

HSE Chief Executive's report to the HSC - October 2005

Highlights

1. **Staff Numbers** – Commissioners asked for more information on staff numbers during the September meeting. I attach at annex A, 3 tables which I hope give a clear view of recent trends in staff numbers and a detailed breakdown of how HSE's current staff are deployed across our different Directorates and Divisions.
2. **Large Organisations Partnership Pilot** – following the Commission's approval of the Business Involvement Programme at its September meeting we have now launched the Large Organisations Partnership Pilot working with Local Authorities, Trade Unions and 17 large private sector employers. We are aiming to use the pilot to find the most effective approaches to partnership working to secure improvements in management of health & safety. Enforcing authorities are committing to present a more coherent and coordinated customer focused face to large organisations and each of the large organisations involved is committing to a health & safety improvement plan.
3. **Freedom of Information Act** – the Department for Constitutional Affairs published its second quarterly statistics on the operation of the FOI at the end of September. HSE received 5,489 requests under the act during this 6 months (more than any other part of government) and has answered 95% of these requests within the 20 day deadline. I believe that these figures show that HSE has embraced the spirit of the FOI act and that staff have adapted well to the new procedures. Freedom of information is about being open and accountable, and HSE believes this is essential to improving understanding of, and confidence in, the health & safety system.
4. **REACH** – HSE has been in discussion with the Environment Agency and others about the best way of combining the various skills available in different parts of government to achieve an efficient and effective implementation of the REACH directive in the UK. We have now agreed a proposal which involves HSE participating in a competent authority lead by the Environment Agency and a business case has been submitted to DEFRA for consideration. We believe that the business case, if accepted, will meet the requirements and priorities set out by the Commission in their recent discussion.
5. **'Watch Your Step'** – HSE has launched a major initiative to raise awareness of slips and trips as the biggest cause of major injury at work in Britain. The campaign involves major media and inspection initiatives.
6. **Hatfield fines** – Balfour Beatty and Network Rail (formerly Rail Track) have been found guilty of breaches of the Health and Safety at Work Act over the 2000 Hatfield train crash in which 4 people died. Balfour Beatty have been fined £10 million and Network Rail £3.5 million.

CHIEF EXECUTIVE'S REPORT: 11 OCTOBER 2005

Key Developments

Management

- Stephen Williams started his appointment as Chief Inspector of Construction on 20 September. He takes over from Kevin Myers, who is now Director of Hazardous Installations Directorate.
- The breakdown of staffing figures requested at the last Commission meeting is attached at annex A.
- The HSE Board met on 7 September. It discussed the monthly health and safety report, interim Board arrangements, and the proposed Senior Civil Service leadership meeting in October. It also reviewed the timetable for the development of the Resource Management System.

Railways Enforcing Authority Regulations - update

The Chair wrote on 16 September to Alistair Darling, Secretary of State for Transport, on rail issues. The letter expressed concern at the length of time it is taking to implement the transfer of responsibility for railway health and safety from HSC/E to ORR in view of delays in preparing the regulations that will give ORR the necessary enforcement powers. It sought clarification on the timetable for change and assurances about preventing further slippage. DfT have yet to reply.

An initial draft of the regulations has been received by HSE and ORR. The draft is in line with the key principles agreed by HSE and ORR to clarify future boundaries of responsibility between the two organisations and although there are one or two outstanding issues, we expect these to be resolved before DfT formally consult on the regulations. A consultation document is expected around 6 November (with a four week consultation period).

Business Involvement Programme

- Successful initial Business Involvement Programme Board meeting 22 September, helped set priorities for developing the programme and evaluating the intervention logic model.
- Started the development phase of a business benefit campaign aimed at SMEs (small and medium sized enterprises) planned for early 2006.

Operations

- [Possible update on Ladbroke Grove and Potters Bars sentencing]
- 32 fatalities were reported to HSE during September. Brief details are given in annex B.
- Paul White, a Company Director, received a twelve-month custodial sentence following the death of an employee at his paper recycling business, M W White Ltd of Ketteringham, Norwich.

Campaigns, initiatives and publications

- Danny Carrigan launched the construction industry's Working Well Together (WWT) 2005 health and safety roadshow.
- The joint HSE and EEF series of noise and vibration roadshows started.
<http://www.hse.gov.uk/vibration/index.htm>

- HSE's major initiative 'Watch your step' runs from 3-28 October and will focus on raising awareness about the financial and personal costs and causes of slip and trip accidents at work: <http://www.hse.gov.uk/watchyourstep/index/htm>
- HSE construction inspectors launch a 4-week campaign 'Fit out Phase'.
- The Large Organisations Partnership pilot (LOPP) was launched on 3 October. The Pilot being undertaken jointly by HSE and Local Authority interests, is aimed at finding the most effective approaches to partnership working and enabling enforcing authorities to present a more coherent, coordinated customer-focused face to large organisations.

