

REVITALISING HEALTH AND SAFETY (RHS) Implementing RHS – Progress Report

- The Revitalising Health and Safety Strategy is underpinned by 44 action points, which are set out in the table below. This lists each action point in sequential order, as laid out in Annex C of the Strategy Statement. It identifies which Department has lead responsibility and the key players involved. It also shows the current position, achievements and next steps. We have ticked where we believe the essence of an Action Point has been achieved although further work may be required to consolidate the desired effect in terms of health and safety.
- For ease of reference an index to the action points, grouped by theme, is provided to help guide you around the report.
- A glossary of acronyms is also provided at the end of the document.

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REVITALISING HEALTH AND SAFETY (RHS)

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The RHS Project Plan

Action Point	Lead	Others involved	Current Position
<p>1. The Health and Safety Commission will publish and promote a Ready Reckoner supported by case studies to drive home the business case for better health and safety management.</p> <p>Click here to return to action point index ✓</p>	HSE	DWP SBS ABI	<ul style="list-style-type: none"> Awareness raising leaflet and interactive website published on 23 April 2002, enabling users to be presented with information on the economic and business case for good health and safety management. Ready reckoner is now linked to HSE's Business Case web site: www.hse.gov.uk/businessbenefits/index.htm
<p>2. The Health and Safety Commission will promote publication of guidance, by March 2001, to allow large businesses to report publicly to a common standard on health and safety issues. The Government and the Health and Safety Commission challenge the top 350 businesses to report to these standards by the end of 2002, and will then work to extend this to all businesses with more than 250 employees by 2004. (links with Action Points 11 and 13)</p> <p>Click here to return to action point index ✓</p>	HSE	DWP RoSPA	<ul style="list-style-type: none"> 'Challenge' letter and accompanying guidance to top 350 companies issued by Ministers and the Chair of HSC As part of this strategy HSE set up extensive programme of top-level meetings for the Chair, DG and DDGs with the top 350 companies. Their purpose being to secure action for delivering the targets (in liaison with relevant LA where an LA is the lead authority). So far meetings have been held with over 70 companies; this work is ongoing and will focus on those who fail to adequately report Research published in 2003: 78% of companies now report; in 2000 it was only 47% Link the above work with other action points to tackle businesses, including extending it to all other companies Revise the reporting guidance to enhance it. Encourage those who do not currently report and improve the overall quality of the health and safety information reported on. Link in with the corporate health and safety performance index that HSE is developing Extend the challenge to all businesses with more than 250 employees A pilot was set up to trial the benefits of having ongoing dialogues with top 350 companies (the HSE National Account Manager pilot). HSC will consider researchers recommendations on how such dialogues might continue Seek to persuade DTI to make health and safety a required part of reports made by businesses under company law Sponsoring development of a corporate health and safety performance index: As well as helping companies to report to a common standard, this will aid investors when making key decisions which should help motivate poor performing employers to improve(links to next step for action point 4).
<p>3. The Health and Safety Commission will undertake a fundamental review of the health and safety incident reporting regulations.</p> <p>Click here to return to action point index</p>	HSE		<ul style="list-style-type: none"> HSE was looking to commission external research in Spring 2002 (was originally Autumn 2001) into current reporting practices across industry. Funding had been initially agreed in Sept 2002 but it was decided that the Review itself should take priority and proceed without any further delay A draft project plan for the RIDDOR Review has been issued (28/01/04) and a Working Group has been established to take forward work to develop a Discussion Document to be published in December 2004.



Action Point	Lead	Others involved	Current Position
<p>4. The Health and Safety Commission will advise Ministers what steps can be taken to enable companies, if they wish, to check their health and safety management arrangements against an established 'yardstick'. This work will include examination of the implications for small firms and the role standards can play in addressing their needs.</p> <p>Click here to return to action point index</p>	HSE	DWP SBS	<ul style="list-style-type: none"> • "Electronic Essentials" launched March 2001 to aid a self-assessment approach. Enthusiastically received by employers and media. • Introduction of ECOSHH (COSHH Essentials) and the health & safety Index. • HSE published guidance on 'Investigating Accidents and Incidents' to assist SMEs in establishing the root causes of incidents and accidents, and therefore to better understand the effectiveness of their health and safety management systems. • HSE are carrying out further work on the development of tools/ packages that would be suitable and provide further help for small firms. • The corporate and SME health and safety performance indexes currently being developed (see action points 2 and 5) will be of assistance here too. The aim is to make the SME version available in November 2004 and the corporate version in 2005/06. • '4 Steps to Health & Safety Management' will be published the end of 2004. This guidance is intended to provide the tools to aid and encourage companies to undertake a more structured and professional approach to the investigation of incidents. <ul style="list-style-type: none"> • The Benchmark Index (BI) was first launched in May 2003 • The BI asks for a set of questions and then compares the results of these with other businesses to measure the businesses health and safety performance against its peers • The number of benchmarks completed by the 30th September 2004 was 135 since the launch of the BI • HSE is currently considering relaunching the BI and are in discussions with the contractor to formulate proposals for a re-launch • The aim of a re-launch will be to improve the targeted effectiveness of the BI with the subsidiary aim of increasing the uptake rate
<p>5. The Health and Safety Commission will consider how best to involve the insurance industry more closely in its work, including the possibility of representation on the Commission's advisory committees.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP DOH ABI	<ul style="list-style-type: none"> • HSE has developed and formalised existing links with the insurance industry to ensure closer working. • ABI, DOH and HSE are considering a parallel approach for the recovery of NHS costs. • HSE and ABI worked together to identify a research proposal into accident indicators in the construction industry. The preparatory phase of the work reported in June 2001. • In May 2002 HSE published results of research into how companies' H&S performance can be influenced through performance-related insurance costs etc. (see action point 2). The Commission decided to promote discussion of the report's findings in association with the insurance industry, business, trade unions, Government and other stakeholders. Subsequently, DWP asked for these discussions to be held back, whilst it considered how to proceed in relation to Employers' Liability Compulsory Insurance (ELCI). This formed part of DWP's review of ELCI that was concluded in December 2003. • HSE is working with DWP to take forward the actions coming out of the review, one of which is the development of a corporate performance index (see Action Point 2) for the use of large organisations and another aimed at small business both of which could be used as an assessment tool by insurers when setting insurance terms for individual companies. The ABI and the insurance industry are fully involved in the development of these indexes. Three lunchtime conferences were delivered in March and April 2004 and used to announce these developments.

