**Write up of Kathy Jenkins input to session on *Why is Transparency in the supply chain necessary in advancing the health, safety and welfare of workers both nationally and internationally*, Hazards Conference, Keele University, 28 July 2018**

As Sterling and Asli were both speaking from an international perspective, I concentrated on the situation in the UK and in particular the social care sector.

***Context:***-Supply chain: we are talking about subcontracting, agency working, franchising and bogus self employment (within social care, I would add unacceptable reliance on family carers, volunteers and community members)
-many sectors are involved, including construction, retail, hospitality, transport, social care
In relation to this wider context, it is worth reading TUC report *Shifting the Risk* <https://www.tuc.org.uk/research-analysis/reports/shifting-risk>

Adult Social care: care for people with mental ill health, physical disabilities/chronic ill health, older people, the homeless and those with learning difficulties

***Context:*** austerity, cuts to local government and inadequate attempts to work toward integration of health and social care (inadequate in part because they are taking place at a time of cuts)

Looking specifically at home care, the supply chain is: national government financing local government; local government direct provision; local government commissioning to private and not for profit organisations (commissioning services is usually in order to cut costs); those organisations often drawing workers from agencies.

***The result for many workers in the private and 3rd sectors:***-low pay
-zero or minimum guaranteed hours
-lack of pay for travel time between clients or some for travel costs
- employed by agencies, not the actual care provider
-are migrant workers
-41% (or higher) work split shifts
-67% have nowhere to go for breaks

Home care workers are a ‘hidden’ workforce – hidden from councillors, the local authority and the public

For its own workers, Edinburgh (and other) local authorities pledge: no redundancies, living wage or higher, pensions, reasonable sick pay. For its commissioned workforce: redundancies, for many a 25% cut in pay since 2008, restructuring reducing their grade and pay, cuts in sick pay and pensions, cuts in training

The quality of care is impacted with implications for all working people and their families

***Implications for health, safety and welfare of home care workers:***-low pay and insecurity – with major impacts on health
-stress – caused by inability to provide and be proud of a good service, lack of any workplace or place to meet colleagues, split shifts, bullying and harassment
-welfare failings – 67% have nowhere to go to use a toilet, to rest, to eat
-lifting and handling – having to move clients without adequate staff numbers or equipment
-lone working
-violence and aggression

All part of wider issues or public procurement which could be a powerful tool for the whole of public sector to ensure higher health and safety standards. Scottish Hazards is planning a programme of H&S training through Local Authority social care supply chains.

We need ethical procurement commitments from the public sector and regulation to back it up.