Notes of the Partnership on Health and Safety in Scotland (PHASS) Meeting –
Wednesday 10 May 2017, The Robertson Trust, Glasgow

Chair:
George Brechin (GB) Health and Safety Executive
Ian Tasker (IT) STUC (from item 8)

Present:
Robert Atkinson (RA) NHS Health Scotland
June Cairns (JH) Health and Safety Executive
Mike Cross (MC) Health and Safety Executive
Kathy Jenkins (KJ) Scottish Hazards
Sarah Jones (SJ) Health and Safety Executive
Brian Lawrie (BL) SCOEHSSouth Ayrshire Council
Lilian Macer (LM) Unison/STUC
Karen McDonnell (KM) RoSPA/POOSH
Alison McIntosh (AM) SCDI
Norman Stevenson (NS) Scottish Chamber of Safety
Hugh Tannock (HT) HASiVSS/Turning Point Scotland
Scot Walker (SW) Unite/STUC
Lynn Young (LY) Scottish Government

Guests:
Rick Brunt (RB) Health and Safety Executive
Sian Clayton (SC) Health and Safety Executive
Fiona Craig (FC) Zero Waste Scotland/SWITCH
Colin Clark (CC) CIWM/SWITCH
Gordon Whiteford (GW) Barr Environmental Ltd/SWITCH

Apologies:
Steve Bell NHS Health Scotland
Alan Crawford Scottish Government
Roddy Duncan Scottish Government
Gena Falconer SPDS/Highland Council
Susan Love FSB
Vince McKeown SCDI

1 Welcome/Introductions

GB welcomed everyone, introduced guests, conveyed apologies and thanked Robert Atkinson for hosting the meeting. As Mike Cross would be retiring in December, this would be his last PHASS meeting. Thanks were conveyed to Mike for his contribution to HSE and his work with PHASS during his tenure as HSE Director Scotland. He was wished a long and happy retirement later in the year.

2 Minutes of the meeting held on 11 January 2017

The draft minutes, previously circulated for comment, were agreed and would be posted to the Scottish Plan for Action on Safety and Health (SPIASH) web community site. It was noted that whilst HSE’s website was being redesigned, no PHASS documents could be uploaded.

3 Matters arising

3.1 (Minute 3.3 – PHASS links with Scottish industry sectors) JC reported that GB had
written to SWITCH, Step Change in Safety, the Scottish Farm Safety Partnership and SSS. Positive responses had been received from all bar SSS, which would discuss the proposals at its next meeting (June 2017). In addition, the Colleges Scotland Health and Safety Development Network, which represented the Scottish further education sector, were now affiliated to PHASS, as ‘paper’ members. This link had already proved beneficial as it had enabled the Scottish launch of LOCHER¹ at the forthcoming ‘Teaching the Future’ conference to be publicised on the SPIASH web community. **Action: ongoing**

3.2 *(Minutes 4.1 and 4.2 - Fair Work Convention)* Adding a link on FWC’s website to SPIASH and arranging a meeting between PHASS reps and FWC secretariat were still ongoing. **Action: RD**

3.3 *(Minute 4.4 AP011 – manufacturing forum)* A leaflet, under cover of a letter from GB, would be sent to interested parties soon. **Action: SJ/GB**

3.4 *(Minute 5.1 HGBWW event 21 March)* GB thanked members for their attendance and participation. **Item discharged**

3.5 *(Minute 6.3 PHASS/Singapore links)* KM referred to the World Congress on Safety and Health at Work in Singapore in September 2017. In keeping with one of the event’s themes, she hoped young workers would be encouraged to attend. **Item discharged**

3.6 Other matters arising had been actioned or were remitted for discussion as substantive agenda items.

### 4 Scottish Waste and Recycling Industry

4.1 RB and SC gave an overview of health and safety performance in the waste and recycling sector (Annex 1) which has one of the highest rates of workplace injury and work related ill health of all the main industry sectors, with Scotland having a higher injury rate than the Great Britain total.

4.2 RB referred to the HSE sector plan for the industry, which continued to focus on a two prong approach: viz working with the industry, through mature fora such as WISH and SWITCH to support and promote industry initiatives to improve standards; and effective HSE regulation, including appropriate intervention and enforcement action. He was clear however, that the biggest contribution to sustained improvements in health and safety management came from within the industry itself, with SWITCH and WISH being key.

4.3 FC, CC, GW presented information on SWITCH, its origins and legal status, its operating model (3 working groups: Executive; Health and Safety; Education, Training and Competence); strategic objectives and its competence framework and assessment tool, etc. *(NB presentation slides are available on the SPIASH web community.)*

4.4 Following a lively discussion, GB thanked everyone for their contribution. The main issues to have emerged included:

- challenges in relation to literacy, IT competency, migrant workers, language barriers, aging workforce, etc (GW reported that to overcome IT barriers in completing competency assessments, Barr employees completed a paper version; with data input centrally to the company’s IT system)
- development of conflict resolution/softer skills for operatives for dealing with the (occasionally hostile) public
- potential to develop a specific waste group under the UK Safety Groups umbrella

