

Building our Industrial Strategy Green Paper

IOSH response to the Department for Business, Energy and
Industrial Strategy consultation



Submission

17.04.17



Introduction

The Institution of Occupational Safety and Health (IOSH), the Chartered body for occupational safety and health professionals with around 47,000 members in over 130 countries, welcomes the opportunity to comment on the UK Government's important *Building our Industrial Strategy Green Paper*.

IOSH members work at both strategic and operational levels, across all employment sectors and in organisations of all sizes. We have a diverse range of 17 **active special interest Groups** covering aviation and aerospace; broadcasting and telecommunications; construction; consultancy; education; environment; financial services; fire risk management; food and drink; hazardous industries; health and social care; offshore; public services; railways; retail and distribution; rural industries; and sports grounds and events. We also have an **extensive network of Branches** across the UK and overseas, helping us engage with local businesses, educators, civil society organisations and communities.

IOSH is a member of **several industry-related networks and committees**, including:

1. Council for Work and Health
2. The Joint Institutional Group on Safety and Risk
3. The Hazards Forum
4. The Process Safety Forum
5. Health in Construction Leadership Group
6. Construction Industry Confederation health and safety panel
7. Safety Groups UK

Our response is based on existing IOSH policies and positions and previous consultation submissions. In the response that follows, we provide a summary position, general comments and references under the following 5 themes, which we link to relevant 'pillars' from the Green Paper, and **we call for strengthening in these areas:**

1. **Upskilling and life-long learning** (pillar 2)
2. **Business case and designing-in health and safety** (pillar 9)
3. **Evidence-based policy and practice** (pillar 1)
4. **Leadership, supply chains and procurement** (pillar 5)
5. **Support for SMEs** (pillar 4)

We close with further information about IOSH and its activities.

IOSH summary position

IOSH believes good occupational safety and health is essential for the successful delivery of this Industrial Strategy and equipping the UK for a sustainable future.

Good health and safety should be regarded as an investment and not a cost, with recognition that it saves lives and also helps build reputation, resilience and results.

As well as compelling moral and legal imperatives for good health and safety risk management, there are also strong business, reputational and societal ones.

Socially responsible design and delivery of this Industrial Strategy will give the UK the opportunity to lead on health and safety and risk management expertise.

IOSH would welcome opportunities and Government commitment to:

- Collaborate on upskilling and life-long learning in health and safety
- Design health and safety into all infrastructure projects and skills programmes
- Work together on health and safety-related research
- Ensure competent leadership and governance are key elements
- Promote practical health and safety and responsible entrepreneurship for SMEs.

General comments

1. Upskilling and life-long learning

1.1 IOSH supports the **embedding of health and safety throughout national, vocational and professional curricula**, including for teachers, engineers, managers and apprentices, to help create a more 'risk intelligent' society and upskill tomorrow's workforce. We worked with teachers and teenagers to develop an award-winning website called 'wiseup2work' and also funded [research](#) into support for engineering undergraduates.

1.2 Recognising the importance of helping organisations and individuals to develop and maintain competence in occupational safety and health (OSH), IOSH is working with our stakeholders to develop a free online tool called IOSH blueprint™. This tool enables organisations to measure, develop and embed OSH knowledge and skills across their entire workforce and thereby support the development of transferrable skills and improved performance.

1.3 IOSH offers a wide-range of free guidance and online tools on practical health and safety. This includes our '[occupational health toolkit](#)' for non-medical practitioners (covering stress, MSDs, skin conditions and inhalation hazards, as well as non-work conditions, such as pregnancy, diabetes, stroke, heart disease and return-to-work after cancer). This is a freely available online resource, bringing together information, guidance, factsheets, case studies, training materials and presentations.

1.4 IOSH advocates improved training of business leaders and managers in how to protect and enhance their workers' safety and health and also their own, and why this makes good business sense, as well as improving the quality of people's lives. In terms of our next generation of employers and managers, IOSH helped pioneer a bespoke health and safety award for the Young Enterprise's 'Company Programme' for those 'companies' assessed as managing health and safety the best – encouraging a positive approach from them in their future careers. We have also recently supported the planned development of an [apprenticeship](#) in safety, health and environment, as part of the Government's 'Trailblazer' programme.

