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# **Sharing best practice in worker involvement**

**A deeper look at worker involvement in  
health and safety**

# Event objectives

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- Examine how worker involvement can benefit business and how the relationship between safety representatives and line managers is vital to its success
- Share examples of best practice and latest research on worker involvement
- Explore 'workplace cultures' and methods that can be adopted to improve behaviours and attitudes to safety
- Introduce and practice communication skills necessary for consultation & negotiation
- Consider relevant case studies where worker involvement has led to positive change
- Explore how SMART action plans can be used as a support system to help achieve health and safety goals.
- Identify sources to acquire further health and safety knowledge

# Introducing yourself...

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- Name
- Role and length of time in organisation
- One thing you think your organisation does well around worker involvement
- One thing you want to achieve from the event

# Agenda

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- Personal introductions
- Good practice worker involvement
- Learning from each others practice
- Effective communication
- Influence health and safety practice
- Learning from case examples

# Improving the role of workplace representatives

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# Worker involvement - key steps

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# Why involve workers?

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**Talking, listening and co-operating can help you to:**

- identify joint solutions to problems
- develop a positive health and safety culture
- reduce accidents and ill health, save money and time
- Improve efficiency, quality and productivity
- meet customer demands through partnership
- comply more fully with legal requirements.

# Benefits of involvement

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- Staff feel valued and involved in decision-making
- Creates a high-performing empowered workforce
- Staff feel they can raise concerns and offer solutions
- Other benefits include:
  - lower accident rates
  - a more positive health and safety climate
  - greater awareness of workplace risks
  - better control of workplace risks



# HSE research shows...

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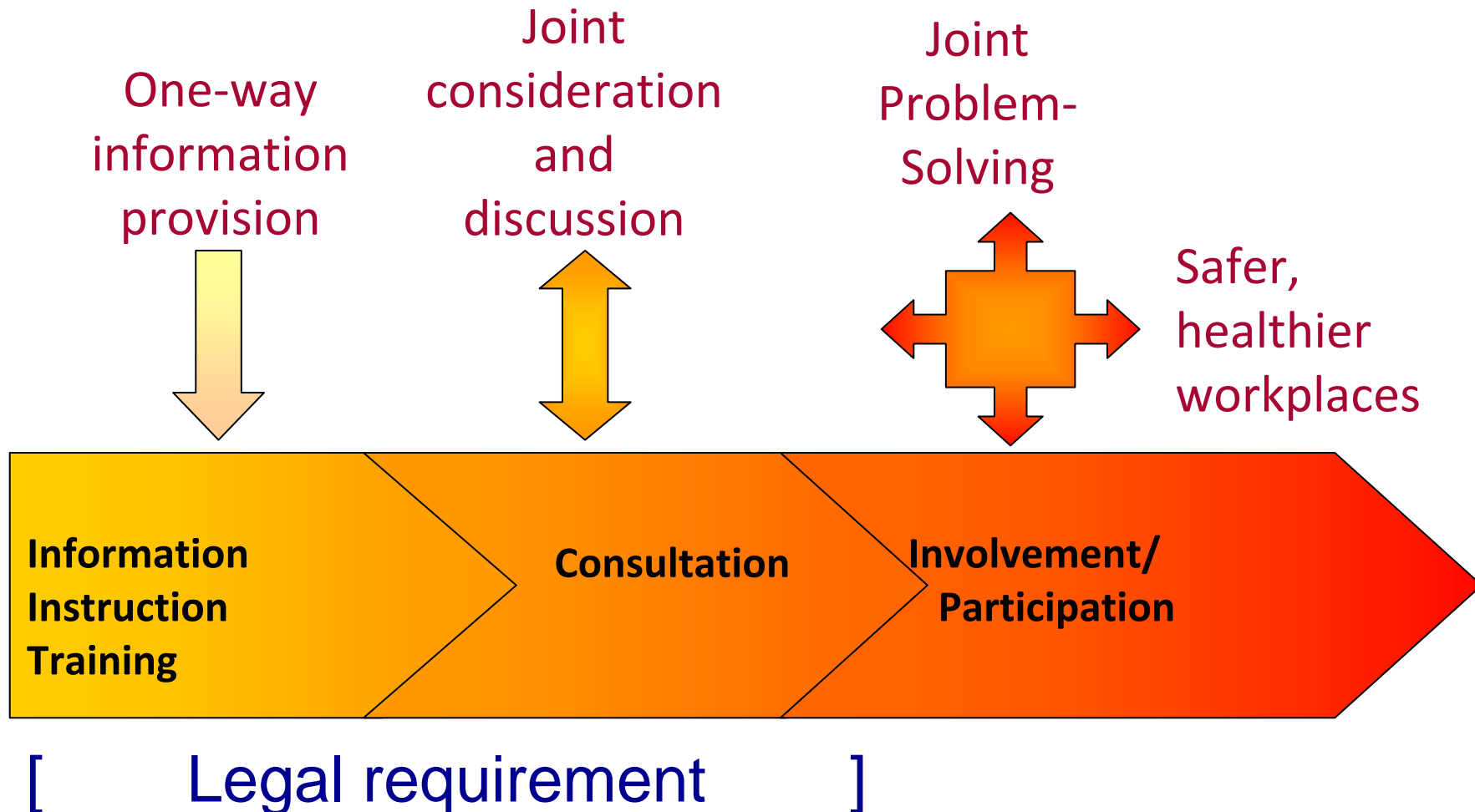
## **Without full worker involvement**

