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## HEALTH AND SAFETY COMMISSION

### “Fit for work, fit for life, fit for tomorrow” strategic delivery programme: The high-level Fit3 Strategic Roadmap 2005/06 – 2007/08

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#### Issue

1. Planning the content and delivery of the Fit3 programme is now well underway. A high-level “roadmap” has been developed to summarise the programme plan for HSE staff and interested stakeholders. Information on Fit3 delivery actions has been included in HSE’s delivery plan for the workplace health and safety Public Service Agreement that has recently been sent to DWP.

#### Timing

2. Routine.

#### Recommendation

3. The Commission is invited to note the good progress being made with the Fit3 Strategic Delivery Programme and in particular to:
  - note that a three year high level Fit3 Roadmap has been drawn up as promised at the Commission meeting on 26 July (HSC/05/96 refers);
  - note that local authorities are now engaged in the governance and planning discussions for Fit3;
  - note that HSE’s PSA Delivery Plan which sets out existing and proposed policies and other measure, including Fit3, to deliver DWP’s workplace health and safety Public Service Agreement has been sent to DWP.

#### Background

4. At the January and July Commission meetings I described the Fit3 structure, explaining how each component programme aligned with the ill health, injuries and days lost elements of the PSA target. I also updated you on governance arrangements and progress toward delivery. In particular, I referred to the emerging high level Fit3 Roadmap. This document outlines the wide range of delivery activity planned across

the strategic programme, and illustrates how the different interventions within the programme support each other and are being combined for increased impact. For example, each year we are planning a couple of major media campaigns on specific health and safety issues that will be supported by targeted operational projects and initiatives to engage relevant stakeholders. The Fit3 Roadmap, which will be regularly reviewed and updated throughout the lifetime of the programme, is attached at Annex 1.

5. At Annex 2 is HSE's PSA Delivery Plan, which includes Fit3's contribution to the target. This has been sent to DWP for consideration and will be used to help DWP and HSE monitor progress. The Delivery Plan will be updated as part of HSE's corporate planning process in the next few months.

## **Argument**

6. The Fit3 Strategic Delivery Programme is an ambitious and challenging programme that aims to achieve delivery of defined outcomes through cross-HSE working and better engagement with LA colleagues and other stakeholders. We have made a good start. The recent Backs! 2005 campaign has been successful in getting important messages across to a wide audience through major communications activity, focused workplace visits and special projects involving both LA and HSE staff. Early feedback has been very positive, and we are carrying out longer-term evaluation to find out if we have achieved real changes through this approach. Lessons from this initiative have informed planning for our imminent major campaign on slips and trips - Watch Your Step. On stress, we have also made early progress to engage the "Willing 100" large organisations in working with us to implement the Management Standards, and we are engaging at Board level with many organisations on this work.
7. Early feedback from LA colleagues and stakeholders has emphasised the need to inform and engage people at an early stage if we want them to help deliver the Fit3 programme. We are therefore already planning Fit3 delivery in 2006/07 and 2007/08. Last week a meeting involving all parts of HSE and local authority representatives discussed the proposed programme plans, how the projects could be delivered most effectively for different stakeholder groups, and the associated resource needs. The outcome of these discussions is reflected in the Fit3 Strategic Roadmap.
8. The success of this event in achieving consensus on a number of challenging issues including prioritisation of the proposed project portfolio and the need to coordinate stakeholder interventions across programmes within Fit3 demonstrated the real benefits of programme working within HSE. Staff from across the organisation worked together in a constructive and positive way to tight deadlines in a way that I had not previously experienced.
9. The Fit3 Roadmap summarises the activities currently planned for the three year delivery programme and categorises planned activity into four areas: engagement, standards and regulations, communications, and operational delivery. Work is now underway to develop the detail of the projects and delivery plans involving staff from across HSE and local authority representatives as necessary.

## **Consultation**

10. This paper draws on material already presented to the Commission and discussions with FOD and HSE's LA delivery partners. The Delivery Plan was drawn up by HSE's Strategic Planning Unit in consultation with all parts of HSE.

## **Presentation**

11. The Fit3 Roadmap will be used to communicate the high-level plan for the strategic delivery programme within HSE and to Local Authority colleagues to stimulate involvement and engagement in delivery and to demonstrate the link between the plans and delivering the PSA target.

## **Costs and Benefits**

12. There are no significant costs directly associated with this paper and the development of the Fit3 Roadmap. There will be benefits for business as HSE develops a coordinated approach to delivery to minimise the number of separate interventions to target stakeholders. These benefits are difficult to measure in the short term but we will try to quantify them as the strategic programme develops further.

## **Financial/Resource Implications for HSE**

13. There are no financial/resource implications from this paper. The resources for delivering the Fit3 Strategic Delivery Programme over the three year period are currently being assessed and will be considered within the corporate resource allocation and planning process.

## **Environmental Implications**

14. None.

## **Other Implications**

15. Success with the LA STEP has enabled us to make real progress in the last couple of months to involve and engage LA representatives in the forward planning of the Fit3 programme. We are aware however that failure to engage with them at an earlier stage means that there is limited scope for them to support delivery of Fit3 in the current year because they have already committed resources to other priorities, although some programmes notably slips and trips had already achieved significant outcomes through joint working. The Fit3 Roadmap is due to be presented to HELA at the end of October.

## **Action**

16. The Commission is asked to note the progress with the Fit3 Strategic Delivery Programme and the development of the Fit3 Strategic Roadmap.