1.5 **We would welcome Government support and opportunities to collaborate on upskilling and life-long learning in health and safety.**

2. Business case and designing-in health and safety

2.1 IOSH believes that **good health and safety should be regarded as an investment and not a cost**. We know that good work is good for health and wellbeing¹ and research has also shown a link between positive feelings about work and higher productivity, profitability and worker and customer loyalty.² We are keen to share this message and help employers to reduce the human and financial toll from health and safety failures. So, to complement the compelling moral and legal requirements for good health and safety, IOSH has also been making the business case for it too. Our [Life Savings](#) campaign emphasises that whatever the sector and size of enterprise, sound health and safety can lead to savings and other business gains. The benefits are to individuals and their families, to employers and businesses and to wider society. We provide real-life case studies and also offer guidance on evaluating interventions and making the business case. Our message is that good health and safety saves lives and also helps build reputation, resilience and results.

2.2 Keen to promote the principles and many benefits of safer and healthier by design, IOSH was pleased to work with the Health and Safety Executive and the engineering institutions to produce [The business case for engineering in health and safety](#). This policy-paper highlights both successes and failures in design and engineering, so that lessons can be learned. It showcases positive examples, such as the London Olympic build, which was delivered on time, to budget and without fatalities. IOSH was also pleased to fund research into this project and to share the key findings.³

2.3 We would **welcome Government support** in promoting these messages and **its commitment to designing health and safety into all its infrastructure projects and skills programmes**.

3. Evidence-based OSH policy and practice

3.1 **IOSH supports an evidence-based approach to policy and practice**. We have an active research and development fund and programme to help build and share the evidence-base for good health and safety management. Design-related research particularly relevant to the Government's Industrial Strategy has included:

- *Superior safety performance – OSH personnel and safety performance in construction – [2007](#)*
- *Teaching health and safety in undergraduate engineering courses – [2011](#)*
- *Safety and communication initiatives in the Olympic Park – [2012](#)*
- *The limits of influence – The role of supply chains in influencing health and safety management in two sectors – [2012](#)*
- *Building safely by design – Using digital design models to improve planning for safe construction – [2014](#)*
- *Global container terminals – arrangements for health, safety and welfare – [2016](#)*

3.2 In addition we have a number of new projects currently underway or under consideration, which include:

- Managing nanomaterials in construction
- Thames Tideway Tunnel project – learning from complex multi-site construction projects
- Management of safety during organisational change through outsourcing
- Improving how designers learn about preventing hazards in their designs
- The use of multi-sensory virtual environments for occupational safety and health training

3.3 All IOSH OSH-research findings are publicly available from our website, where we provide both full and summary reports, see [here](#). IOSH has also assisted in the production of a *Responsible Research guide*.

3.4 We would welcome **Government and industry support in disseminating and collaborating on health and safety-related research** to help further build the evidence-base and its application.

4. Leadership, supply chain management and procurement

4.1 IOSH believes **competent leadership and governance are fundamental to ensuring good health and safety standards** across operations, supply chains and procurement and to tackle modern slavery and human trafficking.

4.2 As indicated above (at 2.1), as well as compelling moral and legal imperatives for good health and safety risk management, there are also strong business, reputational and societal ones. IOSH believes that by demonstrating the socially responsible design and delivery of this Industrial Strategy, the Government has the opportunity to act as an exemplar, with **the UK leading on health and safety and risk management expertise**. Good health and safety is essential for the successful delivery of this Industrial Strategy and equipping the UK for a sustainable future.

4.3 IOSH would like to reiterate recommendations made in our recent responses to the Government's *Improving Lives: Health, Work and Disability Green Paper* ([here](#)), for stronger multi-disciplinary working; and to its *Corporate Governance Reform Green Paper* ([here](#)), advocating improved health and safety training for board members, health and safety performance linked to executive pay and bonuses and more corporate transparency.

