Will we survive another 5 years?
Only if we fight for our health, safety & justice@work

https://www.dropbox.com/s/u5d65shbdaynb1s/Hazards%20Campaign%20UNISON%20Hatfield%20Nov%202015.ppt?dl=0
Hazards Campaign challenging government lies on Health & Safety 2010/15
We love Red Tape it’s better than Bloody Bandages and sick and injured workers
General Election 2015

WE WON'T VOTE TO DIE AT WORK

HAZARDS CAMPAIGN
FIGHTING FOR YOUR LIFE
WWW.HAZARDS.ORG

Hey! Whatcha gonna do?

1. Stand firm for justice - the new government will try to cut health and safety enforcement, and it's up to you to make sure their cuts don't cost lives.
2. Carry the burden for safety and health at work. Demand a safer workplace for you and your colleagues.
3. Get the government to agree to a new health and safety law to make workplaces safer.
4. Help the vulnerable - protect the vulnerable from workplace injuries and illnesses by ensuring they have the necessary support.
5. Help the campaign - send a message today to your MP about workplace safety.
6. Speak out - the new government is sitting on a report on workplace health and safety.
7. Protect your rights - make sure the new government can't cut your rights.
8. Insist on safety - make sure the new government can't cut your health and safety.
9. Consider your options - make sure the new government can't cut your workplace.
10. Get involved - make sure the new government can't cut your workplace.
11. Ensure safety - make sure the new government can't cut your workplace.
12. Protect your family - make sure the new government can't cut your workplace.
13. Support the campaign - make sure the new government can't cut your workplace.

THE GREAT SAFETY CAMPAIGN LTD
WWW.HAZARDS.ORG

www.hazards.org/sectormode

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Tory Government
Will we survive another 5 years?

In just one term, the Conservatives abandoned routine safety inspections • slashed the Health and Safety Executive’s (HSE) budget by well over a third • pimped out HSE to commercial interests • killed off HSE’s medical division • stacked the HSE board with industry stooges • pulled the teeth of the gangmasters’ watchdog • priced sick and injured workers out of compensation claims • made employment tribunals pay-to-go • removed key legal safety protections • told business that health and safety was a burden they shouldn’t be bothered by. If you think that’s bad, wait to see what they have in store.

Deaths at work? Tell Cameron we won’t take them lying down. #OHSforTories

Hazards - fighting for your life www.hazards.org
In just one term 2010-2015

The Tories aided by Lib Dems:

• Abandoned routine proactive inspections- LA inspections fell by 95%, HSE by 33%
• Slashed HSE budget by 44% - 40% more cuts coming
• Pimped out HSE to commercial interests
• Stacked HSE board with business stooges- killing off tripartism
• Killed off HSE medical division – Occupational Health off the agenda
• Pulled teeth of gangmasters’ watchdog
• Priced injured and sick workers out of compensation
• Made employment tribunals pay per go – tribunals down 80%
• Removed key laws, ACoPs and dumbed down guidance
• Told business H&S is a burden they shouldn’t bother with.
DON’T PIMP OUR WATCHDOG!

To: Dr Richard Judge
Incoming HSE chief executive

Dear Richard

We would like to welcome you to your new job.

We know when you take up the reins in November, you’ve been tasked with ‘commercialising’ the Health and Safety Executive (HSE).

But we think the government’s workplace safety regulator should be using its legal powers, people and skills to protect us at work, not flogging its services to all comers to fill a government-imposed funding gap.

Please don’t pimp our watchdog. HSE should be saving lives, not selling out.

We would like to help you improve HSE’s lifesaving work, so feel free to get in touch.

Best wishes

Name: ..............................................................................................

Organisation and role: ........................................................................

Our health and safety is not for sale. www.hazards.org/safetypimp
TU Bill comes for SRSC Regs and Life/health/money-saving Safety Reps
Purely ideological and attack on workers/unions

Around 0.8 million days lost to strikes

> 28 million lost due to work illness and injury
What’s Health and safety all about? F.A.C.K. knows – it’s difference between life or death, health or illness, being whole or injured! WE, not employers, bear the burden of poor health & safety  
www.fack.org.uk  
Families Against Corporate Killers on FaceBook.

