

Addressing New and Emerging Health & Safety Issues in the Workplace



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WAIT AND SEE ATTITUDE

174 reported occupational deaths p.a. in the UK

Estimated to be work related:

- One million skin diseases,
- One million bladder diseases,
- 170,000 respiratory diseases,
- 45 000 deaths from respiratory disease p.a.
(up to 15 000 p.a. from occupational exposure),
- 60,000 asbestos deaths (over 4000 p.a.),
- Up to 8% of all cancers (up to 12,000 p.a.),

- Could be up to **30,000** deaths per annum from occupational ill health.

So, how do we manage?

Key Legislation

1974 Health & Safety at Work Act – make it safe, keep it safe, HSE, etc.

1992 Management of H&S at Work Regulations

(a) R.A. for all tasks (b) A Management System.

Post Covid: Dramatic changes in work practises, absence & illness.

Change Management

- What is it?
- Why is it relevant to Health & Safety
- Consequences of ignoring Change Management
- Where to start?
- Forward Plan

Current changes to our Work Life...

- Covid
- Staffing
- Political
- Societal
- Social Media

Pre-Covid attitude

“this is what we’re doing”
(from bosses to staff)

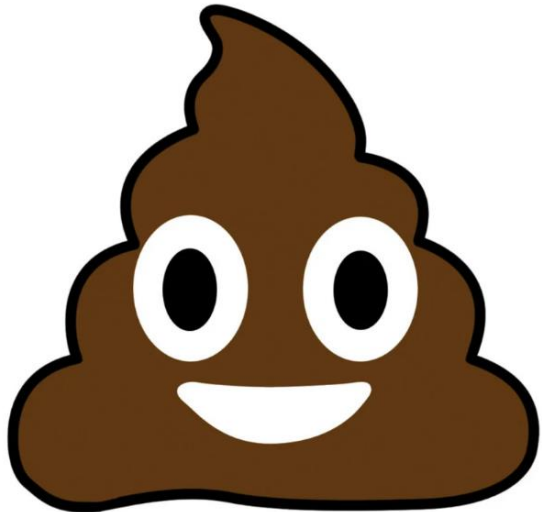


During-Covid attitude



HELP!”

(from bosses to staff)



Post-Covid attitude

“We are now a team!”
(from staff to bosses)



Post-Covid attitude

And there's no going back.



Why do we need to manage these changes?

- Pace of change *Transcript. We know the world is changing at an accelerating rate. We know that according to Ray Kurzweil and a lot of the futurists, if you're 40 years old now, by the age of 60, you'll experience a year's change in three months. If you're 10 now, by the age of 60, you'll experience a year's change at 11 days. (18 Jan 2024 Steve Bartlett).*





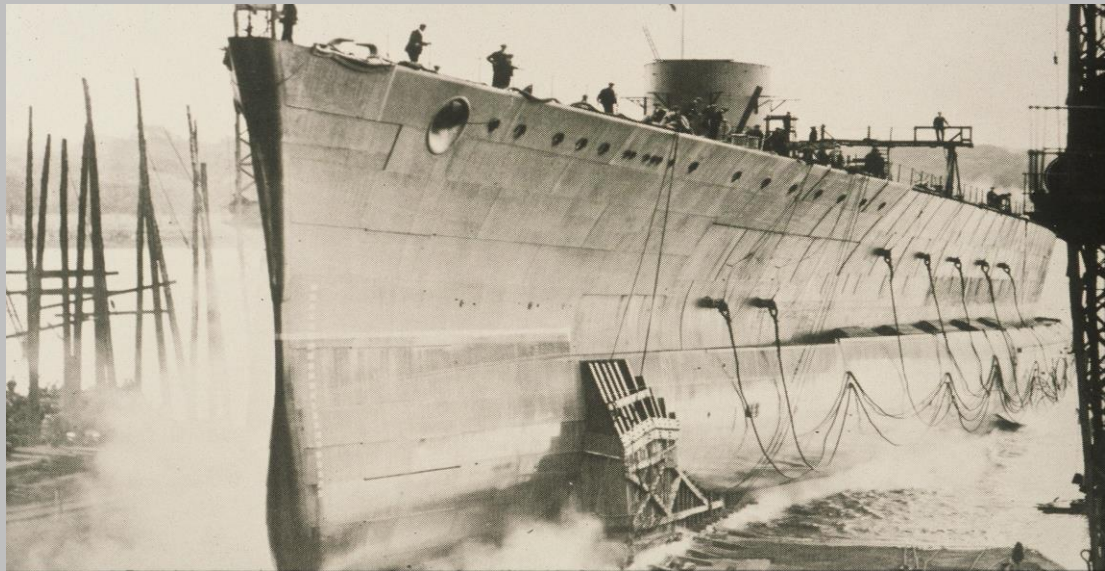
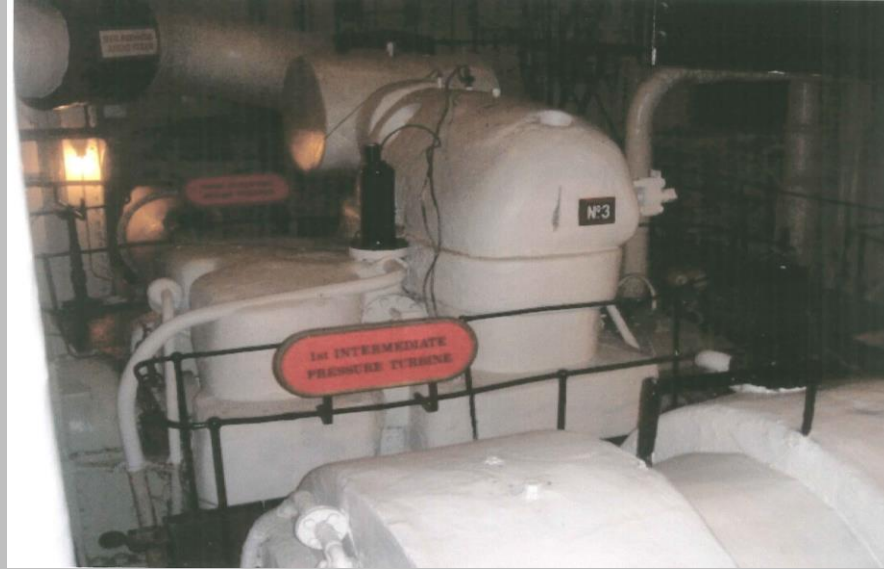
So?