4.4 We believe **these should all be elements of the Industrial Strategy to help ensure that vulnerable workers are protected** and would welcome Government's support for this.

5. Support for SMEs

5.1 IOSH is keen to help organisations of all sizes and to provide support for SMEs via a range of free resources, including health and safety [guides](#) and online tools, such as:

- A series of basic health and safety information for different SME occupations (from hairdressers to caterers and from florists to builders) called [safe start up](#)
- A business risk assessment tool called [routefinder](#)
- Our occupational health toolkit ([OH toolkit](#))
- Our skills and competence framework ([IOSH blueprint™](#))

5.2 As well as offering our health and safety information enquiry line, IOSH is also an active participant in [SGUK](#), network providing free support to SMEs. Our Branches contribute in this area too, for example, our West Wales Branch is working with [others](#) and providing free health and safety information and assistance to businesses in Pembrokeshire and West Wales. In addition, IOSH commissioned a representative survey of SMEs to find out what financial incentives related to OSH they would find useful and shared the findings with HM Treasury ([Safety in numbers](#)) to help inform Government policy.

5.3 IOSH would **welcome opportunities to work with Government and SMEs in promoting practical health and safety and supporting responsible entrepreneurship.**

References

1. Waddell G and Burton K. *Is work good for your health and wellbeing?* The Stationery Office, 2006. www.dwp.gov.uk/docs/hwwb-is-work-good-for-you.pdf
2. Harter J K, Schmidt F L and Keyes C L M. *Well-being in the workplace and its relationship to business outcomes: a review of the Gallup studies.* 2002. <http://media.gallup.com/DOCUMENTS/whitePaper--Well-BeingInTheWorkplace.pdf>
3. Cheyne A, Hartley R, Gibb A and Finneran A. *Talk the talk – walk the walk. An evaluation of Olympic Park safety and communication initiatives.* Loughborough: Loughborough University, 2012. www.iosh.co.uk/olympicpark

About IOSH

Founded in 1945, the Institution of Occupational Safety and Health (IOSH) is the largest body for health and safety professionals in the world, with around 47,000 members in over 130 countries, including over 13,000 Chartered Safety and Health Practitioners. Incorporated by Royal Charter, IOSH is a registered charity, and an ILO international NGO. The IOSH vision is:

“A world of work which is safe, healthy and sustainable”

The Institution steers the profession, providing impartial, authoritative, free guidance. Regularly consulted by Government and other bodies, IOSH is the founding member to UK, European and International professional body networks. IOSH has an active [research and development](#) fund and programme, helping develop the evidence-base for health and safety policy and practice. Summary and full reports are freely accessible from our website. IOSH publishes an international peer-reviewed journal of academic papers twice a year titled *Policy and practice in health and safety*. We have also developed a unique UK resource providing free access to a health and safety research database, as well other free on-line [tools and guides](#), including resources for business start-ups; an occupational health toolkit; and a risk management tool for small firms.

IOSH has 41 [Branches](#) worldwide, including the Caribbean, Hong Kong, Isle of Man, Oman, Qatar, the Republic of Ireland, Singapore and UAE. It also has 17 special interest [Groups](#) covering aviation and aerospace; broadcasting and telecommunications; construction; consultancy; education; environment; financial services; fire risk management; food and drink; hazardous industries; health and social care; offshore; public services; railways; retail and distribution; rural industries; and sports grounds and events. IOSH members work at both strategic and operational levels across all employment sectors. IOSH accredited trainers deliver health and safety awareness training to all levels of the workforce from shop floor to managers and directors, through a professional training network of more than 2,000 organisations. We issue around 180,000 certificates per year.

For more about IOSH, our members and our work please visit our website at www.iosh.co.uk.

Please direct enquiries about this response to:

Richard Jones, Head of Policy and Public Affairs

The Grange, Highfield Drive

Wigston

Leicestershire

LE18 1NN

Tel: 0116 257 3100

Email: consultations@iosh.co.uk