MOTION 49:   HEALTH AND SAFETY

Any person wishing to start their own business should have measures in place which underpin and meet their legal duties regarding health and safety legislation, legal duties which are also enshrined in the NHS constitution.

Effective management procedures which deal with occupational health, safety and well being must be central as there is evidence that links patient safety, quality of care, and patient experiences with the safety and wellbeing of the employees. Furthermore, research has shown that effective engagement can only been achieved and sustained when employee wellbeing, particularly physiological wellbeing, is positive.[1]

SoR members encounter a number of workplace hazards daily. This, combined with their emotionally and physically demanding role could result in the workplace causing employee illness. The Society of Radiographers firmly believes that no employee should be made ill by their work. Compliant safe work practices and ensuring the wellbeing of employees reduces workplace injuries, sickness absence and staff turnover which are costly for employers.

The people best placed to make their workplaces safer and healthier are staff, SoR representatives and managers working within them. While everyone has responsibility for health and safety, partnership working between employers and accredited SoR representatives can aide employers both meet their legal duties and protect the health, safety and wellbeing of their most valuable resource - their employees. () For information, there are 564 Industrial Relations and 289 Health and Safety Reps around the UK.

Both the Health and Safety at Work Act 1974 and The Management of Health and Safety at Work Regulations 1999 require the employer to conduct a suitable and sufficient assessment of the risks to which their employees and others may be exposed. Employers also have a legal duty to act upon the findings and have reasonably practicable measures in place to control the significant risks. Risk assessment should take into account what actually happens (eg certain work practices, poor manual handling practices through lone working scenarios) and not what the employer thinks happens.
Further information: www.hse.gov.uk/managing/index.htm
risk management www.hse.gov.uk/risks/index.htm and
the NHS Employers Health and Safety Essential Guides
http://www.nhsemployers.org/HEALTHYWORKPLACES/KEEPING-STAFF-WELL/HEALTHANDSAFETY/Pages/HealthAndSafety.aspx

Under the Health and Safety at Work Act 1974, The Management of Health and Safety at Work Regulations 1999 and the Safety Representatives and Safety Committee Regulations 1996, the employer must monitor how effectively they are controlling the risks and how well the employer is developing a positive health and safety culture. This is a vital organisational tool which is often overlooked. It will highlight positive work being done but also highlight areas upon which the employer will need to work.
Further information: www.hse.gov.uk/managing/index.htm
 The NHS Knowledge and Skills Framework Core Dimension 3: Health, Safety and Security
http://webarchive.nationalarchives.gov.uk/20130107105354/http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_4107981.pdf

The Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999 require the employer to clarify health and safety responsibilities at all levels of the organisation, and that the activities of everyone involved in managing health and safety services are clear and well coordinated (for example, persons who are responsible for the identification, evaluation and control of all risk assessments, planning etc are clearly identified)

Further information: Health and Safety Executive: HSG65, Successful Health and Safety Management. http://www.hseni.gov.uk/hsg65_successful_h_s_management.pdf

Both the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999 state that the employer should have effective health and safety policies in place which set a clear direction for the organisation to follow, and clearly demonstrate how the organisation plans to implement these policies.
Further information   www.hse.gov.uk/management/index.htm

Under the Health and Safety at Work Act 1974, The Management of Health and Safety at Work Regulations 1999, Safety Representatives and Safety Committee Regulations 1996 and the Health and Safety (Consultation with Employees) Regulations 1996, employers must establish effective means of communication and consultation with their employees in which a positive approach to health and safety is visible.
Further information www.hse.gov.uk/involvement/index.htm

Under the Safety Representatives and Safety Committee Regulations 1996, employers must have effective health and safety committees that instigate, develop and carry out measures which ensure the health, safety and welfare of staff at work.
Further information: www.hse.gov.uk

Under the Safety Representatives and Safety Committee Regulations 1996 (Regulations 4, 5 and 6), employers must ensure that accredited safety reps have access to training and paid time off to undertake regular workplace inspections and participate in health and safety committees.
Further information: www.hse.gov.uk

Under the Management of Health and Safety at Work Regulations 1999 (Regulation 6 and 7), Safety Representatives and Safety Committee Regulations 1996, Control of Substances Hazardous to Health Regulations 2002 (Regulation 11) and the Control of Noise at Work Regulations 2005, the employer should ensure that all employees have access to a competent, comprehensive and confidential occupational health service. This is necessary to ensure the good health of employees. Evidence demonstrates that there is an economic benefit of having a comprehensive occupational health service that goes beyond the legal requirements.
Further information: www.hse.gov.uk/healthservices
NHS Employers Health and Safety Essential Guides:
http://www.nhsemployers.org/HEALTHYWORKPLACES/KEEPING-STAFF-WELL/HEALTHANDSAFETY/Pages/HealthAndSafety.aspx
Faculty of Medicine: Occupational Health Services 'Standards for Accreditation 2010'
http://www.fom.ac.uk/wp-content/uploads/standardsjan2010.pdf)

All links accessed 7/1/14

References
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