

# Worker Involvement

# Why involve workers?

## **The Benefits:**

A way of helping employers manage health and safety in a practical way by increasing the resources they have available to :

- **identify workplace risks**
- **put in place practical controls**
- **gain commitment from the whole workforce to these controls**

## **The Law:**

- Health and Safety at Work etc Act '74
- Safety Reps and Safety Committees Regs '77
- Health and Safety (Consultation with Employees) Regs '96
- plus others (eg CDM 2007)

# More channels lead to more involvement!

- 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 where there are non appointed

# HSE research shows....

- **When workers are disengaged:**

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

- **When workers are engaged:**

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

# SMART action plans

➤ **S**pecific

➤ **M**easurable

➤ **A**chievable

➤ **R**ealistic

➤ **T**ime Frame