



Scottish Parliament Elections 2021

- a manifesto for fairer, safer, healthier and greener workplaces

November 2020

Executive Summary

The experience of the COVID-19 pandemic has underlined, yet again but very visibly, the crucial importance of good health and safety policy and practice, from hospitals to care homes, manufacturing facilities to schools. Scottish Hazards urges that priority be given to workplace health and safety in your election manifesto.

Scottish Hazards is a registered charity whose aim is to reduce injury, ill health and death caused by work/workplaces in Scotland. Our Scottish Hazards Centre provides free and confidential information, advice, support and training to (mainly non-unionised) individual employees and groups of employees.

Key commitments we seek from Scottish Political Parties

1. Actions taken before and during the Covid-19 crisis show that Scotland can and will take independent and positive action to protect worker health and safety. In our view only **full devolution of health and safety regulation** allowing convergence with existing devolved powers including health, environment, justice and local authorities will provide the necessary foundation for a health and safety system that protects workers and delivers justice for those impacted by health and safety failure.

Financial implications: Incidences of workplace ill-health and injury resulting in 7day+ absences cost society £7.64 billion; £20000 per case. Taxpayer funding for the HSE in 2019/20 was £135.5million. Scottish Hazards believes a Scottish health and safety regulator could drive down workplace injury and ill health through proactive enforcement of health and safety regulation with indirect benefits for economic activity and improved environment within and beyond the workplace.

2. A major recommendation of the 2019 Scottish Government Health and Work Strategy Review Report was to “*Establish a single, integrated National Occupational Health body for Scotland.*” We seek a commitment to make a comprehensive **Scottish NHS based Occupational Health Service** a reality.

Financial implications: The HSE estimated total costs of occupational ill-health and injury across the UK to be £15 billion per year. Costs for Scotland are estimated at £1.25bn. Scottish Hazards is calling for a programme of **preventative** spend to develop a national Occupational Health Service. This needs to be linked to better mechanisms for the recognition of occupational diseases in Scotland and recovery of treatment and related costs of occupational diseases from those responsible for such diseases. This would be in line with the Cost Recovery Bill currently under consultation in the Scottish parliament.

3. Support for **Scottish Government funding for our Scottish Hazards Centre**. There will be a need to expand our advice and support service to ensure current fair work goals are available to all, especially in a time when growing the economy will be both vitally important and very difficult after the Brexit implementation date and post-COVID.

Financial implications: A cautious estimate is that over the Covid period the Centre has brought health and safety improvements for at least 2000 Scottish workers. We seek £100,000 annually to maintain and expand our services.

4. To ensure all aspects of **Fair Work** as identified in the Fair Work Framework are fully implemented. We welcome the Scottish Government’s commitment to improving the quality, safety and security of work in Scotland. We welcome the Framework’s emphasis on the importance of worker involvement, trade unions and partnership.

Financial implications: The Fair Work Framework states: “*Researchers have pointed to international evidence on the links between high quality work and good business and economic outcomes,*” and gives detailed supportive evidence.

5. As indicated in Fair Work First, to use **public sector funding streams and procurement** to drive improvements in health and safety and support for Scottish jobs, including just transition.

Financial implications: In making this commitment, the Scottish Government has stated: “*Adopting such practices can make businesses more competitive by improving talent attraction, reducing staff turnover and absenteeism while improving motivation and workforce engagement.*”

6. To build on the support the Scottish Government has given **Roving Trade Union Health and Safety Representatives** during the pandemic and to eventually enshrine their position in law.

Financial implications: There is clear evidence, accepted by the Health and Safety Executive, UK and Scottish Governments, that Trade Union organised workplaces are significantly safer than other workplaces. However, only one third of the Scottish workforce is unionised. Roving, well trained and experienced TU H&S representatives have the capacity to extend this 'union safety effect' to many workers and their employers.

7. To ensure Public Health Scotland and local public health departments work in partnership with others to ensure strong **public health action and messaging** which recognises that work and the work environment is a key factor determining the population's health, and that improving workplace health is a key part of reducing inequalities in health.

Financial implications: During the pandemic, the inextricable links between occupational and public health have become clear: protecting the health and safety of individual workers also protects public health and the economy.

