Health and Safety Executive

- RIDDOR update
- More efficiency and tough choices about priorities
- Recover costs
Our role is to enable innovation that brings economic growth while ensuring that risks are managed properly and proportionately.

HSE’s Delivery Plan for 2011/12
Hazards says the current UK government commissioned review of health and safety ‘...is not really about changing the law. It's about risk envy – our competitors don't all abide by strict rules governing safety and decency at work, so why should the UK?'
Effect of fit note?

- http://www.peoplemanagement.co.uk/pm/articles/2011/05/sickness-absence-rises-despite-fit-note.htm
- http://www.peoplemanagement.co.uk/pm/articles/2011/05/average-sickness-absence-falls.htm
Presenteeism

The loss in productivity that occurs when employees come to work but function at less than full capacity because of ill health.
Presenteeism

The Work Foundation argues that the cost of presenteeism could match or account for one and a half times more working time lost than the estimated £13bn annual cost of sickness absence.

http://www.personneltoday.com/articles/2010/06/02/55789/presenteeism-v-sickness-absence.html
Presenteeism: factors

- Fears over job security
- Fear of work piling up in absence
- Personal financial difficulties
- Perceived pressure from colleagues
- Preoccupation with sickness absence
HR: your friend or your foe?
Work Capability Assessment

- 50% have had suicidal thoughts
- \( \frac{3}{4} \) have reported worse mental state
- 95% think they will not be believed
- 89% think they will be forced back to work too soon
Conveyor Belt of Working Life

Birth  10  20  30  40  50  60  70  80  90
There's no money left...

...and we're keeping it!

AToS kills cripples
Occupational health nurses

Nurses who carry out occupational health surveillance should, as a minimum, be registered with the Nursing and Midwifery Council (NMC). They may also hold an occupational health qualification at Certificate, Diploma or Degree level. If the nurse does not have an occupational health qualification then they should work under the supervision of an appropriately qualified clinician (doctor or nurse).
Equality Act 2010

Protected characteristics

• age;
• disability;
• gender reassignment;
• marriage and civil partnership;
• pregnancy and maternity;
• race;
• religion or belief;
• sex;
• sexual orientation.
Types of discrimination

• Direct discrimination
• Indirect discrimination
• Associative discrimination
• Perceived discrimination
• Discrimination arising from disability
Equality Act 2010

Harassment by third parties

- Harassment by employees of contractors or school children

- Harassment must have occurred at least twice

- Employer has not taken reasonable steps to prevent it.
Equality Act 2010
Pre-employment health screening

- Job applicant must not be asked about health (including sickness absence of applicant until job offer is made)

- The job offer can be conditional on medical clearance

- After the job offer, questions about health may be asked, but employee must not be unlawfully discriminated against if he reveals a disability.
Discrimination cases
Discrimination cases