Action Point	Lead	Others involved	Current Position
<p>6. The Government will work with the Health and Safety Executive to ensure that a larger number of inspectors have powers to enforce the Employers' Liability (Compulsory Insurance) legislation (ELCI).</p> <p>Click here to return to action point index</p> 	HSE	DWP	<ul style="list-style-type: none"> • All HSE inspectors empowered to enforce ELCI on February 2001. • Consideration being given to extending enforcement powers to LA inspectors. • ELCI warrants have been extended to HSE Compliance Officers in London as part of a pilot
<p>7. The Government will seek an early legislative opportunity, as Parliamentary time allows, to provide the courts with greater sentencing powers for health and safety crimes. The key measures envisaged are to extend the £20,000 maximum fine in the lower courts to a much wider range of offences which currently attract a maximum penalty of £5,000; and to provide the courts with the power to imprison for most health and safety offences.</p> <p>Click here to return to action point index</p>	DWP HO	HSE	<ul style="list-style-type: none"> • Legislative proposals have been developed. • The Government is seeking routes to progress these proposals as parliamentary time allows.
<p>8. The Health and Safety Executive will monitor and draw public attention to trends in prosecution, convictions and penalties imposed by the Courts, by publishing a special annual report. This will 'name and shame' companies and individuals convicted in the previous twelve months. This information will also be available on the Health and Safety Executive's Website.</p> <p>Click here to return to action point index</p> 	HSE	DWP EA	<ul style="list-style-type: none"> • HSE's Annual Report published on 25 October 2000 named organisations and individuals convicted of offences under health and safety law for the previous 12 months. • The Health and Safety Offences and Penalties database , accessible on HSE's website, has now replaced this annual report. A similar list of offences and penalties in the LA-enforced sectors was first published in November 2001.



Action Point	Lead	Others involved	Current Position
<p>9. The Health and Safety Commission will advise Ministers on the feasibility of consultees' proposals for more innovative penalties.</p> <p>Click here to return to action point index</p> 	HSE	DWP	<ul style="list-style-type: none"> Work on advising Ministers as to the feasibility of consultee's proposals for more innovative health and safety penalties is being taken forward as part of the evaluation of the HSC Enforcement Policy Statement, which is scheduled for completion in 2006. We continue to engage with stakeholders regarding this matter.
<p>10. The Government will consider an amendment to the 1974 Act (when Parliamentary time allows) to enable private prosecutions in England and Wales to proceed without the consent of the Director of Public Prosecutions.</p> <p>Click here to return to action point index</p>	DWP	HSE	<ul style="list-style-type: none"> Legislative proposals are being considered.

Action Point	Lead	Others involved	Current Position
<p>11. The Health and Safety Commission will develop a code of practice on Directors' responsibilities for health and safety, in consultation with stakeholders. It is intended that the code of practice will, in particular, stipulate that organisations should appoint an individual Director with responsibility for health and safety or responsible person of similar status (for example in organisations where there is no board of Directors). The Health and Safety Commission will also advise Ministers on how the law would need to be changed to make these responsibilities statutory so that Directors and responsible persons of similar status are clear about what is expected of them in their management of health and safety. It is the intention of Ministers, when Parliamentary time allows, to introduce legislation on these responsibilities. (links with Action Points 2 and 13)</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP DTI HO CO	<ul style="list-style-type: none"> • Following consultation, which elicited an excellent response from unions, employers and other organisations, HSC/E published their guidance on Directors' Responsibilities in July 2001. Linked to Top 350 challenge (see AP 2 above). • Guidance also endorsed by High Level Forum (see AP14 below) at their meeting on 10 May 2001 and was sent out to Government Departments and their Agencies. • Research shows boards of large and medium organisations are increasingly providing leadership and direction on health and safety – research and stakeholder discussions show this. HSC's strategy has played an important part in this improvement. Still need to reach out, persuade and influence at least one-in-six organisations that do not consider board level direction and leadership necessary or desirable and have no plans to change. • Stakeholder views on the need for a legal requirement to appoint a board member with responsibility for health and safety are divided. HSC has considered the arguments and believes it needs to do far more to encourage directors to take responsibility and provide leadership - evidence shows directors are more likely to respond if they are convinced of the benefits of top-level leadership rather than being compelled. The Commission agreed to enhance and build on the present voluntary approach and in particular re-invigorate and make persuasive current guidance. • Further legislation on directors' responsibilities for health and safety, as proposed by this action point, is not the agreed way forward at this time; HSC advised the Minister accordingly. The Minister has accepted this advice. • the current directors guidance will be updated. It is planned for publication by early 2005 • publicity, case studies and conferences will be used to influence those directors and organisations currently not providing direction and leadership on health and safety.