- **20%** feel encouraged to raise safety concerns
- **26%** Accident rate
- **28%** Awareness of risk
- **40%** Risk control

## **With full worker involvement**

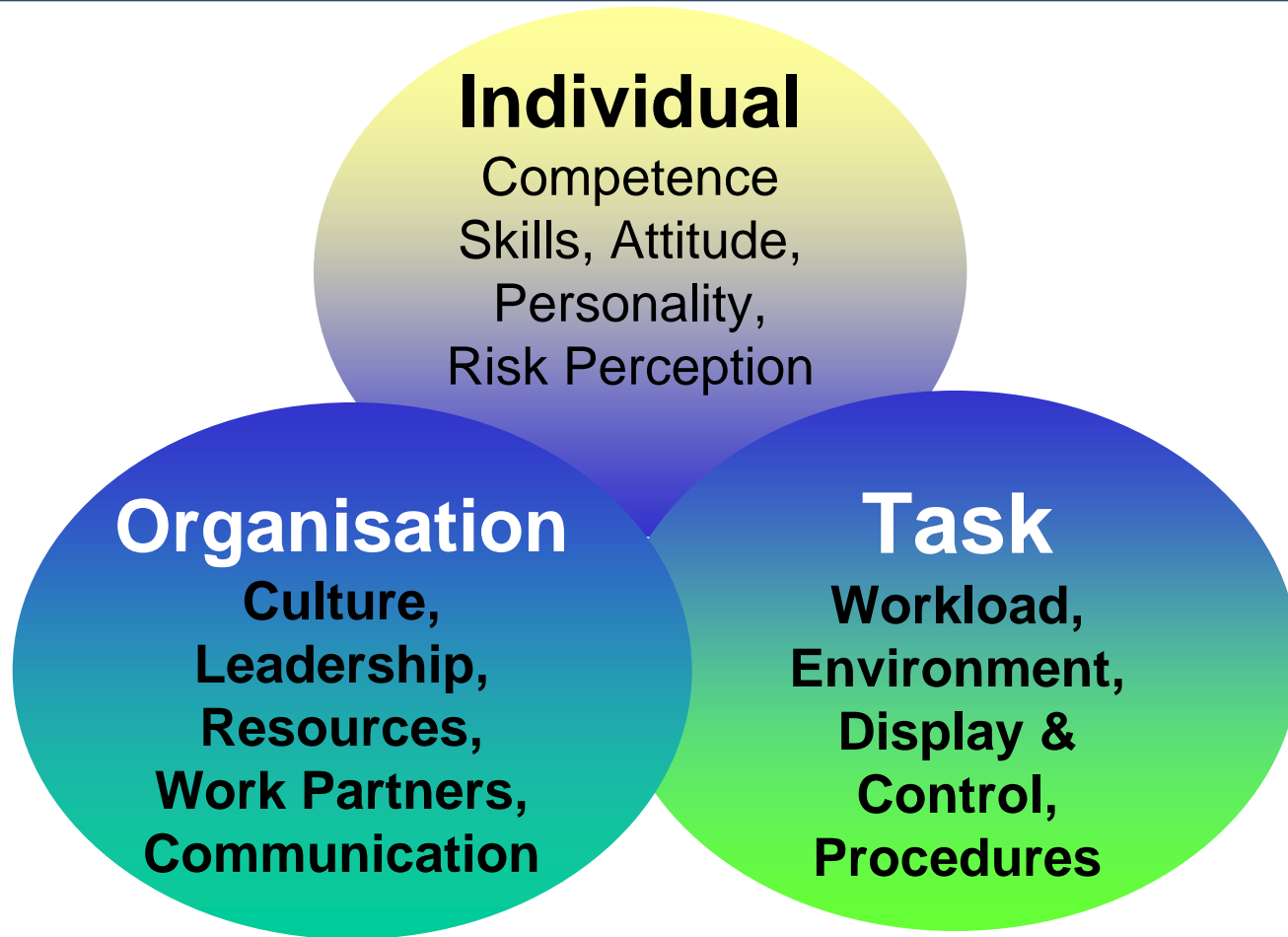
- **77%** feel encouraged to raise safety concerns
- **14%** Accident rate
- **67%** Awareness of risk
- **76%** Risk control