Cameron Minshull 16 years old, Killed 8th January 2013 by lack of health & safety culture  

Dodgy dogma David Cameron: Killing off H&S Culture Tour 2010-2015

Joanne Hill, Cameron’s mum
They lie: We die
DWP- Improving the H&S System


- Updated 2 January 2014, Topics: Business and enterprise and Regulation reform  Minister: Mike Penning MP

- We believe that good health and safety is important, but the burden of excessive health and safety rules and regulations on business has become too great and a damaging compensation culture is stifling innovation and growth. We want to protect people in the workplace while reducing the burden of unnecessary health and safety rules and regulations on businesses.

- DWP Statement on Young People- misleading on law

Perfect storm of attacks, a war against the working class from cradle to grave, in and out of work

- On ALL public services we depend on – privatisation, cuts in funding, jobs, staff levels down but work same or more
- On employment rights, union rights, union reps facility time; wages, employment conditions, work hours and job security
- On pensions, cuts and increase in age for pension
- On the Social Security safety net - in & out of work benefits, bedroom tax, benefit cap, working and family tax credits
- Divide & rule, public vs private sector, migrant vs indigenous workers, scroungers vs strivers, sick vs well
- On health & safety – deregulation, slashing enforcement in UK & EU REFIT Deregulation Programme & Fast track Deregulatory free trade treaties TTIP; CETA, TiSA
- Supported by Employers organisations & Loony libertarian, slash the state/shrink government think-tanks, & the corporate media
Race to the bottom: Fighting for our lives

- Race to the bottom - Fighting for our lives, for H&S & justice@work
- Low pay, in-work poverty - 6 million earn below living wage, 13 million in poverty, food banks - Tax Credit cuts; precarious, insecure work, zero hours contracts – The Precariat; long hours; excessive workloads; impossible targets; surveillance/,monitoring; punitive sickness absence policies, performance management/PIPs;
- Fit for Work – cf Work Capability Assessment of ESA
- Stress at work increasing massively, but HSE NOT enforcing on Stress! Not prosecuting, left the field to commercial Occ. Health Companies peddling snake oil individualistic health promotion schemes: Wellbeing, Resilience, Engagement, Mindfulness & Happiness; undermining Health, Safety & Welfare Law, the hierarchy of control, SRSC Regs, trade union organisation and legally required, preventative collective action with voluntary, individual health promotion.
Austerity makes us sick & kills!

UK Neoliberal government waging war on working class, cradle to grave
Perfect Storm of attacks = Race to the Bottom
Anti-TU-Bill removing the right to strike + wages that don’t pay bills+ H&S slashed
= serfdom at best, slavery at worst.

WELCOME TO

NEO-FEUDALISM

The phenomenon of corporations taking control of cultures, individuals and governments.
Leaving the poor dependent on private interests.
A situation resembling a traditional feudal society.
The 1% become the lords and the 99% become serfs.
Wellbeing vs Health, Safety & Welfare @work

• Harm caused by work grossly underplayed
• Emphasis on lifestyle factors vs prevention of occ. ill-health leads to Wellbeing, Resilience, Mindfulness etc
• Almost total absence of the role of TUs & safety reps, HASAW law, collective bargaining
• Emphasis on voluntarism rather than enforcement
• Emphasis Fit Note not sick note - needn’t be 100% fit
• Emphasis on costs of sickness absence rather than cost of presenteeism, being at work while sick
• Individual responsibility/blaming vs employers legal duties
• Supports deregulation, enforcement cuts & TU attacks
Work Related Stress

Distressing Failure: http://www.hazards.org/stress/distressingfailure.htm
Glasgow UNISON Say NO to overwork
HSE Stress Management Standards

http://www.hse.gov.uk/stress/

• **Demands** – this includes issues such as workload, work patterns and the work environment.

• **Control** – how much say the person has in the way they do their work.

• **Support** – this includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues.

• **Relationships** – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour.

• **Role** – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles.

• **Change** – how organisational change (large or small) is managed and communicated in the organisation.
The new normal- workplace tyranny

http://www.hazards.org/stress/workplacetyranny.htm
http://www.hazardscampaign.org.uk/hazardsconference/2013docs/PhilTaylorPresentation1.pdf;
https://www.dropbox.com/s/muec1xsf47nj9jz/Hazards%2020%20July%202013%20Phil%20Taylor.ppt

• Prof Phil Taylor, University of Strathclyde - government blitz on employment rights & welfare, driven by a spurious austerity argument, is mirrored in a new workplace tyranny & massive intensification of work

• Alongside government dismantling of employment rights, a managerial offensive is taking place on the front line of work. If the financial crash of 2008 and the continued state of perma-recession has also provided ideological justification for a massive intensification of work.