Action Point	Lead	Others involved	Current Position
<p>12. Ministers and the Health and Safety Commission will endorse a health and safety checklist along the lines of the one at Annex B, subject to consultation with the relevant trades unions and other relevant stakeholders, for circulation to all Government Departments and all public bodies, including local authorities and health authorities, as a catalyst for improvement. Ministers will be advised of the results of this exercise.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP	<ul style="list-style-type: none"> • Checklist endorsed by HSC and the Minister responsible for Health and Safety. • Checklist also endorsed by the High Level Forum (see AP14 below) at their meeting on 10 May 2001. • Ministerial Checklist has been circulated to all government departments for adoption and good practice guidance has been published. • Work now part of mainstream working programmes
<p>13. All public bodies will summarise their health and safety performance and plans in their Annual Reports, starting no later than the report for 2000/01. (links to Action Points 2 and 11)</p> <p>Click here to return to action point index</p>	DWP	HSE OGDs	<ul style="list-style-type: none"> • HSC issued guidance on 30 March 2001. It was recognised that the guidance was issued too late for some public bodies to take account of in their report for 2000/01. • Linked to Top 350 challenge (see AP 2 above). • Guidance also endorsed by High Level Forum (see AP14 below) at their meeting on 10 May 2001 and has been circulated to government departments and their agencies. • Work now part of mainstream working programmes. • Currently working on an extended version of the "Provision of health and safety information" research to capture more public bodies than in the original research report of 2003 (Research Report 134). The results, which will provide a clearer indication of the reporting performance of public bodies, will be available in summer 2005. • The proposed Ministerial Task Force for Health, Safety and Productivity (established under the GSE PP) will be looking at the overall performance of public bodies in terms of health and safety and the commitment to tackling the issue - specifically the commitment at the highest level. It is planned that the setting of targets for improvements to the health and safety performance of public bodies, and public reporting against progress towards meeting those targets, will form a key part of demonstrating this commitment.

Action Point	Lead	Others involved	Current Position
<p>14. The Department of the Environment, Transport and the Regions (now Department of Transport, Local Government and the Regions), in partnership with the Health and Safety Executive, will pioneer a High Level Forum to provide leadership on health and safety management issues within the Civil Service.</p> <p>Click here to return to action point index</p> 	DWP	HSE CO OGDs CCSU	<ul style="list-style-type: none"> • High Level Forum (HLF) established on 10 January 2001. • The Cabinet Office led group on ill-health retirement and sickness absence reported to HLF to ensure a consistent approach to occupational health and safety across the Civil Service. • Agreeing a Government approach to setting baselines, priorities and targets as an employer is the key outcome of the HLF. • A Policy Sub Group has been established to look in detail at achieving a consistent approach to health and safety management in Government, by raising awareness, spreading good practice and introducing regular monitoring and review arrangements. • Work now part of mainstream working programmes.
<p>15a. The Government will seek a legislative opportunity, when Parliamentary time allows, to remove Crown immunity from statutory health and safety enforcement. (links to Action Point 16)</p> <p>Click here to return to action point index</p>	DWP	HSE CO HO CCSU	<ul style="list-style-type: none"> • Legislative proposals being developed.
<p>15b. Until immunity is removed, the relevant Minister will be advised whenever Crown censures are made.</p> <p>Click here to return to action point index</p> 	HSE	DWP	<ul style="list-style-type: none"> • Cabinet Office, following consultation with HSE, issued revised information to Crown bodies in June 2001 setting out procedures for notifying Ministers of Crown censures.

Action Point	Lead	Others involved	Current Position
<p>16(a). The Health and Safety Commission will consider further whether the 1974 Act should be amended, as Parliamentary time allows, in response to the changing world of work, in particular to ensure the same protection is provided to all workers regardless of their employment status; and (b) will consider how the principles of good management promoted by the Construction, Design and Management approach can be encouraged in other key sectors. Ministers will be advised accordingly.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP	<ul style="list-style-type: none"> • Ministers have been advised by HSC and are considering best way forward (16a). • 16(b) is effectively catered for within the principles of good management embodied in the Management of Health and Safety at Work Regulations 1992. The Construction Design and Management Regulations referred to in the action point were specifically tailored for risk management in the construction management chain. There are other industries such as offshore, nuclear and Railways that have their own tailored health and safety regimes.
<p>17. The Government will ask the Learning and Skills Council, in consultation with the Health and Safety Commission, to undertake an early review of the funding and provision of training for safety representatives. In light of the conclusions of this work, the Scottish Executive and the National Assembly for Wales will consider whether to change the arrangements in Scotland and Wales.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	LSC	DWP HSE DfES TUC NAW SE	<ul style="list-style-type: none"> • Prior to the LSC becoming operational on 2 April 2001, DTLR agreed with HSE, DfES and TUC the format and structure of the review and prepared draft Terms of Reference. • The first meeting of the Review, under LSC's chairship, took place on 31 October 2001, following a considerable amount of preparatory work by those involved. Funding arrangements have now been agreed and put in place for the academic years starting 2002-2003. • In Wales and Scotland the TUC has confirmed that a grant has been agreed with ELWA for courses in Wales and the Scottish TUC and Scottish parliament are working on a similar formula in Scotland. • The Learning and Skills Council are currently channeling funds for training safety representatives. The view of the TUC is that this is helping and allowing for greater flexibility in the courses the TUC offers. • ELWa provide unit funding for reps courses and the Welsh Assembly Government provide top-up fees and course development. This is in the form of a grant and the contract will end in March 2006. In the meantime, the TUC are looking for a longer term deal with WAG and ELWa to follow the existing contract.

