



Worker Involvement

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Worker Involvement
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Purpose



“We need to expand the base of employee involvement in health and safety management to cover the whole workforce”

“We will encourage a voluntary expansion of workplace health and safety representatives across all sectors of business and the public sector”

(HSC Strategy, p 9)

Vision



- “...Employee involvement and consultation are the norm”
- Employees are well informed and taking responsibility for the health and safety of others as well as their own
- Employers engage with safety representatives, who have a leading role in local health and safety management

Objectives



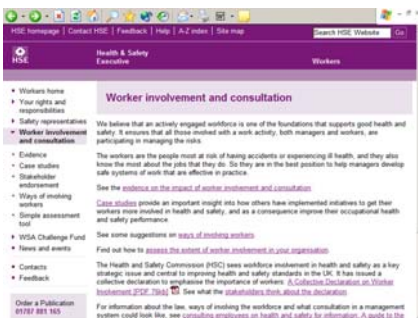
1. **To influence attitudes** by increasing enthusiasm for worker involvement in health and safety risk management and return to work in measurably more employers and workers in Great Britain.
2. **To change behaviours** such that effective worker involvement and consultation structures for health and safety risk management and return to work are in place in targeted workplaces.
3. **To raise awareness and use** of methods of gaining the **skills** necessary for worker involvement in health and safety risk management and return to work.

What are we doing?



- Workers' web pages
- Guidance and case studies
 - For employers
 - For inspectors
- Building in worker involvement into other HSE/LA work
 - Campaigns
 - Inspection activity

Worker's web pages



What are we doing? (2)

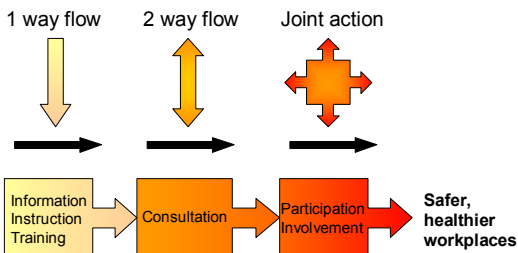


- Research
 - The role of skills
 - Communicating with workers
 - Measuring effectiveness
- Keeping the profile of workers high in HSC/E planning and thinking

Research – some key findings



- Both employers and employees have positive attitudes to the idea of worker involvement in health and safety
- Qualitative data suggests that there is wide variation in the levels and quality of worker involvement in health and safety
- Most employers **say** they consult
 - Tends to be informal
 - Tends not to involve employee representatives
 - Not always clear that they are “consulting”



Research – barriers



- **Senior managers believe:**
 - Worker involvement will cost more than it saves
 - Workers will not want to get involved
 - Workers will not contribute anything valuable
- **Line managers believe:**
 - They don't have the time
 - They don't understand either health and safety or worker involvement

Research – barriers



- **Employees believe:**
 - They don't have the time to get involved
 - Health and safety is boring, serious and a barrier to efficient working
 - Management aren't interested
 - Their contribution won't be valued or acted on
 - They will be seen as telltales

Resources



<http://www.hse.gov.uk/workers/involvement/index.htm>