# Effective worker involvement model

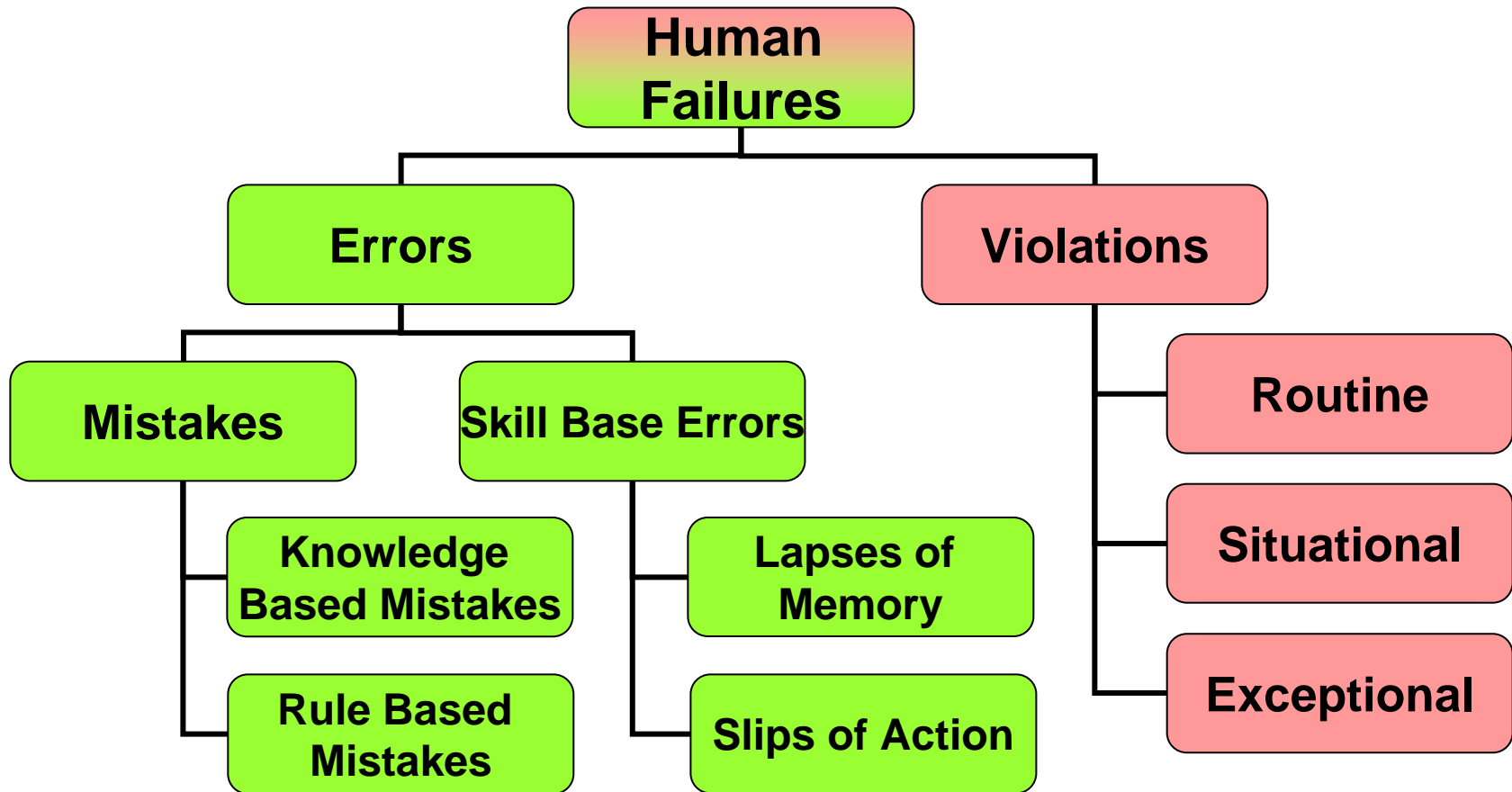


# HSE definition - human factors

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# Causes of human failures



# Why we do 'at risk' behaviour

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In 80% of work related accidents employees behaviour in either things done or not done plays a part:

- cutting corners – eg not using PPE
- ergonomic factors poor positioning of machine controls
- accepted practice – always done this way
- poor supervision or reinforcement of at-risk behaviour by the actions of supervisors
- misunderstanding of risk factors/behaviours
- instinctive risk-taking behaviour

