

Boom and Blame health and safety in the changing workplace

Leading article – **The Competitive Intelligencer:**
from our database to your mobile PDA –
1 December 2017

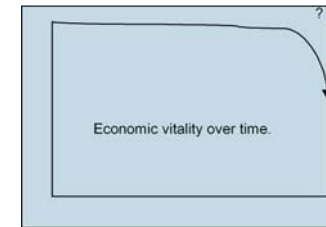
Welcome, businesses of the world! A LSE economic survey has confirmed the UK as the world's most supportive business environment. Low taxes and a minimal regulatory environment entice the world's businesses to the UK free market. And in our 24/7/365 world, Britain needs to remain strongly competitive – the current economic woes of those nations that failed to keep pace with change are a daily reminder to us to do so. The world's climate may be getting warmer, but the world's markets are incandescent.

We've worked hard to become early adopters and rapid adapters. We made the most of our strengths, and business is booming in finances, business services, competitive intelligence, technical expertise, and a smaller but more competitive tourist industry. Enterprises are larger: our successful small companies have grown; less competitive companies are absorbed by larger firms. Large chunks of manufacturing have been outsourced, offshored or automated.

The job for life has gone and with it, many of the old bonds of employer loyalty. Average tenure in post has slipped to 4 years. Most workers, across all sectors, are on short, fixed-term contracts. Being dismissed is nothing unusual. It's just something that happens.

Biosciences have transformed teamwork and HR – companies can now evaluate candidates' fit to corporate culture in terms of metabolism, personality, and vulnerability to workplace environments and stress. Health regimes can be tailored to our individual genetic profile, and supported by a wide array of sanctioned performance enhancement medicines. The latest new-hire perk, the HealthNano implantable health sensor, helps employees monitor their own health stats as well as productivity. For the individual, it's preventative health care – for the company, it's additional competitive edge. And it helps keep our 1 million workers aged over 65 healthy and at work. We can't afford to lose them from the labour market – nor their skills.

Of course, more competition among companies means more competition within companies. We know life is losing to work under these conditions – while we can work anywhere, corporate security and privacy concerns keep most of us at the office, and at the office late: evening rush hour now falls between 8 and 10 pm. Yes, we're still competitive, but how long can Britain's workforce keep up this white-hot pace before blowing a collective gasket?



KEY FEATURES OF THIS WORLD

STRONG UK COMPETITIVENESS
ECONOMIC SUCCESS - CAN IT CONTINUE?
BLAME CULTURE
COMPETITIVE SOCIETY
STRONG CONSUMPTION
SUSTAINABILITY DELAYED
HIGH-TECH WORKPLACE | GENETIC IDs
INVASIVE COMPUTING

Horizon Scanning: health and safety in the changing workplace

Breakout Groups

Boom and Blame health and safety in the changing workplace

VALUES

- First loyalties to current company or organisation;
- Value competition and winning;
- Focus on work.

HEADLINES

- They're Watching While You Work....
- Nuclear Power 1: Renewables 0
- Deregulate To Accumulate
- Newsagents' collective sue over paper cuts
- ASBOs Reach Record High
- 'Phish and Chips': RFID scam; consumers hit
- Workplace pressures linked to alcohol abuse" says health advisor
- Obesity: Britain tops EU league

QUOTES AND METAPHORS

- "There is no society, there are only individuals."
- "Success first, sustainability later."
- "Maintaining productivity is a 24/7/365 endeavour!"

PEOPLE

Worker SUE (MultiSource Energy): "I work all the hours God sends and more, but it's not so bad because we've got pills to help us along."

Lawyer NEILL: "Genetic profiling saves my new materials clients a packet."

Employee representative TED: "Health and Safety takes up way more time than pay issues."

Local authority employee RAHEEMA: "Health and Safety? Least of my problems."

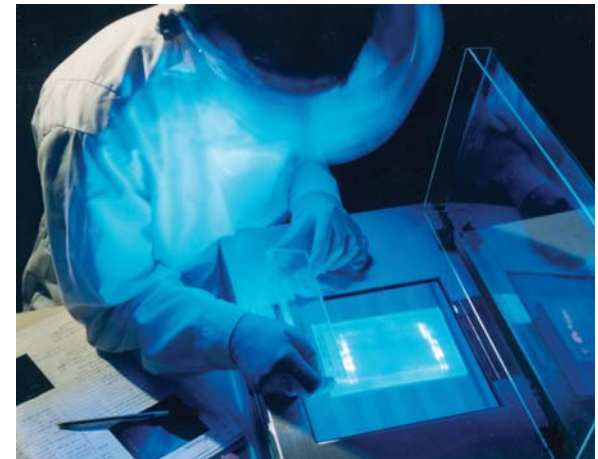
Ex health and safety representative now working for Health and Safety Insurance (HSI) STEVE: "The new Health and Safety accreditation scheme is a winner."

ADMIRED PEOPLE

Gordon Gekko
J R Ewing

A THRIVING COMPANY

A large corporation offering global investment and trading services, including competitive intelligence.



* These scenarios are intended to stimulate thought. They are in no way predictions of the future and do not represent HSE views on how the future may develop.

Horizon Scanning: health and safety in the changing workplace

Breakout Groups

Boom and Blame health and safety in the changing workplace

Blame Culture

- Resistance to new technology,
- Rejection of risk,
- Shattered by impacts of conflict/war;
- Fragility in face of economic/social/other shocks.

Competitive Society

- Ageing UK/European demographic;
- Widespread obesity;
- New focus on extended biological family as genetic health mapping gains importance.

Invasive Computing

- Pervasive computing (seamless, immersive telecoms and computing networks; Wifi/RFID) monitors productivity;
- Total lifestyle, environment, and performance monitoring by companies via implants tracking working wellness and productivity.

Economic Success

Increased UK competitiveness

- Harmonisation of regulations; differently-abled in employment; incorporation of migrants; enterprise culture, expectation of well-being, and social cohesion;

A world of globalised capital

- BRIC economic strength;

- Global free market amplifies economic divide: UK economy holding steady,
- Large enterprises;
- Focused on finances, business services, expertise, and tourism;
- Government intrudes much less – regulatory structures are reduced and the market is free;
- Knowledge workers staying home; skilled blue collar out-migrating;

Business Adapt

- Initiatives known for rapid adoption and adaptation more than innovation;
- UK label on services and ephemera.

Growing Consumption

- Who has time to shop? 'fastgoods';
- Conspicuous consumption still fashionable;
- Foods healthier – must enhance productivity;
- Nuclear power; fuel subsidies, no support for environmental initiatives;
- What leisure?

Sustainability Delayed

- Only stable, surplus generating economy can afford sustainability;

- Less consideration for the environment, leading to worsening conditions;
- Technology: adopt and adapt – let someone else pay for R&D, and externalise the impacts where possible.

High-Tech Workplace

- High tech for productivity;
- Big enterprises working globally;
- Workplace standardisation and limited company-sponsored augmentation for competitive advantage;
- Financial sectors, technical services, expertise, and tourism
- Deregulating to generate wealth to fix environment; BUT
- Deregulation adds to environmental damage.

Health and Safety only for Productivity

- Workplace stressors/risks: high pressure to compete successfully;
- Home stressors/risks: lack of home/down time;
- Leisure stressors/risks: insufficient leisure;
- Attitude to H&S: necessary to maintain productivity;
- H&S infrastructure: based within company; government involvement minimal – increased role for insurance companies;
- Extent of regulatory structure: MINIMAL