Action Point	Lead	Others involved	Current Position
<p>18. The Health and Safety Executive will take further action to publicise the rights of workers to contact them, particularly in the context of the new protection provided by the Public Interest Disclosure Act 1998.</p> <p>Click here to return to action point index</p> 	HSE		<ul style="list-style-type: none"> The HSE has redesigned its website to include a workers web page. This was publicised and contains information on the right of workers to contact HSE. It also contains information about 'whistleblowing' and the right of workers to contact Public Concern at Work, a charity who monitors and gives advice on the Public Interest Disclosure Act 1998.
<p>19. The new Clients' Charter to be launched later in the year as part of the Movement for Innovation in the construction industry, will include targets on health and safety to drive up standards. Government Departments and their sponsored bodies will sign up to the Charter, as part of their Achieving Excellence action plans and in demonstration of their support for the Health and Safety Commission's Working Well Together campaign. The Government will consider how this approach can be rolled out to other areas of procurement.</p> <p>Click here to return to action point index</p> 	DTI	HSE OGC OGDs CCSU	<ul style="list-style-type: none"> The Clients Charter is being relaunched under the leadership of the reinvigorated and restructured Construction Clients Group (CCG). Lead responsibility for the development of the Clients Charter has been take by Constructing Excellence (CE). The CCG is being actively supported by the Local Government Task Force (LGTF), and contributes actively to the work of the Strategic Forum for Construction. The Housing Corporation requires the use of the Clients Charter by all RSL's.

Action Point	Lead	Others involved	Current Position
<p>20. The Local Government Construction Task Force will consider how health and safety issues can be most effectively factored into construction procurement by local government.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	ODPM	OGDs OGC DTI	<ul style="list-style-type: none"> • The Local Government Task Force (LGTF) actively promotes best health and safety practice to all local authorities. It also encourages authorities to require all construction operatives to hold relevant CSCS qualifications, to ensure that they are properly qualified for the tasks that they undertake. • An independent survey conducted on behalf of the LGTF in the summer of 2004 showed that, of the sample of top tier authorities surveyed, all evaluated the Health and Safety performance of potential contractors as part of their pre-qualification process. • Nearly two hundred demonstration projects operated by the LGTF throughout the country have shown health and safety performance that significantly outperforms the industry average. • The LGTF is assisting ODPM to develop the National Procurement Strategy (NPS) in which Health and Safety performance is a key component.
<p>21. The Health and Safety Executive will produce guidance for Government Departments and other public bodies on how best to achieve exemplary standards of health and safety in construction projects with which they have an involvement.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP OGC	<ul style="list-style-type: none"> • The procurement guidance, developed by HSE and OGC was launched at the Working Well Together conference on 18 October, whose purpose was to follow up the commitments made at the Construction Summit on 27 February 2002. • The guidance is available on the OGC website. • Revised guidance published in early 2004.

Action Point	Lead	Others involved	Current Position
<p>22. The Health and Safety Commission will take action, consulting the new Small Business Service in England, to improve arrangements for ensuring that the views of small firms are fully taken into account in policy formulation; and will seek to identify areas of regulation that affect small firms and can be simplified without lowering standards.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	SBS DWP	<ul style="list-style-type: none"> • HSE have established close links with the SBS since it was established and hold regular meetings. HSE involved in SBS projects such as Business.gov (a website for small business containing info on all aspects of legislation) and others concerning business growth and business support alignment • HSE has commissioned research into the cultural influences on health and safety attitudes and behavior in small firms. • Guidance has been issued to LAs to promote engagement with small firms
<p>23. Within the framework set by the Nolan procedures for public appointments, the Government will seek to enhance representation of small firms on the Health and Safety Commission.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	DWP	HSE	<ul style="list-style-type: none"> • Judith Donovan CBE, who has a small firms background, was appointed a HSC Commissioner on 29 September 2000. Judith has established a Small Business Trade Association Forum in September 2004 which will articulate the 'voice of small business' to assist HSE in their communications with small business. • The position will be kept maintained as part of the ongoing work on appointments.
<p>24. The Health and Safety Commission and the new Small Business Service will work in partnership to secure an effective profile for occupational health and safety within the Small Business Service both centrally and at local level. Similar work will also be taken forward in partnership with Scottish Enterprise, Highlands and Islands Enterprise, the Scottish Executive and the Business Connect network in Wales.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP DTI DOH SE NAW SBS LAs	<ul style="list-style-type: none"> • The <i>Infoshop</i>, a one-stop-shop for businesses (and public) to obtain information from local authorities is now available and incorporates health and safety. • Health and Safety is incorporated in the new SBS employment law update newsletter. • 'The HSC and the new SBS will work in partnership to secure an effective profile for occupational health and safety within the SBS both centrally and at local level. Similar work will also be taken forward in partnership with Scottish Enterprise, Highlands and Islands Enterprise, the Scottish Executive and the Business Connect network in Wales.' • HSE 'proxy approved' health and safety content for SBS' new business.gov website (formally launched end April 2004)