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¹ Learning Occupational Health by Experiencing Risks
- availability/use of the Health Risks @ Work pack, available in several languages via HWL website
- exploring the reason for higher Scottish health and safety statistics
- reviewing the impact of SWITCH
- voluntary sector in the industry - usually treated by LAs as contractors; represented on the SWITCH Board
- worker engagement – links between SWITCH framework and Fair Work Convention to be considered (invitation for LM to attend SWITCH meetings); aim is to include employees on SWITCH WGs in due course; other means of worker engagement was noted eg via health MOTs
- HSE activity: ~700 HSE waste/recycling inspections planned for 2017/18; industry alerts would continue to be included in the monthly SWITCH newsletter to which HSE and WISH contribute
- SPIASH AP007 ‘Improving worker engagement in the waste and recycling industry’: Ian Tasker reported that a meeting between Highland Council waste management staff and TU representatives had taken place in February, where it was agreed that TUs would provide a short survey for waste employees to find out about their health and safety concerns. IT competency issues had emerged (see similar comments/solutions at bullet 1 above). CC commented on the challenges of getting adequate h&s rep coverage across such a large geographical area. He also encouraged TUs to take a more collaborative, cross TU approach, as in his experience individual TUs had focussed on their own members only, whereas the issues affected all employees, irrespective of TU allegiance/membership.

**Action:**
- Share with PHASS the paper which considered the impact of SWITCH Action FC
- PHASS to share the partnership measurement tool with SWITCH Action SJ
- Confirm SWITCH membership status on PHASS Action JC

5 **Scottish Plan for Action on Safety and Health (SPIASH)**

5.1 **Formal approval:**

PHASS formally approved two new workstreams: AP012 ‘People who drive for work’ and AP013 ‘Sharing our success’.

5.2 **Formal updates:**

**AP008 Scottish Social Care Partners Forum:** PHASS noted that an initial meeting of the group took place on 31 March. Members asked to see the terms of reference and membership of the Forum and whether any other strategic partnerships had been identified to avoid duplication/overlap with other initiatives. **Action:** SJ/KJ to discuss with Gena

**AP005 Health and safety advice for SMEs:** RA reported that the IOSH Board of Trustees had rejected the bid for funding. Alternative options of delivering free support were now being considered. The project proposal would be redrafted and re-submitted to PHASS in the autumn. **Action:** RA

5.3 **Formal sign off:**

PHASS agreed that work on AP003 H&S Community map and AP006 Gathering/review of softer health and safety intelligence had been completed and signed off these workstreams.

Re the lack of intelligence to explain the Scottish agriculture record, RB reported that HSE was analysing the type of premises where agriculture fatalities had occurred to ascertain if...
this might offer any new intelligence/insight.

5.4 Progress monitoring:

Members were enthusiastic about the one page traffic light summary that had been circulated in advance. Thanks were conveyed to Jamie Campbell, Gavin Howat and RA for their work on this. Workstream leads who had problems updating templates were invited to contact Jamie Campbell for help. It was noted that the SPIASH web community now had over 90 members.

6 Handling requests for a PHASS view

6.1 KJ reported that this had stemmed from a recent request from the Scottish Parliament Public Petitions Committee to GB as PHASS Chair. In this case, the matter fell outwith PHASS’s remit and GB had responded accordingly. However as constituent members of PHASS may have wished to comment separately, it was agreed that in future when similar requests were received by PHASS, better engagement with members would take place in advance to ensure an appropriate PHASS response was developed.

6.2 This then led onto a question being raised by KM about the process by which PHASS membership was decided. It was agreed to remit this matter to a future meeting.

7 Questions arising from PHASS members’ health and safety updates

No questions were raised on the HSE and SCOS updates previously circulated.

8 RoSPA/PHASS joint partnership /SPIASH event 13 September 2017 (in lieu of PHASS meeting scheduled for the same date)

KM explained that the working title was ‘Acting together to improve safety, health and work’. Whilst the programme was still being developed, it was confirmed the event would be free; would take place in Glasgow; accommodate 70 delegates; and that GB would chair it. The need to link the event and any case studies to SPIASH was pointed out. Details would be finalised by the end of May. A copy of the draft programme would be circulated. Action: KM

9 Date, Host, Venue for the next meeting

Dates and hosts were agreed as follows:
11.00am, Wednesday 10 January 2018 (Scottish Govt, St Andrew’s House, Edinburgh, confirmed)
11.00am, Wednesday 9 May 2018 (HSE, Glasgow TBC)
[NB 12 September 2018 meeting to be rescheduled]
Fatalities [Source: Riddor]

- Six fatal injuries to workers in 2015/16.
- **30 fatal injuries** to workers over the last five years.
- The fatal injury rate to workers in the sector is around 10 times the average rate across all industries. Three times the rate of construction.
- Main causes of death include
  - being struck by moving vehicles,
  - contact with moving machinery
  - being trapped by something collapsing or overturning.
- In the five years to 2015/16 there were **12 fatalities to members of the public** as a result of work activity in the sector. Not including Road Traffic Accidents eg George Square Incident.

Injuries [Source: Riddor]

- Around 5% of workers in the waste sector are injured in non-fatal workplace accidents annually, around double the average rate across all industries.
- The main causes of non-fatal injuries include
  - lifting and handling
  - slips, trips and falls

Ill-health [Source: Labour Force Survey annual average estimate]

- Around 5% of workers suffer an illness they believe to be work-related annually, an elevated rate when compared to the average across all industries.
- Most common work-related health issues suffered include
  - musculoskeletal disorders
  - stress, depression or anxiety
  - Occupational lung and skin disease.