



**UK Stress Network
Conference
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at the  of our union 



**Government attacks
on health and safety**




**The European Union:
Deregulation
Inaction**

European Social dialogue






DSE's Stress Management Standards




1. Demands: workloads, work patterns, work environment
2. Control: how much say a person has in the way they do their work
3. Support: includes encouragement, sponsorship and resources provided by the organisation, line management and colleagues
4. Role: whether people understand their role in the organisation and whether the organisation ensures they do not have conflicting roles
5. Change: how organisational change is managed and communicated in the organisation
6. Relationships: promoting positive working to avoid conflict and dealing with unacceptable behaviour

Promoting positive working to avoid conflict and dealing with unacceptable behaviour




The Standard (to be reached) is that:

- employees indicate that they are not subjected to unacceptable behaviours, e.g. bullying at work; and
- systems are in place locally to respond to any individual concerns.



How Safety Reps improve H&S



DTI Jan 2007

- safety reps save society between £181m and £578m each year (2004 prices)
- lost time reduction from occupational injuries and work-related illnesses of between 286,000 and 616,000 days
- safety representatives prevent 8,000-13,000 workplace accidents and between 3,000-8,000 work-related illnesses.



Safety Representatives



- consultation
- information
- inspections
- investigations
- representation
- time on



How should we do H&S?

- Full recognition of TU safety reps
- Full involvement with safety management systems – including stress management.
- Robust risk assessment process that identifies and corrects workplace hazards and unsafe conditions.
- Correct use of the hierarchy of control
- Accident investigation that looks for the root causes
- Workers' rights to identify hazards without fear of retaliation
- Right to refuse to carry out unsafe work
- Full reporting and recording of all injuries, illnesses and near misses – including stress




Unite is committed to ensuring that all work places are safer and healthier

Union organised workplaces are safer than non-organised workplaces