Visits and conferences in October

- UK Presidency event – Conference on the future of occupational safety and health in the EU 18/19 October
- Lord Hunt is continuing his programme of visits with HSE Inspectors

Parliamentary business

- Adjournment debate called by Graham Allen (Lab Nottingham North) on Improving safety at fun parks and the case of Megan Wilcox
- 3 PQs dealt with in September: two on 'A Helping Hand for MPS' handbook and on CO poisoning incidents in public places

Annex A

Table 1 Total Staffing Numbers

Year	1.4.99 ²	1.4.00	1.4.01	1.4.02	1.4.03	1.4.04	1.4.05	1.8.05
Total Staff (HSE & HSL)	3,880	3,937	4,081 ³	4,282	4,162	4,019	3,903	3,972
Total Visiting Staff	1,269 ⁴	1,306	1,335	1,458	1,508	1,551	1,517	1,583
Total Inspectors	1,497	1,507	1,534	1,625	1,651	1,605	1,530	1,581
Other Professional / Specialist Staff	1,244	1,311	1,333	1,461	1,481	1,359 ⁵	1,372 ⁶	1,388
Other Staff	1,139	1,119	1,214	1,196	1,030	987 ⁵	889 ⁶	904

Notes:

1. All figures are to full-time equivalents, rounded to the nearest whole.
2. Figures for total staff are as presented in HSC/E in the Annual Reports 1.4.99 to 1.4.05.
3. Resource Accounts Guidance required agency staff & staff on inward secondments and loans to be included in staffing figures from April 2001.
4. Total inspector numbers are as presented in HSC?E Annual reports for 1.4.99 to 1.4.05.
5. This figure has been reduced by 68 in comparison to the published figure in the 2004/05 Annual Report to reflect the correct positioning of total visiting administrative staff in post in April 2004. An addendum to the 2004/05 Annual report will be issued to reflect this change. With regard to the Tables for Justin such staff are already counted in table 2.
6. This figure has been reduced by 113 for the reason explained in note 4. the planned addendum to the 2004/05 Annual Report will also pick up this amendment.
7. Consistent with the treatment in notes 4&5, this figure has been reduced by 128 to reflect the total visiting administrative staff in post in August 2005.

Table 2 Inspecting / Visiting Staff

	1.4.99	1.4.00	1.4.01	1.4.02	1.4.03	1.4.04	1.4.05	1.8.05
Total Inspectors	² 1,497	1,507	1,534	1,625	1,651	1,605	1,530	1,581
Of which are Operational Inspectors	³							
FOD Inspectors (Bands 2, 3 and 4)	782	810	801	902	896	826	803	777
HID Inspectors (Bands 2, 3 and 4)	323	317	322	313	352	391	354	349
NSD Inspectors (Bands 2 and 3)	119	126	129	139	159	165	154	156
RI Inspectors (Bands 2 and 3)	45	53	83	104	101	101	93	93
Policy Group								80
Total Operational Inspector Figures	1,269	1,306	1,335	1,458	1,508	1,483	1,404	1,455
Visiting Administrative Staff								
FOD Health & Safety Awareness Officers (Band 5)	0	0	0	0	0	57	98	110
RI Railway Inspectorate Contact Officers (Band 5)	0	0	0	0	0	8	7	8
HID Hazardous Industries Contact Officers (Band 5)	0	0	0	0	0	3	8	10
Total visiting admin' staff	0	0	0	0	0	68	113	128
Total Visiting Staff	1,269	1,306	1,335	1,458	1,508	1,551	1,517	1,583

Notes:

1. All figures are to full-time equivalents, rounded to the nearest whole.
2. Total Inspector numbers are as presented in HSC/E Annual Reports for 1.4.99 to 1.4.05.
3. Operational Inspector numbers are as presented in the HSC/E Annual Reports for 1.4.02 to 1.4.05.
4. An addendum is being issued to correct the figure in the 2004/05 Annual Report for the Operational Inspectors as at 1.4.2004. The correct figure should read 1483.
5. The FOD figure at 1.8.05 excludes operational inspectors in the Sectors which moved to Policy Group in 2005 and are shown separately.

Table 3 Other Staff

	01-Aug-05	
	Other Professional or Specialist Staff	² Other Staff
Legal Advisers Office	32	5
Resources and Planning Directorate	261	152
Communications Directorate	22	3
Policy Group	261	32
Operational Policy and Support Division	55	36
Field Operations Directorate	372	404
HM Railway Inspectorate	37	38
Hazardous Installations Directorate	69	116
Nuclear Safety Directorate	37	44
Corporate Science and Analytical Services Directorate	59	14
Total HSE Staff	1,077 ⁴	844
HSL	311	60
Total Staff	1,388	904
Of which are Agency Staff		105

Notes:

1. Figures are full time equivalents rounded to the nearest whole.
2. Other Professional/Specialist Staff' figures cover all non-inspectorial disciplines (including admin') at band 5 & above.
3. 'Other Staff' figures at 1.4 and 1.8.05 in this table comprises of Band 6 and agency staff only.
4. Consistent with the treatment of this figure in table 3, it has been reduced by 128. See note 6 table 3.