8. To support the development and adoption of a Scottish **Toxics Use Reduction Strategy** which would provide resources and tools to help businesses, local authorities and communities to find safer alternatives to toxic chemicals.

Financial implications The HSE estimated (2014/15) 13,000 UK deaths per year linked to exposures to hazardous substances at work. Between 1990 and 2016, companies in Massachusetts reduced toxic chemical use by 66%, by-product production by 72% and onsite releases by 92% through TUR.

9. Support for moves toward a **national free at the point of need social care service** and within that a specific commitment to the establishment of collective bargaining in the social care sector. The Fair Work Convention, along with many others, has recognised the need for "urgent interventions by policy makers, commissioners and leaders in the social care sector to improve the quality of work and employment for the 200,000 strong workforce in Scotland"

Financial Implications: *"In the care home sector about 12% of fees are extracted as profit. If that money was re-invested in care, a significant part of the funding shortfall for the care home sector could be met"* Nick Kempe, 2020

10. Support for proposals to amend the law on **culpable homicide** in Scotland to ensure all those responsible for involuntary deaths by homicide are prosecuted consistently, regardless of where that death occurs, whether in our communities or workplaces, large or small, serving as a deterrent and helping prevent future loss of life.

Financial implications: The HSE's Cost to Britain publication estimates the cost of each work-related fatality at approximately £1.7M. Since the introduction of the Corporate Homicide legislation, upward of 160 Scottish workers have lost their lives in fatalities at work or £272 million in 12 years. This does not, and could never, include the immeasurable pain and suffering of bereaved families affected.

11. Continue and expand support for the marking in Scotland of **International Workers' Memorial Day** each year on 28 April. We welcome the fact that the Scottish Government and Parliament recognise and support IWMD as do a majority of Scottish Local Authorities. We want to see this expanded to every Scottish local authority and to see all elected politicians supporting and joining in local commemorations.

12. To put in place a regulatory/licensing system to improve **electrical safety** in Scotland, to ensure those undertaking electrical work in homes are appropriately trained and competent

Financial Implications: "The Regulation of Electricians in Scotland" report produced for the Scottish Government estimates cost of a new system to be around £2M to £5M over two to three years. Set against the five-year cost of defective installations to the Scottish economy of around £75M – not to mention the potential loss of 40 lives – the report concludes that *"there would seem to be a reasonable business case for action."*

13. To address challenges linked to public safety post Grenfell on **building regulations and materials** that also affect worker and specifically firefighter health and safety.

Scottish Parliamentary Election 2021 – a manifesto for fairer, safer, healthier and greener workplaces

This Scottish Hazards manifesto is written in the context of the forthcoming Scottish Parliament election and is aimed at the political parties that will be standing candidates. It is a call for each party to include and give priority to workplace health and safety in its election manifesto. The experience of the Covid-19 pandemic has underlined the crucial importance of good health and safety policy and practice, from hospitals to care homes to factories to schools. We ask that this be at the forefront of your minds and that you incorporate lessons from it into your manifestos.

Who we are

Scottish Hazards is a registered charity whose aim is to reduce injury, ill health and death caused by work/workplaces in Scotland. This includes the impact of workplaces on the local community and environment. Our Scottish Hazards Centre provides free information, advice, support and training to (mainly non-unionised) individual employees and groups of employees, with an emphasis on those workers who are known to be most at risk, including those in precarious employment, migrant workers, workers from black and ethnic minorities, workers with a disability, workers with underlying health conditions, older workers, young workers.



From April 2020 our service has heavily concentrated on assisting those with Covid-19 related health and safety concerns around both physical and mental health. This has resulted in a 10 fold increase in the demands being placed on our advice workers. Despite this, we have continued to progress existing and new non-Covid cases. We have also worked in collaboration with the Scottish Government and other partners to provide assistance to SMEs to prepare for and cope with re-opening or increased work activities as the Scottish routemap phased approach allowed.

Scottish Hazards has built a grassroots network of people active at both workplace and community level in improving working conditions throughout Scotland. The majority of our network of over 200 are trade union representatives in individual workplaces. Others include local community group representatives, people involved in specific campaign/support groups and occupational health and safety specialists.

Partnerships/Collaborations

We work closely with the [Scottish Trade Union Congress](#) (STUC), local Trade Union Councils and individual trade unions in Scotland.