Action Point	Lead	Others involved	Current Position
<p>25. The Health and Safety Commission and Executive will promote positive models of how small firms can benefit from effective health and safety management, through a range of information products including clear, straightforward sector-specific guidance supported by case studies.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP DTI DOH SE NAW SBS LAs	<ul style="list-style-type: none"> • A full revision of the product catalogue has been commissioned to reflect the increased range of products and improve identification of sector relevant items. Work on the revised catalogue is well underway. A revised layout and design based on sector and topics has been developed to make it easier for users to identify relevant sections of the catalogue. Work on developing a definitive and agreed list of currently available material is in hand, when developed this should go a long way to resolving any confusion caused by misleading information about availability of material. The catalogue will include the full range of HSC/E material including videos, electronic products, and web based services. Each section will include reference to an appropriate section of the HSE website where available. • A second 'mini-catalogue' has been completed for construction which aims to help identify the risks and guidance in this sector. Over 100,000 of the first edition produced last year have been distributed. Research into the agriculture sector identified that an existing signposting publication, "Farmwise" was considered very effective as a catalogue for the sector. It will be developed as such. This has now been updated and distributed. A Minicatalogue is being produced for the engineering sector. • A new version of 'Essentials of Health and Safety at Work, specifically aimed at Offices is being produced in partnership with Norwich Union. This will contain guidance and case studies. • Research is underway to help us update and revise the Essentials of Health and Safety at Work, the entry-level publication for SMEs. • Guidance has been issued to LAs (by HELA) to promote working with small firms. This includes case studies and examples of good practice. • In May 2003 health and safety tools were launched for business advisers to use with their small business clients. The tools include a CDROM containing case study material promoting the effective management of health and safety, a benchmarking tool to help small businesses assess their management of health and safety and identify areas for improvement and a managed visit programme to enable the sharing of best practice. The tools will be evaluated in 2004.
<p>26. The Health and Safety Commission will advise Ministers on the design of a grant scheme to encourage investment by small firms in better health and safety management.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP SBS	<ul style="list-style-type: none"> • Ministers have agreed to recommendations. • A pilot Grant Scheme was launched by HSE in July 2002 and finished in December 2003. • The pilot was evaluated and the recommendation was that significant changes to the structure of the grant scheme were needed before a full scheme could start. • The results of the evaluation have been taken into account for the new Workers' Safety Advisor Scheme.

Action Point	Lead	Others involved	Current Position
<p>27. The Health and Safety Commission will work with local authorities to propose an indicator against which the performance of local authority enforcement and promotional activity in England, Scotland and Wales can be measured.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	LAs LAA SE NAW	<ul style="list-style-type: none"> • LA Action Plan to implement RHS is embodied in HELA's Strategic Plan 2001-04 which was launched in September 2001 together with HSC's revised mandatory guidance issued to LAs under Section 18 HSWA. The strategy includes a commitment to the management of the health and safety enforcement function of LAs. • HSE has developed a performance management framework and indicator of performance (PI) for LAs' management of health and safety enforcement which was agreed by the HSC and HELA and issued to LAs in Jan 2002. The agreed PI is compliance with s18 guidance and LAs are being audited (by HELA/LAU) against the PI. • Initial evaluation of HELA performance monitoring programme carried out. A number of LAs have improved their management of H&S enforcement and are now making a more significant contribution to HSC's Strategic Plan and priority programmes. • The Local Authority Forum is developing a benchmarking audit tool kit against which each LA's performance and practices can be compared with and better monitored. A scoping exercise to identify the tools used by local authorities and their effectiveness or obstacles encountered has been completed, and the results will be used to develop the tool.
<p>28. The Health and Safety Commission will work with a range of Government departments and other partners to promote and implement fully the new Occupational Health Strategy for Great Britain.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DWP DOH OGDs	<ul style="list-style-type: none"> • New structures to support partnership and provide direction: <ul style="list-style-type: none"> - The Partnership Board formed Oct 2000 met 3 times a year during 2001/02. - 4 Programme Action Groups (PAGs) set up. • Reports from PAGs published on OH Strategy website in November 2003 • 'Securing Health Together' (launched on 5 July 2000) is an ongoing strategy being implemented with widespread stakeholder support. 84 examples of contributing projects can be found on the best practice database on the Strategy's website – www.ohstrategy.net. The quarterly <i>Sign-Up</i> Newsletter goes to 30,000 stakeholders. • Technical guidance based on consultation with stakeholders on the interpretation of data on health baselines and targets has been published at http://www.hse.gov.uk/statistics/pdf/snoct01.pdf as "Achieving the Revitalising Health and Safety Targets – Statistical Note on Progress Measurement". • HSE is continuing to explore new sources of data on work-related ill health. A workplace survey is being planned. • Examples of evaluation projects to continue to be collected and published on the website as a means of sharing information on 'what works' in the form of further case studies. • HSE is developing a Partnership Programme as part of implementing the HSC Strategy aim to do more on work-related ill health.

