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The right questions?

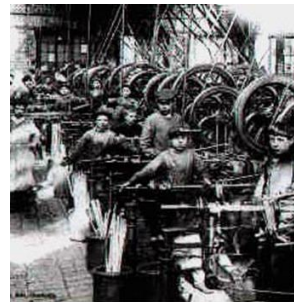
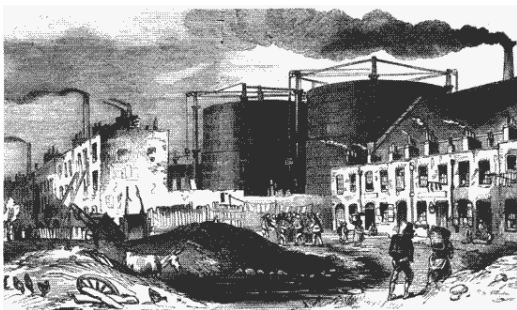
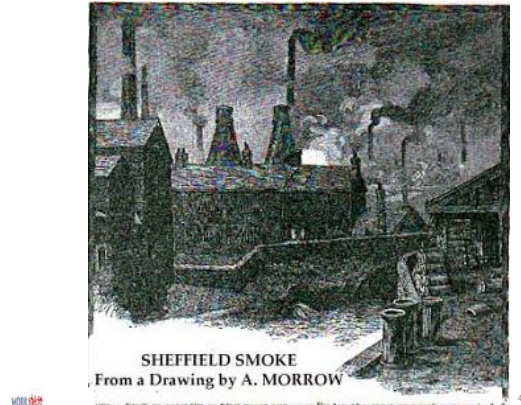
- Why do we have Health & Safety laws?
- Has Health & Safety regulation worked?
- Is everything in the workplace now O.K.?
- Is Health & Safety Regulation a 'burden on business'?
- What is the Coalition Government policy on health and safety protection?
- What are the consequences?

WORLDWIDE

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Why do we have Health & Safety Laws?

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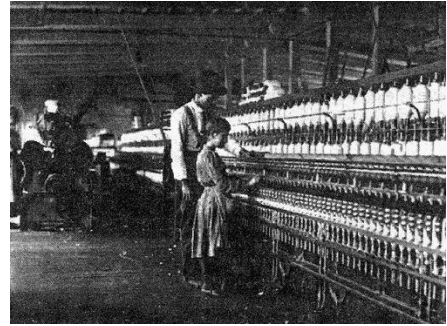




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Pit Brown Girls 1876 WIGAN

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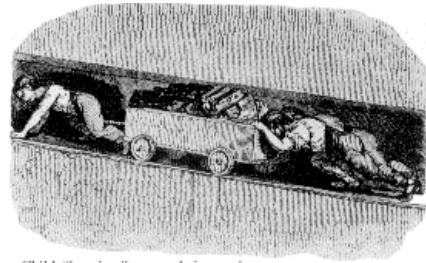
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Employers against reform



- Improvement in conditions would cause unemployment.
- Improvement would give advantage to foreign competitors
- Improvement would reduce profits
- Government should not interfere with business

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Has health and safety regulation worked?

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<http://www.hse.gov.uk/statistics/history/index.htm>

Adjusted to align with 1974 definitions	1974	2011/12
Fatal injuries to employees	651	113
Rate of fatal injuries per 100,000	2.9	0.5
Reported non-fatal injuries	336,701	77,195
Deaths from pneumoconiosis	453	134
Deaths from asbestosis	25	169
Deaths from mesothelioma	243	2,347
Rate of self-reported work-related illness 1990-2012	1990	2011/12
Rate of musculoskeletal disorders per 100,000	2,750	1,500
Rate of stress and related conditions per 100,000	820	1,520

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So everything in the workplace is now O.K.?


