

**Welcome to**

**Event 1**

**Worker involvement and  
your organisation**

# Aim

To improve the working relationships between managers and representatives and seek to help organisations reap the benefits associated with a more co-operative approach to health and safety management, such as lower accident rates, increased productivity, efficiency and quality.

# Objectives

**By the end of this session participants will:**

- Have a brief introduction to 'worker involvement' and how it might benefit them
- Review existing/current arrangements (following diagnostic) and seek to identify specific areas for improvement
- Understand how managers and worker behaviours may be affected by cultural conditioning to see things differently and how perception can negatively impact on good workforce engagement
- Explore which worker involvement practices will benefit YOUR organisation
- Apply the principles and worker involvement practices in your organisation and create an action plan.

# Agenda for the day

- What does worker involvement look like for you?
- What is working well already?
- What do you need to improve?
- What plans will you take forward?
- Next steps

# Worker involvement in health and safety

Is simply a two-way process where an employer/manager and their employees:

- **talk** to one another
- **listen** to one another's concerns
- **raise** concerns and solve problems together
- **seek** and **share** views and information
- **discuss** issues in good time
- **consider** what everyone has to say
- **make decisions** together

# What is 'worker Involvement'?

- Genuine commitment partnership
- Culture of collaboration
- Simple processes for effective consultation
- "Prepare, Plan, Consult, Improve"

# Benefits of involving the workforce

- Healthier and safer workplaces
- Better decisions about health and safety
- Stronger commitment to implementing decisions and actions
- Greater co-operation and trust
- Joint problem-solving

# Some interesting research

## Without full worker involvement

**20%** feel encouraged to raise safety concerns

**26%** Accident rate

**28%** Awareness of risk

**40%** Risk control

## With full worker involvement

**77%** feel encouraged to raise safety concerns

**14%** Accident rate

**67%** Awareness of risk

**76%** Risk control



# Morning questions

- What do you want worker involvement to look / feel like?
- What behaviours do you want to see?
- What is working well now? i.e. where do we get close already?
- What key safety issues / risks do you need to address or manage?

# Identifying the issues

What 6/7 main issues

To take the development of 'worker involvement' further?

# Afternoon 1

Explore the issue - what, who, how, benefits

Then...

Write up specific actions to be taken

Then...

Identify who, time frame, measures

# Action planning

## SMART Objectives



# Guidance

- [www.hse.gov.uk/doyourbit](http://www.hse.gov.uk/doyourbit)
- INDG232 – Brief guide to the law
- HSG263 – Good practice
- L146 – ACOP