Action Point	Lead	Others involved	Current Position
<p>29. The Government will encourage better access to occupational health support, and promote coverage of occupational health in local Health Improvement Programmes and Primary Care Group strategies in England, as recommended by the Health and Safety Commission's Occupational Health Advisory Committee (OHAC).</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	Has DWP DOH OGDs LA's OHAC	<ul style="list-style-type: none"> • OHAC's 30 recommendations for Improving Access to Occupational Health Support launched 5 July 2000 • Project Board to steer implementation of joint HSE/DH programme established (last met in March 2002) • Ministers agreed in principle to the inclusion of occupational health in HImPs • Publication of competent advice on health and safety. • Distance learning package, <i>Occupational Health Matters in General Practice</i>, launched October 2000. • Workshop for self-assessment stakeholders on 25 April 2001 explored the feasibility of providing a self audit package for small firms. Follow up research has been commissioned with HSL. • Launch of NHS Plus on 19 November 2001 (a network of NHS Trusts increasing the availability of occupational health services to SMEs – see www.NHSPLUS.nhs.uk). • Pilot training of trade union safety representatives in body mapping techniques. • Investors in People UK agreed to include more health and safety issues in its standard. • Baseline survey of the use of occupational health support in GB completed • Evaluation of occupational health advice in primary care completed <p><u>EXAMPLES OF PROJECTS ONGOING</u></p> <ul style="list-style-type: none"> • Occupational health and safety support system in operation in Scotland; evaluation ongoing . • Work under the occupational health strategy will continue to meet the aims of the HSC Strategy through the Better Health at Work Partnership Programme.
<p>30. As part of the next stage of the New Deal for Disabled People, the Government is considering how best to strengthen retention and rehabilitation services for people in work who become disabled or have persistent sickness.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DOH HSE DfES DWP	<ul style="list-style-type: none"> • DTLR/HSE is contributing to the DfES/DWP/DH Job Retention and Rehabilitation Pilots (JRRP) project. The feasibility stage has been completed and pilots are going ahead. • HSE and OGDs are working together to explore additional ways of promoting good practice. • HSE is developing a best practice guide for employers and managers on managing sickness and recovery of health at work to help them support the return to work and continued employment of ill and injured workers. • This is building upon a framework designed for HSE by Middlesex Business School that highlights the issues that employers will have to address to tackle job retention and rehabilitation in the workplace (HSE Research Report 106 Job retention and vocational rehabilitation: The development and evaluation of a conceptual framework published in May 2003). • HSE is also developing, in conjunction with the Institute of Occupational Medicine (IOM), a tool for employers, especially aimed at SMEs, to help them collect, record and measure sickness absence and this will help them target areas where ill health and injury might be a problem. The IOM will be shortly piloting the tool to evaluate its effectiveness. • HSE will be launching its best practice approach to <i>Managing sickness absence and return to work</i> at the end of October 2004 to coincide with DWP's launch of their Framework for Vocational Rehabilitation. HSE's approach will be supported by new pages on HSE's website, a free desk aid for SMEs, a free leaflet for employees, and a priced guide for employers and line managers. Further advice and support for employers and employees will follow.

Action Point	Lead	Others involved	Current Position
<p>31. The Health and Safety Commission will consult on whether the duty on employers under health and safety law to ensure the continuing health of employees at work, including action to rehabilitate where appropriate, can usefully be clarified or strengthened. For example, organisations might be required to set out their approach to rehabilitation within their health and safety policy.</p> <p>Click here to return to action point index</p>	HSE	DOH DWP OGDs	<ul style="list-style-type: none"> At the Health and Safety Commission meeting on 12th November 2002, the HSC discussed whether Action Point 31 could be discharged. The HSC took the view that as a primary legislative vehicle might become available the action point should not be dropped. However as there were no immediate legislative opportunities, HSE should continue working in partnership with DWP and DH to take forward the job retention and rehabilitation agenda. Work now part of mainstream working programmes (see AP 30 above).
<p>32. The Health and Safety Commission will work in partnership with the Department for Education and Employment (now DfES) and the Disability Rights Commission to ensure that health and safety law is never used as a false 'excuse' for not employing disabled people, or continuing to employ those whose health is damaged by their employment, for example by highlighting this point in relevant publications and guidance.</p> <p>Click here to return to action point index</p>	HSE	DWP DfES DH DRC	<ul style="list-style-type: none"> Work began in April 2002 on the joint HSE and Disability Rights Commission research (on the scale and nature of the problem of health and safety requirements being used as a 'false excuse' for not employing the disabled or enabling ill or injured people to return to work). Joint HSE/Disability Rights Commission (DRC) research identified some of the health and safety concerns that employers have about employing disabled people. (HSE Research Report 167: The extent of use of health and safety requirements as a false excuse for not employing sick or disabled persons published in November 2003). HSE will be in discussions with the DRC about how we address these concerns. New advice on health and safety and disability discrimination is being provided in the DRC's new Code of Practice on Employment and Occupation that will represent the legal position after October 1st 2004 and in HSE's approach to <i>Managing sickness absence and return to work</i> that will be available at the end of October 2004.