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- **1.1 million** working people were suffering from a work-related illness
 - **173** workers killed at work
 - **111 000** other injuries to employees were reported under RIDDOR
 - **212 000** over-3-day absence injuries occurred (LFS)
 - **27 million** working days were lost due to work-related illness and workplace injury
 - Workplace injuries and ill health (excluding cancer) cost society an estimated **£13.4 billion** in 2010/11
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- ### HSE death figures seriously underestimate the problem
- Do not include work-related traffic accidents (1,000+)
 - Do not include suicide due to stress at work (250?)
 - Do not include deaths at sea or in the air (30?)
 - Do not include deaths from illness caused by working conditions (50,000?)
 - Do not include non-workers killed by work activities
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Is Health & Safety Regulation a 'burden on business'?

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- ### The arguments
- Economic arguments**
- "Every day they battle against a tide of risk assessment forms and face the fear of being sued for massive sums. The financial cost of this culture runs into the billions each year, so this coalition has a clear New Year's resolution: to kill off the health and safety culture for good." - Cameron
 - "Compliance cost to industry is £374 million a year and costs jobs
 - **BUSINESSES** will quit the UK, leading to widespread job losses, unless crazy health and safety rules are scrapped, a minister will warn today."
- Arguments of process**
- Health and Safety enforcement is heavy handed
 - Low risk workplaces don't need the bureaucracy caused by H&S regulation
- 
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- 'HEALTH AND SAFETY HAS GONE MAD'
- 'THE PROBLEM IS THE COMPENSATION CULTURE'
- 'SELF-ENFORCEMENT IS THE WAY FORWARD'
- 'SAFETY LAWS ARE A BURDEN ON BUSINESS'

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Health & Safety gone mad?

Health and Safety Executive prosecutions and inspections

Source: Regulatory-Surrender, Tombs & White, Inst. of Employment Rights

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Compensation culture?

- Fewer than 1 in 10 victims get compensation
- Number of claims 1/3 of number 10 years ago
- Only a tiny proportion of victims seek compensation
- Legal hurdles are high

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Self-enforcement the answer?

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Burden on business?

Cost Bearer	Period	Estimated Cost (£billions, 2010 prices)			% of total cost
		central	95% C.I.		
			lower	upper	
Individuals	2006/07	9.6	8.7	10.4	59%
	2010/11	7.2	6.4	8.0	54%
Employers	2006/07	3.6	3.5	3.7	22%
	2010/11	3.2	3.1	3.2	24%
Government	2006/07	3.1	2.6	3.6	19%
	2010/11	3.1	2.5	3.6	23%
Total cost to society	2006/07	16.3	15.0	17.6	100%
	2010/11	13.4	12.2	14.7	100%

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What is the Coalition Government policy on health and safety protection?

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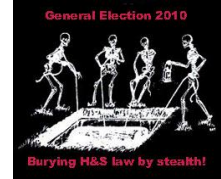
2010

- 14th June: Lord Young asked to review H&S Law in light of 'compensation culture'
- 1st Sept: Cables 1 in 1 out plan effected
- 14th Oct: Young reports

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2011

- 17th Feb: Cameron announces review into "sicknote culture"
- 8th March: 35% cut in HSE budget announced
- 25th March: Grayling announces slashing of H&S inspections by one third
- 7 April: 'Red Tape Challenge' launched
- 21 Nov: Carol Black review
- 28th Nov: Lofstedt Review published



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What did Lofstedt say?

- 'I have (not) heard any evidence to suggest that there is a case for ... stripping back current H&S regulation.'
- 'Previous studies...found little hard robust evidence that it (gold-plating) is a widespread problem.'
- 'Businesses can benefit from and value inspections.'
- '9 out of 10 employers see HSE as a 'helpful' organisation'
- 'No evidence has been found for its ('compensation culture's') existence.'

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2012

- 6th April: Change from 3 day to 7 day reporting under RIDDOR
- 19th June: Grayling ignores Lofstedt: will cut H&S regulation by 50%. Inspections only on "risky" workplaces.
- 16th Aug.: Director of Laing O'Rourke, (known blacklisting firm) appointed to HSE
- 17th Oct: Proposal to change 114 year old law on employer strict liability

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What are the consequences?

- More deaths?
- More work-related illnesses?
- More work-related accidents?
- More 'cowboy' employers?