We work closely with [Healthy Working Lives](#), a part of Public Health Scotland.

We are an active member of the [Partnership on Health and Safety in Scotland](#) (PHASS).

We are an active part of the UK Hazards Campaign, the European Work Hazards Network and the Alliance for Cancer Prevention.

We are part of the Scottish Parliament Cross Party Group on Accident Prevention and Safety Awareness.

Further information is available on our [Scottish Hazards website](#)

Key commitments we seek from Scottish Political Parties:

1. Devolution of Health and Safety

Actions taken before and during the Covid-19 crisis show that Scotland can and will take independent and positive action to protect worker health and safety. In our view only full devolution of health and safety regulation and enforcement allowing convergence with existing devolved powers including health, environment, justice and local authorities will provide the necessary foundation for a health and safety system that protects workers and delivers justice for those impacted by health and safety failure.



Scottish Hazards' aim is to ensure Scotland's workforce enjoy the social as well as the economic benefits good work brings as well as ensuring increased awareness and commitment to health and safety by public policy makers, employers and trade unions. We believe this stretching ambition can only be achieved if necessary powers over health and safety, employment and equality legislation are devolved.

What Scotland could achieve is outlined by Professor Andy Watterson, et al (2014):

"a) The introduction of a Work Environment Act that will establish a properly funded and staffed Scottish Occupational Health and Safety Agency (SOHSA). SOHSA would be geared to prevention policies and practice, located within the Scottish Government health department, with oversight from the Minister of Public Health, and accountable to a representative board of employers, employees, trade unions and citizens groups. The latter are need because workplace hazards such as open cast mining, mining, fracking and coal-bed methane extraction may become community hazards.

b)SOHSA should operate with a well-resourced labour inspectorate, along the Nordic model, that would advise, inform, inspect and regulate workplaces with regard to occupational health and safety, and also employment conditions that impact on worker health, safety and welfare. The inspectorate would have legal rights of entry to all workplaces

c) SOHSA would apply the precautionary principle in all policy development.

d) Bodies such as SOHSA, SEPA and the Health Protection Agency (Scotland) or their successors should be transparent and accountable to the communities they cover as there are currently major democratic deficits. Improved governance at national and regional level of all work environments and wider environments is needed with appropriate employer, worker and community input. All should be answerable to the Scottish Parliament.

e) Effective robust regulation and enforcement is required as the Scottish mechanism for enforcing the relevant laws relating to work and wider environments and not diluted 'better', 'smart', 'soft' or 'responsive' regimes that fail to make public health the first priority. "

For further information, see [Occupational Health and Safety in Scotland: an opportunity to improve work environments for all](#), Watterson et al, 2014ⁱ

And [Devolving Health and Safety=Fairer, Healthier & Safer Work](#),ⁱⁱ Scottish Hazards, 2018

2. Scottish Occupational Health Service

A major recommendation of the 2019 Scottish Government Health and Work Strategy Review Report was to “Establish a single, integrated National Occupational Health body for Scotland.” We seek a commitment to make a comprehensive Scottish NHS based Occupational Health Service a reality within an agreed but realistic timeframe.



Scottish Hazards was extremely pleased that one of the major recommendations of the 2019 [Scottish Government Health and Work Strategy Review](#)ⁱⁱⁱ was to “Establish a single, integrated National Occupational Health body for Scotland”

Scotland’s Fair Work Agenda should include the establishment of a comprehensive NHS based Occupational Health Service. This has been long standing Scottish Hazards and Scottish Trade Union Congress policy.

We would argue that a comprehensive NHS Occupational Health Service would:

- Be accessible by employers, unions and individual workers;
- Be independent (e.g. NHS based or jointly appointed and managed by employers and workers);
- See pro-active prevention of work-related injury and ill health as a priority. Therefore, be open not only to those suffering injury or ill health, but to those with concerns about the possible impact of work on their health;
- Have the ability to visit workplaces and to see this as part of their role;
- Be free at the point of need (as are all NHS services);
- Be multidisciplinary;
- Provide a face to face service (i.e. not be only telephone or IT based).