Action Point	Lead	Others involved	Current Position
<p>33. The revised National Curricula in England (September 2000) and Wales (from August 2000) will include more extensive coverage of risk concepts and health and safety skills at every level.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	DfES SE NAW DTI OST	<ul style="list-style-type: none"> • Since the start of the 2000 academic year, risk concepts and health and safety have been included in the National Curriculum for England in five subject areas. Joint guidance on the new general teaching requirement for health and safety was produced by the QCA and HSE and is included as an appendix in the DfES 'Safety Education Guidance for Schools' publication (DfES/0161/20002). • A small portfolio of risk teaching has been developed for teachers. • Work to consolidate the quality of teaching risk concepts now established in English curriculum. • Revision of Wales curriculum not possible before 2005. • Work commenced with OGD's, English, Welsh and Scottish intermediary organisations to support teachers and lecturers through provision of additional guidance, videos, CD ROM's, posters and web based teaching materials. Research proposals to establish risk concept learning patterns and the effects of different health and safety teaching approaches are being developed. • A study of the nature and extent of health, safety and risk education in schools in England, Scotland and Wales is due to report in March 2004.
<p>34. The Government and Health and Safety Commission will act to ensure that safety-critical professionals such as architects and engineers receive adequate education in risk management. This will be delivered through a programme of direct approaches to relevant higher and further education institutions and professional institutions.</p> <p>Click here to return to action point index</p>	HSE	DWP	<ul style="list-style-type: none"> • HSE initiatives for raising levels of risk awareness among safety critical professionals mapped. • Consultative meetings with internal and external stakeholders held. • The research project investigating provisions of risk management teaching in construction has been completed. • Effective approaches to risk education of safety critical professionals being identified. • Research findings in the construction sector being implemented. Further research proposals are being developed to support a strategic approach to increasing levels of risk education in further and higher education. • A project board that included DG, Head of Field Operations and Chief Scientist has agreed a HSE policy statement on risk teaching for safety critical professionals. The responsibility for coordinating the implementation of this policy has been accepted by CoSAS (Corporate Science & Knowledge Unit).

Action Point	Lead	Others involved	Current Position
<p>35. The Health and Safety Commission will work with the Scottish Executive, the National Assembly for Wales and Regional Development Agencies in England to ensure that:</p> <ul style="list-style-type: none"> - health and safety considerations are taken into account in policy making at national and regional level, for example in economic policy and public health initiatives; and - national and regional interests are appropriately reflected in the Health and Safety Commission's work. <p>Click here to return to action point index</p>	HSE	DWP SE NAW	<ul style="list-style-type: none"> • Initiatives in Scotland include 'Healthy Working Lives', 'Working Backs Scotland' and 'Healthy Return'. A Revitalisers Forum set up by stakeholders with support from HSE, has helped deliver RHS and SH2 and the occupational support service for SMEs, Safe & Healthy Working, is funded and works in partnership with the Scottish Executive • Consultative meeting with Regional Directors of Public Health held to discuss the Strategy and links between Occupational and Public health • Consultative meetings with the East and South East RDAs have been held to discuss the Commission Strategy • Development Agencies have been confirmed as key stakeholders. • HSE Director Wales has discussed the Strategy with senior officials within the Welsh Assembly including the Permanent Secretary and the Chief Medical Officer and opportunities for joint working in Agriculture & other industries are being developed. • HSE is working with the WRDA on reaching businesses and activities which they are supporting or funding, so as to ensure that health & safety is taken into account in sustainable economic development activity. • In London, partnership working continues to improve through working with such key strategic partners as the GLA, various business intermediaries, London Boroughs, SERTUC and Trade Unions. As a result, FOD London's performance on all main indicators has made considerable progress. • Work is shortly to start on a project to investigate improved ways of working with the regions in the light of Government plans to hold referendums on Elected Regional Assemblies in a number of English regions • HSE is trying to establish a 'Manufacturing' forum in Wales to develop and maintain best practices in health & safety management, contractor & supply chain initiatives as well as to provide a forum for HSE to engage with large private sector employers in Wales. • The Commission has recently approved the setting up of a Health & Safety Committee for Scotland in order to formalise partnership working in Scotland between HSC, HSE, the Scottish Executive, the Scotland Office and other regional stakeholders
<p>36. In line with the requirement of the Modernising Government White Paper, the Health and Safety Executive will consider the feasibility of reorganising its regional structure in England so that it is co-terminus with that of the Regional Development Agencies, with the aim of facilitating more effective regional and sub-regional liaison.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE	ODPM RDAs	<ul style="list-style-type: none"> • HSE's Field Operations Division realigned its boundaries to coincide with those of Regional Development Agencies in April 2002.

Action Point	Lead	Others involved	Current Position
<p>37. Within the framework set by the Nolan procedures for public appointments, the Government will seek to ensure a balance of representation on the Health and Safety Commission from Scotland, Wales and the English Regions.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	DWP	HSC NAW SE RDAs	<ul style="list-style-type: none"> Requirement has been taken on as part of the ongoing cyclical work on appointments.
<p>38. The Health and Safety Commission will hold some meetings in public each year.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	HSE		<ul style="list-style-type: none"> An open forum with key stakeholders was held on 15 January 2001 to discuss HSC's approach to their HSC/E Strategic Plan 2001/04. There were no open meetings held in 2003, but the HSC has taken all possible steps to ensure that minutes and decisions made at meetings is made as open as possible and is now published on the internet. An open meeting is planned for Autumn 2004.
<p>39. To enable greater openness, the Health and Safety Commission aims to take the opportunity presented by powers in the Freedom of Information Bill (now an Act) to remove restrictions on disclosure of information imposed by Section 28 of the Health and Safety at Work etc. Act 1974.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	LCD	HSE	<ul style="list-style-type: none"> HSE working with the Lord Chancellor's Department to develop proposals for an amending Order under Section 75 of the Freedom of Information Act. Timing dependent on Freedom of Information Act implementation timetable. Work is ongoing on this, including public consultation, the results of this will be passed to Department for Constitutional Affairs with a view to seeing the Freedom of Information Act come into force on 1st Jan 2005.
<p>40. The Government will develop proposals for sharing with health and safety regulators information about business start-ups held by other authorities, by March 2001.</p> <p>Click here to return to action point index</p>	DWP	HSE DTI SBS OGDs	<ul style="list-style-type: none"> Ongoing discussions with DTI and SBS

