

Improving levels of Worker Involvement in Health and Safety

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UNISON**

WORKERS AND THEIR REPRESENTATIVES

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- 25 million people at work
- 30% union membership
- 200,000 safety reps

WHAT SAFETY REPS DO

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- Represent, represent, represent
- Unofficial safety officer
- Unpaid safety consultant

ADDING VALUE

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- **For workers**
 - **independent voice**
 - **increases confidence**
- **For Managers**
 - **the antidote to your own propaganda**
 - **the reality check**

SAFETY REPS DELIVER HIGHER PERFORMANCE

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- **Reilly, Paci and Holl – 1977 regs**
- (50% reduction in major injuries)
- **Labour Force Survey – union premium --**
(33% improvements in health and safety)
- **Safety reps better trained than manager –**
Chemical industry research
- **HSA/HSENI Construction Study 2002**

LACK OF SUPPORT

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- **Safety reps need more free access to guidance and ACOPs from HSE**
- **Time off for training**
- **Fragmented workplaces no roving rights**
- **Inspectors rarely enforce the regulations**

NON UNIONISED AREAS

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- **TUC asked for same rights for non – unionised workers**
- **Who supports their representatives?**
- **What other options are there?**

BEYOND COMPLIANCE – PARTNERSHIPS FOR PREVENTION

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- **Partnership with workforce delivers**
- **Move beyond compliance**
- **Trust your workforce**

OTHER ALTERNATIVE – UINS

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- **Australia : PINs**
- **Commission Discussion Document**
- **Three – fold strategy**
- **UINS**
- **Management response**
- **Enforcement (Inspectors, Civil Courts)**
- **Training and evaluation**

ROVING SAFETY REPS

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International examples

- **Sweden**
- **Construction**

UK systems

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- **Musicians' Unions and Equity**
- **Education**
- **Agriculture**
- **Workers Safety Advisors**

SUMMARY

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- **Strong support for current HSE work**
- **Need to do more in non – unionised areas**
- **More enforcement needed**
- **New regulations**