

HELA

Fit3 Strategic Programme Portfolio – 2008/09

Sarah Bull (LACORS) and Mike Wilcock (HSE – Fit3)

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Issue

1. To agree the proposed Fit3 Portfolio of projects for 2008/09

Timing

2. Routine

Recommendation

3. That HELA endorse the new Fit3 Portfolio of work for 2008/09.

Background

4. In 2005/06 we launched the Strategic Programme “Fit for work, Fit for Life, Fit for Tomorrow” (Fit3). Over three years, the programme was designed to achieve a 3% reduction in the incidence rate of cases of work related injury; a 6% reduction in the incidence rate of cases of work related ill health; and a 9% reduction in number of days lost to work related injury and ill health as part of the overall targets set out in the HSC’s Revitalising Health and Safety agenda.

5. After two years Fit3 has made a difference. Not only in progress towards the achievement of our targets as reported in the annual statistics¹, but also in relation to ways of working, with greater emphasis on the delivery of outcomes for working people, and helping to build robust and effective active working arrangements between HSE and Local Authorities. Partnership working is fast becoming “the way we do business” and remains vital to improving workplace health and safety in Great Britain. Over the past three years, HSE and local authorities have built a solid partnership to make the best use of respective strengths in tackling national, regional and local priorities.

Some of the main developments in partnership working during 2006-07 have included:

- widespread local government involvement in policy and programme development.
- joint working, both on initiatives and routine business;
- planning processes to deliver HSC’s priorities being better aligned with LA planning timescales;
- further progress being made in giving local authorities access to common guidance, technical support, training and research – in particular through the Fit3 Street².

¹ <http://www.hse.gov.uk/statistics/index.htm>

² <http://www.hse.gov.uk/fit3street/>

- Joint “focus groups”, designed to capture qualitative feedback from both Local Authority and HSE staff and improve communications between the field and Programmes.

6. Fit3’s overall status remains reasonably positive, with a clear indication that we should achieve the required ill-health and days lost reductions by the end of 2007/08. However, the most recent fatal injury statistics for 2006/07 were less encouraging, and internal programme forecasting suggests a slowing in the rate of decline for injuries, and, in particular, an indication that we are failing to make any real impact in relation to slips and trips. This picture, together with a greater understanding of the time needed to embed the sort of changes necessary to make the improvements on the scale required, led the HSE Board to decide to roll the Fit3 agenda forward for a further year into 2008/09 so that benefits can be fully realised and sustained.

The Proposed Portfolio

7. As a result of the decision to roll the Fit3 agenda forward, the Fit3 Programme Office ran a series of workshops and discussions, involving programme and delivery partners (including the LACORS policy forum) to help develop proposals for 2008/09. There emerged a number of issues that were then used to help develop the proposed portfolio, including:

- The 2008-09 Fit3 Portfolio should contain topics and issues that were risk based and intelligence led; that had firm statistical evidence behind them.
- Certain topics (e.g. Slips and Trips) needed to be much more focussed, in terms of the sectors to concentrate on and also the type of hazard (e.g. spills).
- Work in some sectors needed to be more holistic, e.g. with the beauty industry we should look at all health and safety issues, not just dermatitis.
- There were non-traditional issues that should be included in the portfolio, such as community well-being, violence in the retail sector, and smoking.

8. At its meeting on 12 July 2007, the Fit3 Strategic Programme Board debated initial proposals from Programmes that:

- Concentrated on consolidation of existing work
- Used a mix of resources, based on experience so far – operational, communications, research and internal
- Targeted particular market sectors
- Allowed flexible delivery – using field expertise to identify “how’s” and “where’s”

Although specific proposals were not included in relation to community well-being, and smoking, it was felt that the targeting and flexibility of approach proposed would allow delivery partners, including Local Authorities, to develop a more holistic delivery plans that captured these and similar issues, looking at the overall control of risk in the workplace and reflecting local priorities.

9. Further work by Programmes with the input of delivery partners, including LACORs, has resulted in the attached portfolio of projects for 2008/09 (Annex 1). The portfolio is split into the three broad target areas of injury reduction, disease reduction and health at work for planning

purposes, but many of the projects are designed to be delivered together and allow flexible delivery depending on local needs and economic mix.

- Disease Reduction proposals build on partnership with others and propose continuation of projects covering:
 - **Dermatitis** – in beauty and health sectors
 - **Asbestos** – Duty to Manage and maintenance
 - **Cancer** – design and delivery of workplace interventions
 - **Respiratory Disease** – in woodworking, MVR, bakeries, welding and quarries
- Health at Work proposals maintain delivery against targets:
 - **Work-related stress** - use of the management standards in (a larger number) of organisations – continuing “light touch” on enforcement using FOD and LA resources
 - **Violence and bullying** - emerging initiatives on bullying and violence in workplaces through Social Partners Agreement
 - **Musculoskeletal disorders** - in sectors with high MSD risks (manufacturing, construction and services) – raising the profile of ULDs
 - **Managing attendance** - Interventions to support initiatives by the Civil Service Steering Board and Ministerial Task Force
- Injury Reduction proposals consolidate existing projects on
 - **Slips and Trips** – (working with others) targeting cleaning, education, kitchens, maintenance, manufacturing, (new) care homes, and (new) retail.
 - **Falls** – communications via external partners, focussing on training and competency; begin review of WAHR
 - **Workplace Transport** – Review MGS to determine if further activity required, promote routemap
 - **Noise & Vibration** – rolling forward existing work on promotion of good practice, worker involvement, suppliers and music and entertainment
- **Construction** proposals are not included in the portfolio attached since HSW enforcement rests with HSE. Nevertheless, the Construction Programme has identified Local Authorities as having a considerable potential influence on and interest in construction, both as construction clients, and as regulators of several aspects of the construction process (Building control etc). It has recently established a project to determine how Local Authorities currently influence construction work and to identify ways of improving ownership and partnership working in this area. The Construction Programme would like to engage with Local Authorities on taking this work forward. There are no plans to bid for LA resource at this stage.

10. At their September meeting the Fit3 Strategic Programme Board discussed and accepted the revised portfolio, and agreed that further work should be undertaken with Delivery Partners to prioritise the projects and to review, revise and refresh existing project documentation. This work is currently underway and shown for completeness on the attached portfolio. Throughout the next stages of the process it has been assumed that:

- Wherever possible joint working between FOD and LA staff will be the norm.

- In consultation with Programmes, the Fit3 Office will produce a simple timeline of projects to check that we are not liable to create conflicts in-year.
- That more work is required on Communications – in particular to take into account the current work to deliver a media campaign on slips and trips later this year.
- Performance measures in general need to be tightened up. Programmes agreed to develop these further and ensure that by the end of December a clear set of performance measures are in place for each project that are both measurable and meaningful. Subject to agreement of the Fit3 Programme Board, it is assumed that Focus Groups will continue in 2008/09 to capture qualitative feedback on delivery.
- Many of the proposals are dependent on the use of enforcement, and project instructions will reflect the critical input enforcement can make where appropriate

11. The objective is to have the portfolio finalised, communicated and all instructions issued by the end of December. LACORS and the Fit3 Programme offices are working closely together to communicate the portfolio to delivery partners, provide evidence and support to the various partners, and ensure that opportunities are taken where possible to deliver projects efficiently and effectively, taking into account local needs. An identical approach is being taken with FOD.

Action

12. HELA is invited to note the development and content of the propose Fit3 Portfolio for 2008/09 and agree that work to engage with individual Local Authorities should now progress on the basis of the portfolio.

Mike Wilcock
Fit3 Programme Manager

Sarah Bull
LACOR Policy Officer