

Do injury reduction initiatives work ?

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Introduction



- Policy background
- Partnership working – other examples
- Targeted Initiatives
- Key features and Success criteria
- Impact and Benefits
- Engagement model



Policy Background to Targeted Initiatives



- The ‘Revitalising Challenge’
- Regulator involvement
- Successes
- Other prompts
- Perceived gains
 - Injury reduction
 - Financial benefit
 - Improved safety intelligence – “best practice”
 - Improved collaboration
 - Reduced attention from the regulator



Partnership working



- Safety & health covenants (Holland)
- Employers make a difference (Australia)
- Alliance Programme (USA)
- On-site Consultation (USA)
- Safety & Health Achievement Recognition Program (SHARP) (USA)
- Partnership (USA)
- Voluntary Protection Programme (USA)



Targeted Initiatives



- Prompts and pressures
- Setting targets
 - Quantitative
 - Qualitative



Targeted Initiatives



“The lead taken by the Quarries Sector has been noticeable. The sector was one of the first to adopt a targeted approach and their early successes appear to have influenced other sectors” (*Review of targeted initiatives in the manufacturing sector (HSE Research Report RR620)*)



Key features

Recruitment and benefits:



- Recruitment procedure ✓
- Sign-up ✓
- Support ✓
- Branding ✓
- Awards ✓
- Conference ✓
- Networking ✓



Key features

Organisation and structure:



- Committee ✓
- Champion ✓
- Employer leadership/participation *high*
- HSE involvement *high*
- Union/worker involvement *high*
- Roles *x*
- Terms of reference ✓
- Resourcing *high*



Key features

Planning and implementation



- Planning ✓
- Action plans ✓
- Communications *good*
- Monitoring ~
- Reporting *good*
- Stats normalised ✓



Regulators Engagement Model



- Commitment
- Planning
- Implementation
- Review
- Re-engagement



Impact and benefits What do they deliver ?



- Measurable h&s improvements
- Vehicle for TAs to lead/actively support delivery of h&s improvements
- An apparently greater impact on h&s management than on safety culture and climate
- A reduction in injuries which may be greater than targets set by government



Conclusions



“there is evidence that partnership based targeted initiatives can help achieve significant improvements in health and safety..... sectors that have reasonable data have evidence of injury rates declining faster after the schemes start, and comparatively faster than manufacturing as a whole” (*RR620*)



For further details please see:

HSE Research Report RR620

“Review of targeted initiatives in the manufacturing sector” (Greenstreet Berman Ltd 2008)

<http://www.hse.gov.uk/research/rrhtm/rr620.htm>