

Thank you for all your contributions to the **Work Organisation Seminar in Theme 1**

Just another reminder

- Use #Haz2016 on twitter for Hazards 2016 Conference tweets
- Hazards Magazine: www.hazards.org – Please SUBSCRIBE at www.hazards.org/subscribe
- Hazards Campaign: www.hazardscampaign.org.uk - sign up for updates
- Follow: @hazardscampaign; @HildaPalmer
- @hazardsmagazine; @hazardseitor
- FaceBook: We Didn't Vote to Die at Work;
- Hazards Magazine; Families Against Corporate Killers

Sign the e-postcard please tell Prime Minister to 'Stop it, you're killing us' It is a crime to neglect safety at work by sending the postcard by e-mail <http://www.hazardscampaign.org.uk/postcard>

I quoted some research linking low pay with high blood pressure. This came from a Hazards Magazine article and is included in the attached Notes from a presentation I gave to NWTUC on Wellbeing or Worsebeing, see **highlighted in bold** below::

Slide 16: It's the jobs/work that makes us ill

- Cancer caused by carcinogenic chemicals and substances, including Endocrine Disrupting Chemicals EDC's, : shift work in men and women; breast cancer risk for women is increased by working 2 or more night for long period. Fine dust causes lung and heart disease. Heart disease is also caused by stress, long hours, excessive workloads, low pay and low control, shown by many studies including the Whitehall study.
- Research by Canada's Institute for Work & Health (IWH) and the Institute for Clinical Evaluative Sciences (ICES) published in February 2013 found that among men reporting low job control, 27 per cent were diagnosed with hypertension during a nine-year period. This compared to 18 per cent among men reporting high job control. Furthermore, the study found the proportion of cases of hypertension among men that could be attributed to low job control was 12 per cent, which is higher than the proportion of cases that could be attributed to poor health behaviours such as smoking, drinking, not getting enough exercise, and not eating enough fruits and vegetables.
<http://www.iwh.on.ca/media/2013-feb-27>
- **“Primary prevention programmes to reduce hypertension are largely aimed at changing unhealthy behaviours,” says IWH scientist Dr Peter Smith, who led the research, published in the Canadian Journal of Public Health. “But this study suggests that prevention strategies might also assess the potential for modifying work environments as a hypertension control intervention.”**
- **Another 2012 US study, part financed by the US government's National Institute for Occupational Safety and Health, found low wages are a risk factor for hypertension, which raises the risk of heart attack and stroke. ‘Are low wages risk factors for hypertension?’, published in the European Journal of Public Health, found doubling the wages of younger workers was associated with a 25 to 30 per cent decrease in the risk of a hypertension diagnosis, and doubling the wages of women was associated with a 30 to 35 per cent decrease in the risk of a hypertension diagnosis.**
<http://blogs.cdc.gov/niosh-science-blog/2013/01/28/hypertension/>
- **The link between low pay and ill-health, emphasises the vital importance of trade union campaign for a Living Wage e.g Bakers Union ‘Fast Food Workers Hungry for Justice; and TUC, TU on-going campaigns for increase in Minimum wage now, and rapid move to higher Living Wage.**
- Endocrine Disease e.g. diabetes and obesity as well as being related to diet and exercise, some of this may well be due to Endocrine Disrupting Chemicals EDC's too. These dangerous and ubiquitous

chemicals in workplaces and environment having effects at very low levels
http://www.eurekalert.org/pub_releases/2015-03/tes-eco030415.php ;

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- Well-being health promotion, individualistic approaches will have far less effect on the ways in which jobs and the organisation of those jobs make us ill, all of which need a trade union collective approach backed by law at work, and also political campaigning outside the workplace.

Wellbeing and worsebeing: Powerpoint presentation:

<https://www.dropbox.com/home?preview=Hazards+Campaign+ppt++4.3.15+Wellbeing+Worsebeing+what%27s+wrong+with+H%2CS%2CW.ppt> and notes to this Powerpoint are attached.

Effect of national minimum wage 'similar to prescribing antidepressants' A new study finds that low-paid workers who received the national minimum wage in April 1999 reported a decline in symptoms of depression for at least 22 months afterwards. <http://www.ox.ac.uk/news/2016-04-08-effect-national-minimum-wage-similar-prescribing-antidepressants>

Raising a Concern with the HSE

the link to the HSE form for safety reps to 'Raise a Concern' – not a complaint about our employers non-compliance, but 'a concern'!

The information about when and how to use this this and the link to specific forms to complete on-line are here:<http://www.hse.gov.uk/contact/raising-your-concern.htm> and below.

Read it before you complete the specific safety rep from
<http://www.hse.gov.uk/involvement/hsrepresentatives.htm>

You can only use this if the HSE is the enforcing agency for your workplace AND you have raised the issues and tried to resolve them through the internal procedures.

If you do not have access to the internet and cannot complete the on-line form. then telephone 0300 003 1647 and **during office hours**, stay on the line through the recorded message and someone will help you complete a form on the phone. But be aware this is

NOT an inspector, this is someone who handles the forms and then they are reviewed and assessed-triaged – and passed up to inspectors if they meet certain criteria. We have been assured by the HSE that they will take concerns raised by safety reps more seriously, some have claimed they are fast tracked..