• SHOWING WORKERS THE DOOR  Prof Taylor’s 3 year study for the Scottish Trades Union Congress (STUC) found Performance Improvement Plans were less about providing coaching & support to help employees improve but were used for 'performance managing' people out of the door. “The speed of these 'managed exits' is astonishing - in 2 case studies it was only 12 weeks between being put on an improvement plan and then being exited,”

• The reality today for very many workers is acute insecurity, intolerable pressure and mental ill-health. Although this offensive has several distinct elements, notably lean working, performance management and punitive sickness absence management, these are often experienced seamlessly by workers as an integrated assault.
Job/work organisation that makes us ill can be prevented!

- Stress, depression, anxiety – workload, long hours, bullying/harassment, insecurity, low pay
- MSDs – poor workstations/tools, standing, sitting, walking too much, manual handling, excessive work
- Cancer – shift work, night work, carcinogens, EDCs
- Heart Disease – dust, chemicals, stress, long hours, low pay, low control
- Lung Disease – dust, chemicals, allergens, microbes
- Neurological diseases- solvents, lead & other chemicals
- Skin Diseases – chemicals, dusts, micro-organisms
- Endocrine Disease e.g. diabetes – EDCs, Shiftwork, low pay
- Obesity - shift work, long hours, low pay,
Work is huge cause of ill-health and health inequality

- Work huge cause of ill-health – Most unpublicised, not counted therefore doesn’t count in policy & funding/resource priority for action
- 31 million people in work but HSE reports only ‘142 killed’ 2014/15 instead of 1,400+ in incidents + 50,000 due to work illness every year; this supports deregulatory enforcement slashing, justifies the massive 44% cut to HSE budget over 5 years
- Work causes great health inequality: low paid work comes with high work risks. Workers in worst jobs with lowest pay more likely to be injured, killed & made ill with whole range of illnesses -cancer, diabetes, lung & heart disease. 20% of workers, mostly in blue collar jobs are exposed to carcinogens at work, chemicals, substances and shift work. Almost all new jobs are bad jobs, insecure, harmful jobs, bad for workers health. http://www.hazards.org/workingworld/lowblow.htm; http://www.hazards.org/votetodie/lowlife.htm
Work causes of cancer, heart disease, obesity, diabetes can be prevented

• 2013 Canadian study- 27% men with low job control had hypertension – high blood pressure- over 9 years, compared to 18% of men with high job control. Proportion cases of hypertension among men due to low job control was 12% - higher than the proportion of cases due to poor health behaviours e.g smoking, drinking, lack of exercise, not eating fruit & veg:  
  http://www.iwh.on.ca/media/2013-feb-27
• “Primary prevention programmes to reduce hypertension aimed at changing unhealthy behaviours,” says scientist, “But this study suggests that prevention strategies might also assess the potential for modifying work environments as a hypertension control intervention.”
• 2012 US study, part financed by 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 & found doubling wages of younger workers associated with 25 to 30% decrease in the risk of a hypertension, and doubling wages of women associated with 30 to 35% decrease in the risk of a hypertension:  http://blogs.cdc.gov/niosh-science-blog/2013/01/28/hypertension/
• Link between low pay and ill-health part of trade union campaigns 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 & obesity related to diet & exercise, but also due to exposure to Endocrine Disrupting Chemicals, EDC's, ubiquitous chemicals in workplaces & environment with effects at v. low levels  http://www.eurekalert.org/pub_releases/2015-03/tes-eco030415.php; 
• 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.
• Well, then? Healthier workplaces deliver healthier workers
Employers who create healthy workplaces can benefit from reduced employee absence and increased productivity says TUC well-being guide. 

_Hazards_ editor Rory O’Neill says the new union blueprint differs from that of lifestyle evangelists, advising that the best way to improve well-being is to make the whole job healthier.

http://www.hazards.org/workandhealth/wellthen.htm
4 things union reps should consider when employer seeks to introduce Well-Being initiatives.
1. Does your employee have prevention measures in place for stress, musculoskeletal diseases and other occupational health issues? **If not – that should be done first.**
2. Have you surveyed your members to find out what health problems they have and are they related to work? This can be done jointly with management-surveys, hazards mapping, body mapping, looking at injury/illness statistics
3. Is management involving the union, through its union representatives, in the development of a health and well-being programme?
4. Is there an evaluation planned and are there reliable baseline figures available for comparison before the programme starts?