Why do we need to manage these changes?

- Expectancy of Response Times. *Email: The average response time for email is typically between 12 to 24 hours, but many strive for a response within a few hours during business hours. A survey by SuperOffice and Toister Performance Solutions found that 88% of customers expect a response within one hour.*

How is this relevant to Health & Safety?

Our Whole World is different.





Highest Paying Careers in Scotland

- | | |
|--|--|
| 1 Surgeons / Doctors
370,000 GBP | 2 Judges
311,000 GBP |
| 3 Lawyers
252,000 GBP | 4 Bank Managers
237,000 GBP |
| 5 Chief Executive Officers
222,000 GBP | 6 Chief Financial Officers
207,000 GBP |
| 7 Orthodontists
200,000 GBP | 8 College Professors
178,000 GBP |
| 9 Pilots
148,000 GBP | 10 Marketing Directors
133,000 GBP |

Average Annual Salary

[salaryexplorer.com](https://www.salaryexplorer.com)



Business change...

- Motivation Readiness for Change
- Vision What needs to Change
- Communication Top Tier, Management, All Staff
- Engagement Feedback Loops
- Support Training, Feedback, Continuous Improvement

Top 4 Reasons for Absence in UK 2023...

- Mental Health
- Musculoskeletal Injuries
- Minor Illnesses
- Acute Medical conditions



NHS Digital

<https://digital.nhs.uk> > publications > statistical > decembe...

NHS Sickness Absence Rates, December 2023 - NHS Digital

Search for: [What is the absence rate in the UK in 2023?](#)

What were the two main causes of sickness absence from work in the UK in 2023? 

Key Highlights:

Both increased on the previous year from 4.3 and 3.6 respectively. Mental Ill-Health was the largest cause of long term sickness absence (45%), followed by Musculoskeletal System Disorders (13%). Respiratory System illnesses were the largest cause of short term absence (22%) followed by COVID-19 (21%). 29 Feb 2024

Most common mental ill-health issues in UK

- Depression
- Anxiety
- Panic attacks
- Stress

2020

Most common mental ill-health issues in UK

- Stress

2023 prediction

- Panic attacks

- Anxiety

- Depression

An introduction to Stress...

- Stress definition - The adverse reaction people have to **excessive pressures** or other types of demands placed on them at work.
(HSE)
- **PRESSURE** IS NOT THE SAME AS **STRESS**.
- Stress is NOT AN ILLNESS
- Stress is a 'state of mind' – if you're not overly pressured, you're not stressed.

Prolonged and relentless stress...

... can lead to complete physical and mental breakdown of the individual.

Consequences to the staff member can be extreme and include job loss, divorce, alcoholism, drug abuse etc.

What Legislation covers Stress?

Definition:

*The adverse reaction people have to **excessive** pressures or other types of demands placed on them at work. (HSE)*

NOT Employment Law

In short, H&S and Employment Law are umbrellas...



Wellbeing is a better shelter from the storm...



