

## **Lantra Health and Safety Training Scheme (Migrant Workers): Business Outline**

### **Background**

With the number of EU member countries rising to 27 by 2007, statistics show that near to 662,000 migrant workers are coming into the UK ([www.dwp.gov.uk](http://www.dwp.gov.uk) those registering for NI numbers) with approximately 235,000 to 345,000 ([www.hse.gov.uk](http://www.hse.gov.uk)) coming to work within agriculture. This is evidently going to increase the amount of culturally diverse workers within the sector and increase the need for not only greater awareness of the risks involved in working in the sector but also the need to create cultural changes within individuals in respect of safe working practices.

The development of appropriate, easily accessible health and safety training mechanisms is seen as key to begin to address some of these issues.

Following an approach by a large online training organisation, Lantra have researched and identified an opportunity to facilitate health and safety training to migrant workers coming to work in the UK via an online training and testing tool.

### **Project Outline**

#### **Objectives**

- To provide a basic, introductory health safety course for migrant workers entering or about to enter the labour market in the UK
- To provide an on line or paper based assessment methodology
- To enable delivery in a range of languages to accommodate the majority of entrants to the UK labour market in agriculture and horticulture
- To provide a robust recognition system for use by individuals, providers of labour, employers and regulators

#### **Outcomes**

- An ultimate decrease in the amount accidents within the sector
- A positive change in culture and attitude towards health and safety within the migrant labour force
- An increased awareness of the key health and safety issues facing workers within the sector
- The establishment of a recording system to help and support labour providers to comply with Gangmasters Licensing Authority
- The breaking down of barriers of language and culture within the sector

### **Training Scheme**

The training scheme will provide basic health and safety knowledge to any worker coming to work in UK environmental and land-based industries. The training will compliment but not replace the on site training and risk assessments required for specific sites or businesses and will provide a basic awareness raising of health and safety issues and aid in the development of a culture of safe working practices. The scheme will provide each worker with a training certificate that can be transferred from business to business. The scheme will provide the labour provider and the employer with a written account of what training has been given and by whom.

The training material is available online thus offering an extremely flexible mechanism. Training can be delivered anywhere an internet connection is available. In instances where it is not logistically possible for individuals to have access to the internet, paper based versions of the test will be provided with training material available as a presentation.

The training and testing will be available in 8 key European languages with options to cover further languages on demand and where possible Europe wide icons and graphics will be deployed. Candidates will be assessed by a multiple choice questionnaire.

The generic requirements for the training will cover the following areas:

- hazards and risks (themselves, other, identifying, preventing, eliminating, controlling)
- safety responsibilities
- how to do their job safely and how to follow a safe system of work.

The above requirements will all be covered in the following modules:

- the law
- risks/hazard
- workplace transport
- fire
- equipment and protective gear
- manual handling/lifting
- electricity
- COSHH ( its COSHH I am sure )
- the environment.

These will all be worked into the specifics of agricultural/ horticulture work.

### **The Market**

Following research and discussion with labour providers, organisations and employers the following benefits to each of the following parties are clear.

*(Many of the benefits are applicable to all parties)*

<b><u>Migrant Worker</u></b>	<b><u>Labour Provider</u></b>	<b><u>Employer</u></b>
<ul style="list-style-type: none"> <li>• Receives certificated knowledge and understanding of UK health and safety requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Migrant workers with H&amp;S training become more valuable assets</li> </ul>	<ul style="list-style-type: none"> <li>• Employer receives workers with basic UK health and safety training – reduces what is required on site</li> </ul>
<ul style="list-style-type: none"> <li>• Available initially in 8 European languages therefore breaking down communication barriers</li> </ul>	<ul style="list-style-type: none"> <li>• Provides a written record of training given and by whom</li> </ul>	<ul style="list-style-type: none"> <li>• Employer gains more knowledgeable workers helping to increase productivity and efficiency in the workplace and reduce the risk of accidents</li> </ul>
<ul style="list-style-type: none"> <li>• Training and testing takes less than 25 minutes</li> </ul>	<ul style="list-style-type: none"> <li>• Available in multiple European languages</li> </ul>	<ul style="list-style-type: none"> <li>• Training and knowledge can be transferred from business to business</li> </ul>

		so reduces repetition of training required.
<ul style="list-style-type: none"> <li>• Can be taken in the home country or upon arrival to the UK</li> </ul>	<ul style="list-style-type: none"> <li>• Training and testing takes less than 25 minutes</li> </ul>	<ul style="list-style-type: none"> <li>• Provides a written record of training given and by whom</li> </ul>
<ul style="list-style-type: none"> <li>• Testing material available in a paper based format</li> </ul>	<ul style="list-style-type: none"> <li>• Can be taken in the home country or upon arrival to the UK</li> </ul>	<ul style="list-style-type: none"> <li>• Available in multiple European languages</li> </ul>
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### Costings

The set up costs for the scheme are generally covered, as the training material is already available.

The cost for each candidate is likely to be in the region of £7 - £12. After researching the market the cost of this is likely to be placed upon the labour provider. The labour provider will then have the control of the training and will deliver this to the workers. After speaking to labour providers there are mixed opinions on where the training will be delivered. Some would like to target the foreign agencies; having the worker trained prior to coming into the UK, others would like to train the workers when they arrive in the UK, giving more control and quality assurance.

### Feedback

The general opinions of the scheme by those within the sector are very positive. Labour providers see the scheme as adding value to the workers they are supplying to employers and employers see this scheme as gaining a more knowledge worker, reducing their training needs and requirements.

Below are samples of quotes from key individuals and organisations.

Mark Boleat (ALP)

'The scheme is an excellent idea. However I would want to ensure that it had sufficient support from the HSE and was giving my members real value and benefits.'

Simon Bradley (Farming Online)

'Many of my members recruit directly without using agencies and I feel that the scheme would be of great benefit to them and I would be prepared to help take this to market'

Sharon Cross (GS Marketing/Barways)

'If the HSE are giving their support for the scheme then this would be something that we would definitely consider getting involved in.'

### **Support from the Health and Safety Executive**

Employers and major labour suppliers who were contacted would give greater consideration to using the proposed package if the product had the approval or endorsement of the Health and Safety Executive (HSE).

Lantra is aware that direct "approval or endorsement " of any training package or initiative that has not been directly developed by HSE is not usually granted. However, Lantra would welcome the support of the Agricultural Industries Advisory Committee in making a case for some recognition that organisations within the industry, in using the package, are actively seeking to reduce the risk of accidents in the workplace and are going some way to meeting their obligations under the Health and Safety at work Act.