The TUC estimates that over 20,000 UK British workers die each year through work related injury and ill health, the vast majority through occupational ill health. The Health and Safety Executive estimate that 12,000 die from occupational lung disease alone, and that 1.4 million workers suffer from work related ill health in 2017/18. (HSE, 2018). This translates into at least 2000 deaths per year in Scotland. Yet, it is now estimated that only 1/3 of Scottish workers have any access to Occupational Health Services and less than 15% to the kind of comprehensive service described above. (BMJ, 2015)

For further information, see [Occupational Health Service paper for Fair Work](#)^{iv}, Scottish Hazards, 2019 and [Improving Occupational Health in Scotland](#)^v, STUC, 2009

3. Scottish Hazards Centre Funding

A commitment to argue for and support Scottish Government funding for our Scottish Hazards Centre which provides vital health and safety information, advice and in-depth support to individual workers and groups of workers who do not have access to such support



During the pandemic, Scottish Hazards has worked closely with the Scottish Government, H&S enforcement agencies, public health, business bodies, occupational health professionals and the STUC to provide support for employers and employees as they work to ensure that work is carried on safely. We have welcomed the

financial support given to us by the Scottish Government for this Covid-19 related work. However, this funding has not included any contribution to our core funding. For this, we operate on a limited and precarious budget. Many of our normal funding streams have been significantly impacted by the Covid-19 crisis

We envisage the need to maintain and grow our advice and support service to ensure fair work is available to all, especially in a time when growing the economy will be both vitally important and very difficult post-COVID. We want to help be part of the solution to help businesses improve their health and safety practices, therefore protecting their workforce, while also remaining viable, and to provide support for workers who have health and safety concerns.

We seek an ongoing commitment to exploring avenues that will ensure adequate and sustainable funding for Scottish Hazards and its information, advice and support service.

4. Fair Work

A commitment to ensure all aspects of Fair Work as identified in the Fair Work Framework are fully implemented. We welcome the Scottish Government's commitment to improving the quality, safety and security of work throughout Scotland. We welcome the Framework's emphasis on the importance of worker involvement, trade unions and partnership.



We believe that substantial investment by the Scottish Government and Local Authorities will be required if Scotland is to achieve its ambition of having a successful, growing economy with fair work at its foundation by 2025.

For further information and comment on each Fair Work Dimension, see [Scottish Hazards Briefing: Healthy, Safe and Fair Work for All](#), Scottish Hazards, 2018.^{vi}

5. Procurement and Government funding streams

A commitment, as indicated in Fair Work First, to use public sector funding streams and procurement to drive improvements in health and safety and support for Scottish jobs, including just transition.

Scottish Hazards welcomes the commitment of the Scottish Government to use its financial power to make Fair Work the norm. We welcome the five identified criteria which employers will be asked to commit to. Namely:

- investment in skills and training;
- no inappropriate use of zero hours contracts;
- action to tackle the gender pay gap;
- genuine workforce engagement such as trade union recognition;
- payment of the real living wage.

We also welcome the commitment to extend Fair Work criteria to every type of grant, funding stream, and business support budget open to the Scottish Government, and extend the range of Scottish Government and public sector contracts that Fair Work criteria will apply to. We seek assurance from each party that these commitments will be made a reality.

6. Roving Health and Safety Representatives

A commitment to build on the support the Scottish Government has given Trade Union Roving Health and Safety Representatives during the pandemic and to eventually enshrine their position in law. There is strong evidence that unionised workplaces and those with health and safety representatives are safer AND healthier workplaces and workplace research provides evidence to suggest that involving workers has a positive effect on health and safety performance.



However, there are many workplaces and groups of workers who do not benefit from this. There are many reasons for this, including:

- the high number of workplaces that are not unionised or where unions are actively discouraged;
- the high number of Scottish workers who are in low paid and/ or in precarious employment;
- worker's lack of knowledge about unions and the benefits they bring;
- cost;
- lack of organisational commitment to health and safety and worker engagement;
- employer's belief that they already have a good safety culture;
- employer's perception that there is no real business benefit in encouraging unionisation.

In Denmark and other Scandinavian countries, trade union health and safety reps have similar rights to those in the United Kingdom. However, in these countries certain accredited health and safety reps have the right to visit any workplace where that trade union has members. The TUC, STUC, most affiliated Trade Unions and Hazards have called for legislation in the United Kingdom to introduce roving safety reps in the United Kingdom,

We have welcomed the collaboration between the Scottish Government and the STUC to establish a roving representative scheme during the Covid-19 period and ask that this be maintained and extended.