If you use this then please let us know what your experience is, as we have had a few mixed report backs. It would be very good to hear of positive experiences, so please let us know.

Raising your concern

Try to resolve your concern yourself

If you are an employee or a member of the public and you think the health and safety law is being broken, or minimum standards are being ignored within the workplace, you should:

- speak to the employer or person in control and try to resolve the issue
- if you are an employee contact your work/safety representative, or your **trade union safety representative** who can try to resolve the issue for you

If the matter is not satisfactorily resolved, you can raise it with the relevant **enforcing authority**.

Whistleblowing

If you are a worker raising a concern about health and safety at the place where you work, then you need to be aware of the protection that employment law gives you as a 'whistleblower', especially in relation to unfair dismissal and other potential detriments. You can find out more at www.gov.uk/whistleblowing which also explains the importance of following the correct process.

HSE will only take action if:

- it relates to a work activity and
- HSE is the right **enforcing authority** for the work and
- the issue raised is sufficiently specific to enable identification of the issue and the duty holder and/or location and that either:
 - the issue raised has caused or has potential to cause significant harm, or alleges the denial of basic employee welfare facilities
 - it appears to constitute a significant breach of health and safety law

HSE cannot deal with concerns about issues or employers where we have no jurisdiction.

Check HSE is the correct enforcing authority

A comprehensive list of **HSE's responsibilities and contact details for local and other enforcing authorities** is available

We discussed:

- The job of the safety rep
- The functions of safety reps and the duties of employers towards us in the Safety Reps and Safety Committees Regulations
- TUC Health and safety – resources for reps which summarises these functions and duties:
- <https://www.tuc.org.uk/workplace-issues/health-and-safety/guides-and-reports-reps/health-and-safety-resource-reps>
- Make sure you have a Brown Book- the Safety Reps and Safety Committees Regulations (SRSC) download from TUC site: <http://www.tuc.org.uk/sites/default/files/extras/brownbook.pdf>
- Problems in using all our functions due to difficulty employers and our own organisational issues , see TUC Focus on health and safety – 2014 Biennial Safety Reps Survey Report: <https://www.tuc.org.uk/sites/default/files/HealthandSafetySurvey2014.pdf>
- We talked about doing all the usual things even better and also trying new things, see
- Dave Smith- blacklisted worker author of Blacklisted who is a TUC tutor in London – his
- Organising Column in Hazards Magazine has great examples of different ways to approach things – the hot desking swabbing, flower power and the park keeper
- <http://www.hazards.org/organise/>

I distilled this into the Hazards Campaign/Magazine slogan for Safety Reps job which is to:

Educate, Organise, Agitate to keep work safe:

We discussed good practice and listed points:

- Celebrate Success,

- On-going training
- Being visible– notice boards; reports to branch c/te and members, being out and about, active presence, doing inspections
- Distributing reports, minutes of meetings- post on notice board, ask for comments
- Gaining branch support – UCU lay members at Regional level
- Getting members involved
- Better use of social media to get message across
- Recruit more active, good safety reps- poor safety reps are worse than useless
- Branch leaders can become safety reps and involve safety reps in bargaining and negotiating
- Single issue health and safety campaigns
- Get health and safety on regional and national union agenda
- Involve all workers- recruit them to the union
- Use all tools and SRSC Rights
 - Inspections 4x a year PLUS AS NECESSARY!
 - Consultation in GOOD TIME
 - Involvement in suitable and sufficient risk assessments and development of safe systems of work
- Gain knowledge /education – subscribe to Hazards Magazine, TUC RISKS, all your own Union e-mail lists, FaceBook Groups, follow the H&S twitter accounts; newsletters, HSE bulletins
- Work with other non safety reps
- Be the mistress/master of the information/case you are pursuing
- Register, Report, Protest
- Argue for good terms of reference for health and safety committee
- Get involved in policy making
- Use health and safety to recruit members
- Organise and educate
- Be more active, ne more proactive not just reactive
- Agitate more

Sources of information:

Hazards Magazine:

Turn it on: <http://www.hazards.org/organise/turniton.htm>

Get Mapping: <http://www.hazards.org/diyresearch/getmapping.htm>

DIY Research, Hazards Mapping, Body Mapping etc <http://www.hazards.org/diyresearch/>

TUC Health and safety organising guide

<https://www.tuc.org.uk/sites/default/files/TUC%2025951%20Health%20and%20Safety%20Organising%20Report%20v4%20Lo-res.pdf>

What makes health and safety a good organising tool

https://www.tuc.org.uk/sites/default/files/ORG_HandS_What.pdf

TUC RISKS sign up: <https://www.tuc.org.uk/mediacentre/register> Latest RISKS -

<https://www.tuc.org.uk/workplace-issues/health-and-safety/risks-newsletter/risks-2016/tuc-risks-762-6-august-2016>

Subscribe to HSE bulletins- you can tick boxes to just get the info you are most interested in so as not to be overwhelmed!: <http://www.hse.gov.uk/safetybulletins/index.htm>

Make sure you are on you're own union e-mail list,

TUC RISKS sign up: <https://www.tuc.org.uk/mediacentre/register> Latest RISKS:-

<https://www.tuc.org.uk/workplace-issues/health-and-safety/risks-newsletter/risks-2016/tuc-risks-762-6-august-2016>

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