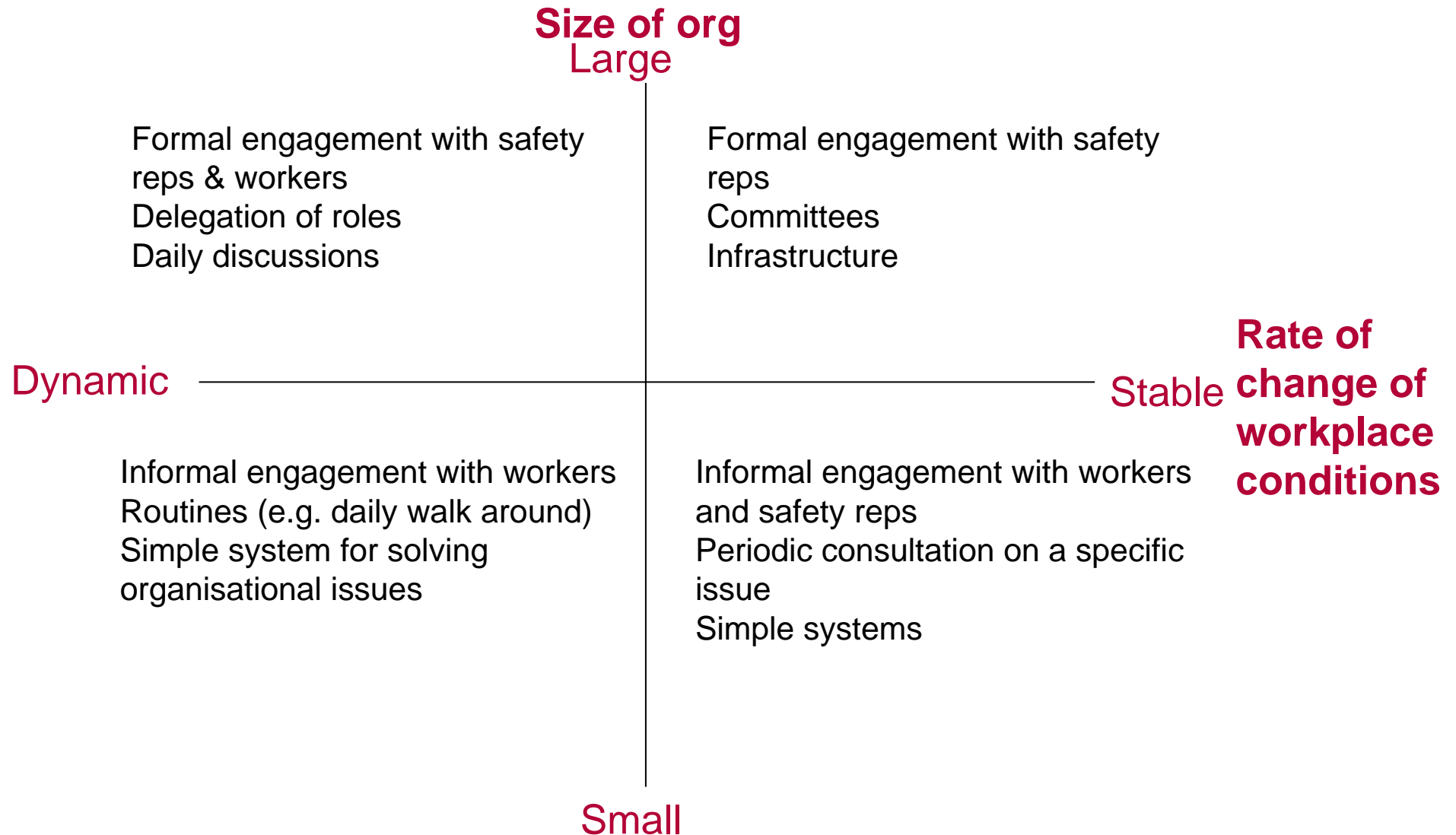


Interdependent
Joint problem
solving





What might WI look like?



HSE board paper



- Communications campaign
- Enabling action to provide health and safety reps with soft skills to jointly solve problems
- Part-funding of training of health and safety reps (non-unionised)
- Joint first line manager and health and safety rep training

Target sectors

- Analysis of HSE surveys (employer and employee) identified the following four target areas (all medium sized and non-unionised organisations):
 - Manufacturing sector
 - MVR and repair of goods
 - Transport (storage and communications)
 - Construction

Proposals for training initiatives-ideas



- Campaign
- Promotional events (SHADs)
- Subsidised basic h&s rep training (including soft skills)
- Follow up support
- Joint training for line managers and representatives



Summary



- Provide training to reps from non-unionised target workplaces including soft skills
- Provide support to businesses to improve the interaction of health & safety reps and first line managers
- Tackling those employers who are not compliant with the law
- Today is about gathering your views at this early stage