Action Point	Lead	Others involved	Current Position																																
<p>41. The Government will incorporate health and safety guidance into the new Cabinet Office integrated policy appraisal system, and establish a 'virtual health and safety network' of key Whitehall contacts to enable rapid electronic dissemination of information.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	DWP	CO HSE	<ul style="list-style-type: none"> • Being taken forward by HLF, of which the Cabinet Office is a major player, as part of their work on Health and Safety management issues within the Civil Service (see AP 14 above). System has since been updated. • Distribution mechanism now in place, allowing for health and safety information to be disseminated across Whitehall. • Hope to build on the network through the formation of the Ministerial Task Force, which will also allow communication at Ministerial level. 																																
<p>42. The Health and Safety Executive and the Government will act in partnership to increase the number of staff secondments arranged between the Health and Safety Executive and central or local government, industry or trades unions.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	DWP	HSE OGDs LAs	<ul style="list-style-type: none"> • A number of secondments are already in place, (including LA inspectors to LAU/OPD). • Broad objectives have been met, seems likely that these targets have been achieved and exceeded. • We have been active in encouraging both inward and outward exchanges and have developed links with local authority units, TGWU, as well as OGD's. Since HSE moved from DTLR to DWP we have made great progress in developing our link with DWP and HSE now plays a major role in promoting these interchange opportunities. <table border="1" data-bbox="871 754 1877 983"> <thead> <tr> <th>Year</th> <th>Loan In UK + 3months</th> <th>Loan Out UK + 3 months</th> <th>Second In UK + 3 months</th> <th>Second Out UK + 3 months</th> <th>Overseas Out + 3 months</th> <th>Overseas In + 3months</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2001-2002</td> <td>11</td> <td>45</td> <td>1</td> <td>8</td> <td>22</td> <td>2</td> <td>89</td> </tr> <tr> <td>2002-2003</td> <td>7</td> <td>34</td> <td>8</td> <td>6</td> <td>24</td> <td>3</td> <td>82</td> </tr> <tr> <td>2003-2004</td> <td>26</td> <td>64</td> <td>10</td> <td>7</td> <td>12</td> <td>1</td> <td>120</td> </tr> </tbody> </table>	Year	Loan In UK + 3months	Loan Out UK + 3 months	Second In UK + 3 months	Second Out UK + 3 months	Overseas Out + 3 months	Overseas In + 3months	Total	2001-2002	11	45	1	8	22	2	89	2002-2003	7	34	8	6	24	3	82	2003-2004	26	64	10	7	12	1	120
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Action Point	Lead	Others involved	Current Position
<p>43. In implementing this Strategy Statement, the Government and the Health and Safety Executive will ensure that all sections of society – including women, ethnic minorities and disabled people – are treated fairly; and will work in partnership with the Cabinet Office to pilot a new approach to gender mainstreaming.</p> <p>Click here to return to action point index</p>	DWP	HSE CO OGDs	<ul style="list-style-type: none"> • DTLR/HSE take full account of all equality and diversity issues in their day-to-day activities, including implementing RHS policy. • HSC's commitment to ethnic minorities, women and people with disabilities is featured in the HSC Strategic Plan 2001-2004, published on the 4 October 2001. • Cabinet Office website gives fuller details of this work. • Strategy document outlines re-organisation to prioritise this in line with the strategic programme.
<p>44. The Government and the Health and Safety Commission and Executive will work together to explore options for organisational change to address these issues.</p> <p>Click here to return to action point index</p> <p style="text-align: right;">✓</p>	DWP	HSE	<ul style="list-style-type: none"> • Reorganisation already in place to fit in with RDAs and devolved administrations.

RE VITALISING HEALTH AND SAFETY (RHS)

Project Plan Glossary

ABI	Association of British Insurers	HSE	Health and Safety Executive
CDM	Construction, Design and Management Regulations	HSL	Health and Safety Laboratories
CO	Cabinet Office	HSSD	Health and Safety Sponsorship Division, DWP
CCSU	Council of Civil Service Unions	HSWA	Health and Safety at Work etc Act 1974
DfES	Department for Education and Skills (formerly Department for Education and Employment)	LA	Local Authority
DOH	Department of Health	LAA	Local Authority Associations
DRC	Disability Rights Commission	LCD	Lord Chancellor's Department
DTI	Department of Trade and Industry	LSC	Learning and Skills Council
DWP	Department for Work and Pensions (formerly Department of Social Security)	MOU	Memorandum of Understanding
EA	Environment Agency	NAW	National Assembly for Wales
ELCI	Employers' Liability Compulsory Insurance	OGC	Office of Government Commerce
H&S	Health and Safety	OGD's	Other Government Departments
HA	Health Authority	OHAC	Occupational Health Advisory Committee
HELA	Health and Safety Executive/Local Authority Liaison Committee	OHS	Occupational Health Strategy
HImPs	Health Improvement Programmes	OST	Office of Science and Technology
HLF	High Level Forum	PCGs	Primary Care Groups
HO	Home Office	RDA	Regional Development Agencies
HSC	Health and Safety Commission	RHS	<i>"Revitalising Health and Safety"</i>
		ROSPA	Royal Society for Prevention of Accidents
		SBS	Small Business Service
		SE	Scottish Executive
		SH2	<i>"Securing Health Together"</i>