

New Technology and New Ways of Working

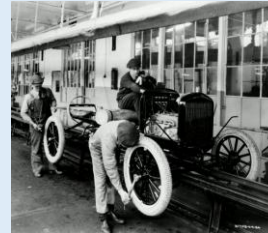
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What is Fordism and Taylorism



- Fordism is the application of Henry Ford's faith in mass production run by autocratic management.
- Taylorism is the break down of individual low skill jobs



Are We All Luddites



- What is a Luddite
 - In 1812 textile workers whose work and communities was threatened by the introduction of modern technology. They smashed the new looms that put them out of work
- What were they really fighting over
 - It was the pace of introduction not the technology itself
- What comparisons can we see today
 - Zero hour contracts
 - Gig economy
 - Micro-management



Spanner in the Works



- The Rotten System
 - Break everything down to small individual tasks
 - Deskill workers by given them basic and repetitive jobs – birth of RSI
 - Expanded into office work, supermarkets and especially fast food industry
- Who Controls the Pace
 - Management introduces time and motion studies
 - Lower level management under pressure to reach ever impossible targets
 - Lack of oversight or transparency
- Direct Action required a 'Spanner in the Works'



What Tech is Out There



- Arm-Mounted Terminals (AMTs)
- Automation Algorithms when scheduling shifts, rest and toilet breaks
- Trackers and Command Devices using GPS
- High Intensity Work such as Amazon, Sports Direct
- Tablets, Smart Phones and other Mobile Devices
- Nanomaterials
- Internet of Things (IoT)
- Chatbots



Why Should We Be Concerned



- Removal of jobs – according to LRD up to 30% could be lost by 2030
- Introduction of monitoring devices that make micro-management more evident
- Links with performance related pay structures
- Lack of control with pace of work
- Removal of HR and line managers increasing our workloads
- Lack of a real contract or financial security
- Unable to switch off
- Presenteeism and Leaveism



Are there any Benefits?



- Reduced physical stresses such as RSI & WURLDs
- Less time travelling to work with more home working
- Less boring and tedious works as automation takes over
- New technology may increase new and rewarding jobs
- Greater work-life balance due to greater flexibility
- Less dangerous tasks especially in areas like construction and heavy industries



Occupational Health Risks



- Increased stress levels
- Increased Workplace Related Upper-Limb Disorders
- Increased conflict in the workplace
- Fatigue and loss of concentration
- Isolation and depression
- Increased Lung and Blood Disorders



Can We Hold Back the Tide



Lessons from the past:

- Organise early
- Negotiate a Technology Policy
- Ensure the Union is involved on the introduction and pace of new technology
- Ensure efficiencies are not having knock on effects to health & safety
- Ensure efficiencies do not threaten jobs
- Use the SRSC Regs 77
- Carry out detailed inspections on future plans of the employer
- Insist on your consultation rights
- Get Involved in the Risk Assessment process
- Use the HSE Management Standards

**EDUCATE
AGITATE
ORGANISE**

Resources



- <http://www.hse.gov.uk/stress/standards/index.htm>
- <http://www.hse.gov.uk/pubns/indg424.pdf>
- <https://www.tuc.org.uk/research-analysis/reports/safety-reps-guide-hse-stress-management-standards>
- <https://www.tuc.org.uk/resource/stress-hazards-work-book>
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