For further information see [The Union Effect, How Unions make a difference on Health and Safety, A TUC Guide to the Evidence](#) TUC, 2016 ^{vii} and [Safety Representatives, Getting More than the Minimum](#), TUC 2018^{viii}

7. Public Health

A commitment to ensure that Public Health Scotland and local public health departments will work closely with those tasked with protecting worker health, safety and welfare, including enforcement bodies, professionals, trade unions, and the business community to ensure strong public health action and messaging recognising that work and the work environment is a key factor determining the population's physical and mental health, and that improving workplace health, safety and welfare is a key part of reducing inequalities in health



During the Covid-19 crisis, the inextricable links between occupational health and public health have become clear. The pandemic has shown that protecting the health and safety of individual workers will also protect public health and the economy. We would ask that the Scottish Parliament, the Scottish Government and Public Health bodies acknowledge and publicise the real statistics regarding ill health, injury and death due to work, and that the public be given readily

accessible and well publicised advice and guidance on health and safety risks at work and how they can and should be reduced.

Public Health has a clearly stated aim of reducing **inequalities in health**. The evidence is clear. The work a person does is an important factor in determining how healthy they are. The evidence is also clear that the lower you go down the social scale the greater the exposure of workers to occupational health and safety risks, thus contributing directly to the startling inequality in life expectancy between higher and lower social classes in Scotland. In addressing health inequalities, an advantage of putting resources into addressing work related injury and ill health is that the necessary action is clear and success achievable.

For further information, see [Representation to the Scottish Parliament Health and Sport Committee on Workplace Health^{ix}](#), Scottish Hazards 2015 And [Occupational health and safety in Scotland after the Covid-19 pandemic: the case for new principles, policies and practices involving lessons we have forgotten, lessons we have learnt and lessons we should apply in the future^x](#), Professor Andrew Watterson, Stirling University. 2020

8. Toxics Use Reduction

A commitment to support the development and adoption of a Scottish Toxics Use Reduction Strategy which would provide resources and tools to help businesses, local authorities and communities to find safer alternatives to toxic chemicals.



Scottish Hazards is working closely with others to pull together proposals for a Toxics Use Reduction (TUR) Strategy in Scotland which would benefit workers, business and the environment. TUR is a system that would provide resources and tools to help businesses, local authorities and communities in Scotland to find safer alternatives to toxic chemicals. Doing so would be clearly within the powers of the Scottish Government and, making best use of limited budget and resources, could be an example of good practice and lessons learned to other parts of the UK

Proposals draw on a range of examples and evidence, including that from Nordic countries, Germany, elements of REACH and from the strategy in Massachusetts State and its Toxics Use Reduction Institute.

The results of exposure to toxic substances include occupational cancer, chronic respiratory diseases, adverse reproductive and developmental effects, immunotoxicity, neurological diseases, mental health impacts, and cardiovascular diseases. The removal or reduction of the number of toxic substances in use within the workplace must be a priority.

An example: the model used in Massachusetts has proved successful and acceptable across the political spectrum. It was enacted through the [Massachusetts Toxics Use Reduction Act \(TURA\)](#) of 1989. As part of the strategy, the Toxics Use Reduction Institute UMass Lowell collaborates with businesses, community organisations and government agencies to reduce the use of toxic chemicals, protect public health and the environment and promote the competitiveness of Massachusetts businesses.

In Scotland opportunities exist at many different levels to introduce or adopt more effective TUR policies through central and local governments, employers, trade unions and non-governmental organisations. Some sort of framework and legal structure is currently possible and achievable within Scotland using the Massachusetts TURA model as its basis. Such a measure would include registration of toxics substances with regard to large consumers of chemicals, preparation of TUR plans in large and small workplaces linked to training, technical support and advice from the TURI/TURA type body set up by the appropriate regulations. As the US experience has shown over almost a quarter of a century, this would be a cost-effective initiative beneficial to employers, workers, local communities and the environment.