# Involving workers

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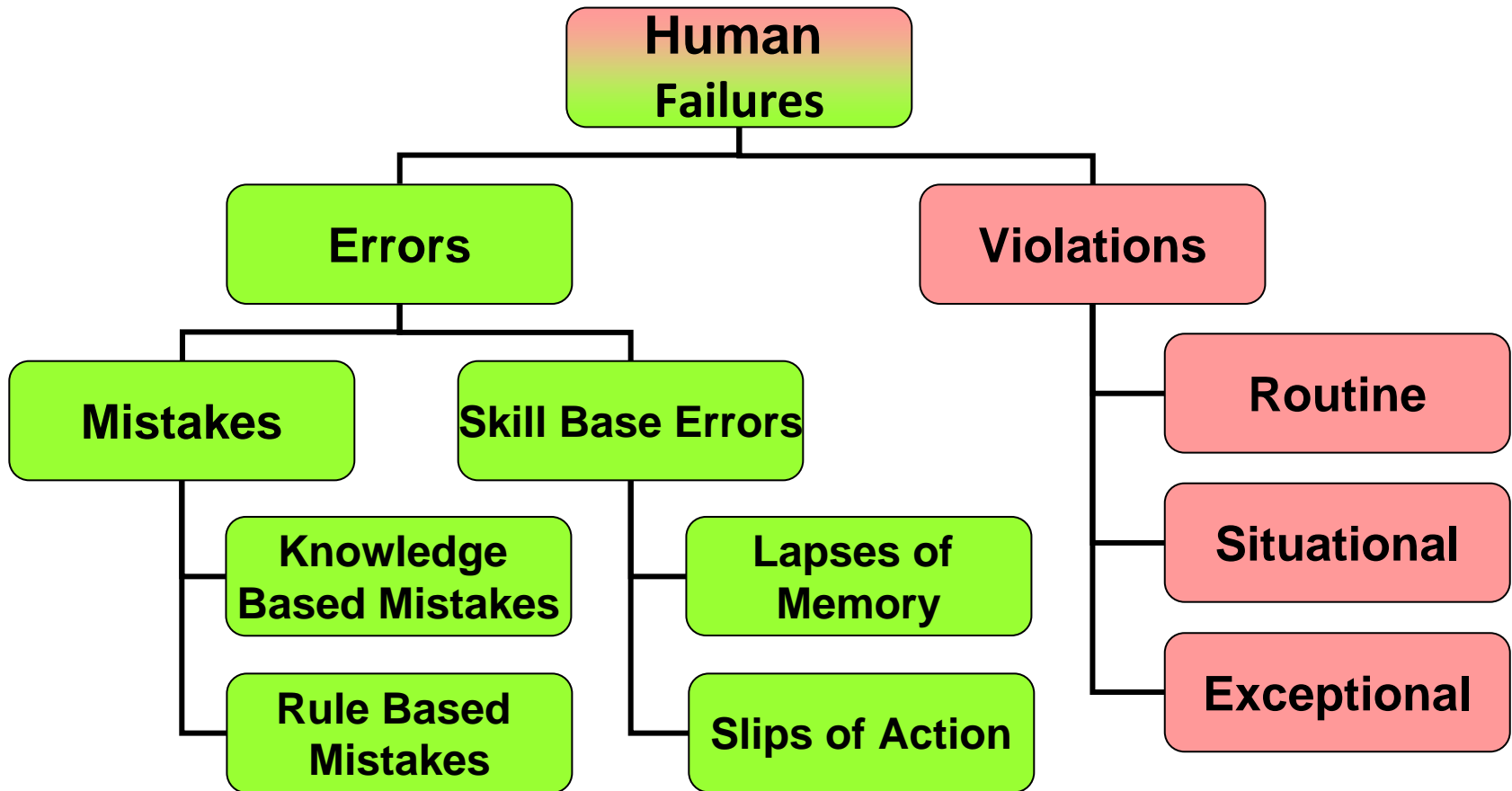
- Message/notice boards
- Suggestion boxes
- Company intranet sites
- Staff surveys
- Toolbox talks
- One-to-one meetings
- Team meetings
- Work groups
- Special workforce meetings
- Walkabouts
- Committee meetings
- Electing representatives

# Representatives functions

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- Represent employees on matters affecting their health and safety
- Participate in consultations with inspectors during visits
- Point out potential hazards and risks
- Act as a critical friend
- Work collaboratively with workers and managers, helping to provide solutions
- Functions may differ depending on workplace arrangements (i.e. unionised or not)

# Causes of human failures





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# Defining problem issues

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Influencing workplace change:

- people – eg personal skills/communication
- process – safe systems of work
- products – PPE, suitable machinery

# SMART action plans

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## SMART:

- **SPECIFIC**
- **MEASURABLE**
- **ACHIEVABLE**
- **REALISTIC**
- **TIME FRAME**