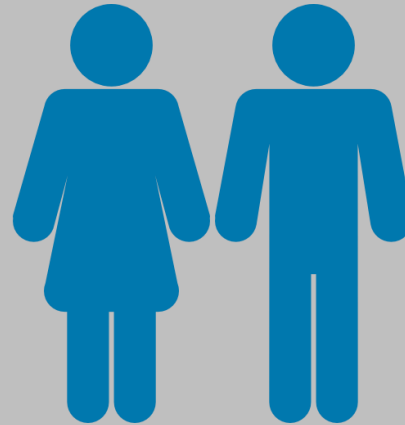
Wellbeing is a better shelter from the storm...

Wellbeing covers...

- Societal Health
- Environmental Health
- Individual Health
 - Physical
 - Mental
 - Emotional
 - Social
 - Spiritual
 - Sexual

THE GENDER DIVIDE

Women are between **20% and 40% more likely than men** to develop a mental health problem



37%

Of men are feeling worried or low. Yet their wives partners other relatives and friends may have no idea there's a problem.

Half of women with perinatal mental health problems are not identified or treated



© dak

Wellbeing

Since 1981, the proportion of male to female suicides has increased steadily with

4 in 5 suicides being male



Listen to Dame Carol Black and

- Prevent illness
- Promote health & wellbeing
- Early intervention for those developing a condition
- Improvement in the health of those out of work





Primary Prevention

In fact, the factors we mentioned are listed as the HSE's 6 Primary Prevention areas for avoiding stress.

- DEMANDS
- CONTROL
- SUPPORT
- RELATIONSHIPS
- ROLE
- CHANGE

Secondary Prevention

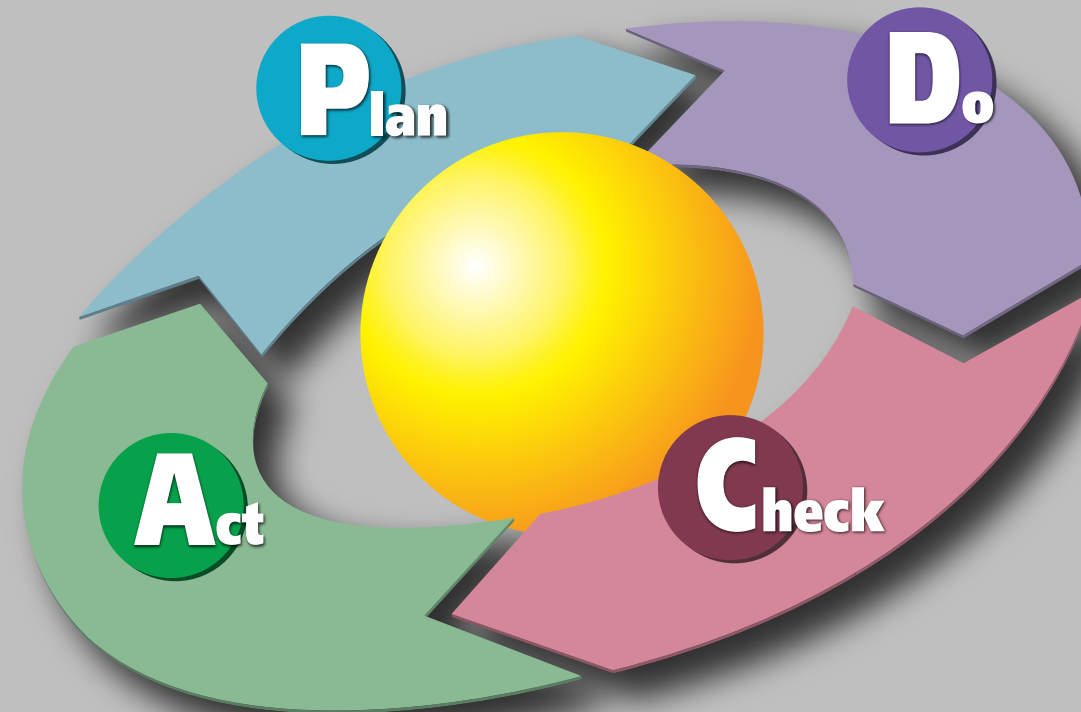
This tier of prevention is aimed at arming you and your employees with the skills to cope with the demands of modern H&S whilst also dealing with the legacy of H&S.

- Effective Job Training
- Time management
- Assertiveness training
- Anger Management
- Stress avoidance techniques and how to recognise the signs and symptoms of stress

First Steps And The PDCA Cycle

- Very first step is YOU!
 - Primary Support on YOURSELF
 - Primary Support for your team
- Next step(s) depend upon you...
 - What do YOU need to do next?
 - Check your organisations stress policy
 - Workplace stress survey?

HSG 65 (download from HSE for free!)



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Other Courses from ACS:

H&S for Administrators

Wellbeing in the Workplace

Mental Health in the Workplace

Managing Stress in the Workplace

Contact Julie@acsrisk.com for details