In Scotland, the initiative could and should complement other national and international activities for example the Scottish Fair Work Initiative, the ILO Decent Work and Sustainable Development Agenda, and Just Transition Commission. Currently there are a range of initiatives in workplaces that would fit into a TUR model but they are often hidden, fragmented and may prove short-lived.

A first and crucial step will be to ensure that chemicals regulations adopted post Brexit are as strong or stronger than the REACH regulations.

A more detailed discussion of Toxics Use Reduction can be found at [TURI^{xi}](#) and [Toxics Use Reduction: Beyond analysis to action^{xii}](#)

9. Social Care

A commitment to support moves toward a national free at the point of need social care service and, within that, a specific commitment to the establishment of collective bargaining in the social care sector.



The Fair Work Convention, along with many others, has recognised the need for “*urgent interventions by policy makers, commissioners and leaders in the social care sector to improve the quality of work and employment for the 200,000 strong workforce in Scotland*”

The Fair Work Convention went on to say “*The scale of the problems facing the social care sector requires radical thinking and whole systems interventions which include ensuring financial sustainability of the sector, fully integrating health and social care services, urgently reforming commissioning processes and addressing the lack of collective representation and collective voice of the workforce.*”

Scottish Hazards welcomes the establishment of the Scottish Government Independent Review of Adult Social Care. We have made a submission to this Review. In it we set out what we hope would be the aims and principles of a care service:

- The service should be, as is NHS care, free the point of need;
- There should be quality equity within local authority areas and across Scotland;
- Pay and conditions for the social care workforce should be based on national pay scales and national pay and conditions which are determined by national collective bargaining;
- There should be standardised, paid for, good training for workers throughout the sector;
- Conditions for social care workers should adhere to Fair Work criteria;
- There should be ‘effective voice’ for workers and users in social care. This should include a commitment to people being able to exert as much control over their care as possible which could be done collectively rather than necessarily individually;
- Final arrangements for social care should be agreed through collaboration among government, local government, workers and users;
- Social care users and workers should not be cinderellas to those in the NHS;
- There should be an end to competitive tendering – price cannot be the priority factor in care provision;
- All care should be not for profit, as has been accepted is the case for children’s services, **thereby retaining money within the sector;**

- There should be a commitment to seamless care across health and social care, whether they are integrated in one service or developed as two services;
- There should be an emphasis on early assessment, prevention and a commitment to support people to stay in their own homes and communities as far as possible. ***This would result in fewer and shorter hospital admissions, saving a considerable amount of money and freeing hospital beds for those with acute medical needs.***
- There should be coordinated and strong enforcement of care standards, of worker employment standards and of working conditions.

As part of the radical rethink promised by the Scottish Government, Scottish Hazards fully supports the Scottish Trade Union Congress in its call that: “*sectoral bargaining structures are put in place to ensure that future changes are brought about in partnership with workers, employers and the Scottish Government.*” We would emphasise that this could be established now without waiting for decisions about longer term reform.

For further information, see [Fair Work in Scotland’s Social Care Sector 2019^{xiii}](#), Fair Work Convention, 2019
[Scotland’s Care Crisis^{xiv}](#), STUC, 2019
[Scottish Hazards Submission to the Scottish Government Independent Review of Social Care](#), 2020^{xv}

10. Culpable Homicide

A commitment to support proposals to amend the law on culpable homicide in Scotland to ensure all those responsible for involuntary deaths by homicide are prosecuted consistently, regardless of where that death occurs, whether in our communities or workplaces, large or small, serving as a deterrent and helping prevent future loss of life.



Scottish Hazards works with Families Against Corporate Killers (FACK), an organisation formed by family members who have lost loved ones as a result of work-related incidents. We firmly believe that far more needs to be done to ensure that victims’ families receive effective justice and those culpable for the deaths of their loved ones are held to account.

Scottish Hazards has consistently argued that the Corporate Manslaughter and Corporate Homicide Act 2007 is not fit for purpose. In our evidence to the Scottish Government Expert Panel on Corporate Homicide in 2005 we feared that the proposals being put forward by the United Kingdom Government at that time would be largely ineffectual. In Scotland the fact that we have not had one charge laid for Corporate Homicide in the 12+ years since that legislation came into effect, never mind anything approaching a successful prosecution, would indicate that the existing legislation is failing to punish offenders. If it is failing to punish those who cause the deaths, then the deterrent effect is lost, as is the opportunity to encourage employers to take their health and safety obligations seriously.