**TUC says:** union reps should remember that well-being at work initiatives can be very popular with workers and unions should also use them as a way of recruiting new members and getting new activists.
Say NO to Overwork
Decent Life: Work Balance
A Better World for all is possible if we work together & change the story!

If we don’t fight back there’ll be no health, safety or justice@work in 2002

- **Educate, organise and agitate** to keep work safe – recruit to union + safety reps
- **Defend** H&S in your workplace, use your rights, SRSCR, take action short of strike, strike, innovative actions? We are stronger than we think- we are many they are few
- **Fight back** – with members, union, community, specific campaigns to defend SRSC rights & oppose Ant-TU Bill
- **Campaign** to build support for decent jobs with good health and safety inside & outside of work- make the case for regulation, enforcement and union organisation being a necessary social good, not silly red tape, reject snake oil Resilience/Wellbeing [http://www.hazards.org/votetodie/citizensane.htm#safetypays](http://www.hazards.org/votetodie/citizensane.htm#safetypays); [http://www.hazards.org/organise/heretostay.htm](http://www.hazards.org/organise/heretostay.htm)
- **Challenge** the lies/noliberal story of government/corporation/media with members, local press/media, public forums; Lobby MPs, MEPs: **Speak truth to power!**
- **Support & USE Hazards magazine** arguments for a decent jobs, good work for all, with workers at the centre of health and safety policy, not the victims of it.
- **Reject** TTIP and all Deregulatory Free Trade Treaties
- **Solidarity with other campaigns, all linked & an injury to one is an injury to all**
I NEVER SPOKE UP

First they came for the disabled & sick and I didn't speak out – because I was neither.

Then they cut legal aid and I didn't speak out because I don't need any legal advice.

Then they came for the NHS and I didn't speak out – because I wasn’t sick.

Then they came for the jobless [with sanctions, etc] And I didn’t speak out because I had a job.

Then they came for the renters [with benefit caps & bedroom tax] And I didn’t speak out because I don’t rent a home.

They cut the Independent Living Fund and I didn’t speak out because I’m not disabled

Then they took child benefit & tax credits And I didn’t speak out because I have no children.

Then they came for the trade unions [to stop strikes] And I didn’t speak out because I’m not in a union.

Now they’ve come for me - And there’s no one left to speak to me
Safety Reps in action!

Saving lives and health and saving money for employers, the economy and society.

Using our rights and holding employers to their legal duties in the SRSC regs and HASAWA to the full.

Hazards Magazine: http://www.hazards.org/organise/turniton.htm
Decent Lives depend on Decent work
Contact details

- NWTUC Health safety & wellbeing conference 4.3.15 NOTES: https://www.dropbox.com/s/bgt8smgh07nrk4g/NWTUC%20Wellebing%20Conf%204.3.15%20notes%20to%20ppt.pdf?dl=0; NWTUC Health safety & wellbeing conference 4.3.15 PPT: https://www.dropbox.com/s/858wejoru8bitxv/Hazards%20Campaign%20ppt%204.3.15%20Wellbing.Worzebei%20what%27s%20wrong%20with%20H%2CS%2CW.ppt?dl=0

- UK Hazards Campaign www.hazardscampaign.org.uk; info@hazardscampaign.org.uk Hazards Campaign secretariat

- Join us on Face Book: We didn’t Vote to Die at Work;

- Twitter @HildaPalmer; Greater Manchester Hazards Centre: mail@gmhazards.org.uk

- SUBSCRIBE To Hazards Magazine: www.hazards.org; editor@hazards.org sub@hazards.org Twitter @hazardsmagazine, FaceBook: Hazards Magazine; Workers Memorial Day 28 April and ‘We love red tape’

- FACK Families Against Corporate Killers: www.fack.org.uk, mail@gmhazards.org.uk; FaceBook: Families Against Corporate Killers

- Alliance for Cancer Prevention http://allianceforcancerprevention.org.uk & Facebook

- Come to the 27th annual Hazards Conference: 29th To 31st July 2016, Keele University