



ANNEX 2 - Health and social care interventions. The intervention plans concentrate on how we address leadership and competence, mainly by influential stakeholder and co-regulator engagement. They recognise that healthcare consists mainly of large unionised organisations, in contrast to social care, which tends to be dominated by SMEs.

Approach	Healthcare	Social care
Leadership	Identify and engage with key stakeholders and other regulators to capitalise on the potential influences they have to ensure that health and safety, and risk management, are an integral part of service delivery.	
	Develop High Level Statement to reflect HSE's position in relation to commissioning across England, Scotland and Wales by Oct 2012.	
	Develop strategy and interventions to influence those who commission services to embed appropriate and proportionate health and safety standards in contracts and performance monitoring by April 2013	
	Provide guidance to commissioners of health and social care on their roles and responsibilities under health and safety legislation by October 2013	
	Develop lead Inspector initiative to ensure we have suitable liaison arrangements with large multi site health and social care providers	
	Publication and promulgation of POSHH Occupational Health and Safety Standards by October 2012	
	Support work with the NHS Health Work and Well-being Scrutiny Group	
	Assess the competence of Trust Boards and work with others to secure improvements. April 2013	
	Work with CQC, NHSLA and Monitor to deliver a series of regional NHS Leadership events, which will aim to help Chief Executives and their Boards integrate health and safety principles into their day-to-day business	Work with influential stakeholders to influence senior management of social care SMEs and large organisations to champion health and safety, whilst promoting a proportionate and sensible approach.
	Produce internal guidance to support NHS Board -level interventions by April 2013	

Approach	Healthcare	Social care
	Work with Scottish Government, Health Workforce Directorate as appropriate to promote leadership in relation to the 4 priorities identified in the recently published Occupational Health and Safety Strategic Framework for NHS Scotland	
Competence	Health and social care webpages reviewed and updated and regularly maintained thereafter with information (e.g. guidance, information sheets, FAQs) to help employers, self-employed, workers and the public to understand what is needed to take a sensible and proportionate approach to health and safety in these sectors.	
	External guidance to be reviewed and updated as required by Rationalising Guidance project. A key example is the rewrite of the Health and Safety in Care Homes Booklet (HSG 220)	
	Sector will seek opportunities to promote and share HSE guidance and proposals through a range of avenues, including publications, journals, and presentations at conferences and at networking events.	
	Sector to support FOD in taking enforcement action. Produce internal guidance and briefings.	
Worker Involvement	Sector to seek opportunities to engage with worker representative bodies and trade unions (e.g. RCN, Unison etc) on the key health and safety risks relevant to their working environment. To develop guidance with them (e.g working with RCN on controlling dermatitis risks)	
	Deliver presentations when opportunities exist; and contribute to guidance.	
Stakeholder engagement	Work with the NHS Health Work and Well-being Scrutiny Group to ensure appropriate levels of occupational health provision; secure Board involvement and competence and to ensure that the POSHH / HSE Occupational health standards are used as a key reference at all Trusts	Develop a communications strategy for social care SMEs and work with others in supporting topic-based awareness raising events, where these address the real risks or risk aversion. The initial phase involves persuading other stakeholders and co-regulators of the need to sponsor events, which sector would support.
	Develop and support promulgation of POSHH occupational standards covering ionising radiation, musculo-skeletal disorders, challenging behaviour etc. as well as leadership issues	Work with key stakeholders (e.g. Skills for Care, NASHiCS, SCIE, CSSIW, SCSWIS, and CQC) to ensure they are aware of, and incorporate, appropriate health and safety guidance into their training, competence assessment and information sharing mechanisms. Sector will assist with training where appropriate, our approach being tailored to the influence of the stakeholder in question
	Support doctors, dentists and nurses through development of working arrangements with GMC, NMC and GDC.	
Work with co-regulators	Sector to make suitable arrangements where appropriate to assist/train co-regulators to secure competence in any patient/service user-related areas traditionally covered by HSE	

Approach	Healthcare	Social care
	Continue to work with other regulators in health and social care, such as CQC in England, and other regulators in devolved administrations. The aim is to benefit patients, service providers and users by providing clarity about our respective roles. This includes reviewing existing agreements / MoUs (e.g. GMC, NHS Protect, CSSIW), and where necessary developing others (e.g. NMC).	