We therefore seek support for the Culpable Homicide Scotland Bill, a Private Members’ Bill proposal which is aimed at providing greater clarity in the application of culpable homicide legislation, ensuring all those responsible for involuntary deaths by homicide are prosecuted consistently, regardless of where that death occurs, whether in our communities or workplaces, large or small.

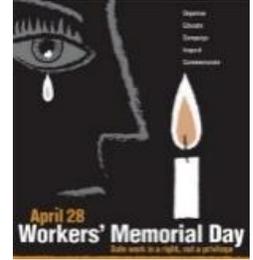
The HSE’s Cost to Britain publication estimates the cost of each work-related fatality at approx. £1.7M, and the total annual cost of work-related injury in Scotland at £450M, figures we believe to be underestimates.

A justice system which serves as a deterrent and prevents loss of life, brings with it consequent financial savings. But of course the saving of life is the paramount consideration.

For further information, see [Scottish Hazards Response Private Members Bill Proposals from Claire Baker, MSP : Culpable Homicide Scotland Bill](#), Scottish Hazards, 2019 ^{xvi}

11. IWMD

A commitment to continue and expand support for the marking in Scotland of International Workers' Memorial Day each year on 28 April. We welcome the fact that the Scottish Government and Parliament recognise and support IWMD as do a majority of Scottish Local Authorities. We want to see this expanded to every Scottish local authority and to see all elected politicians joining in local commemorations.



International Workers' Memorial Day is held annually on the 28th of April. This internationally recognised day is to remember all people who have died through work and to refresh our resolve to fight for safe and healthy working conditions for working people in Scotland and throughout the world.

In 2020, IWMD was more important than ever as we remembered all those low paid, insecure and exploited workers who are now recognised as essential: NHS workers, social care workers, cleaners, bus drivers, delivery drivers, taxi uber and other transport workers, food chain workers, cleaners, supermarket and other shop workers, postal, education, civil servants, border and prison guards, social & call centre workers etc.

For more information, see [STUC International Workers Memorial Day Events](#) ^{xvii}

12. Electrical Safety

A commitment to put in place a regulatory/licensing system to improve electrical safety in Scotland, to ensure those undertaking electrical work in homes are appropriately trained and competent



Electricity is deadly and yet electricians are not currently required to undertake processes of regular onsite assessment of competence in the same way as, for example, gas fitters registered to Gas Safe. Research for the Scottish Government's Directorate of Energy and Climate Change – "Regulation of Electricians in Scotland", published in May 2019 - estimated that annually in Scotland:

- 400+ accidental fires are caused by faulty electrical supply and lighting, affecting 1000 people, with the potential to result in 4 fatalities and 100 injuries; and
- Around 7260 remedial operations are undertaken, where another electrician has to fix a defective installation.

The overall cost to the economy is estimated to be at least £15M per year.

While proposals have been put forward aimed at Protection of Title, we agree with the authors of this research report, that this alone will be insufficient.

We would call for a system of registration which covers both firms and individuals, and which incorporates a set level of robust qualification for entry; ongoing CPD to retain registration; a new and independent organisation to act as regulator; and a ban on householders undertaking their own electrical work.

The costs of the most expensive approach outlined in the research report is estimated to be around £2M to £5M over two to three years. Set against the five-year cost of defective installations to the Scottish economy of around £75M – not to mention the potential loss of 40 lives – the report concludes that "there would seem to be a reasonable business case for action."

For more information see [Regulation of electricians in Scotland: research report](#), Scottish Government, 2019^{xviii}

13. Building Regulations and Fire Safety

A commitment to address challenges linked to public safety post Grenfell on building regulations and unsafe construction materials that also affect worker and specifically firefighter health and safety.



The Grenfell tragedy revealed how closely the strands of public safety, building standards and materials and worker health and safety in the fire services were intertwined. To address the hazards and risks in one strand and prevent such disasters requires effective integration of all strands: a challenge for Scotland as it already has some of its own fire and building legislation while HSE retains control of firefighter health and safety.

For more information see [Practical Fire Safety Guidance for existing high rise domestic buildings^{xix}](#), Scottish Government, 2019

[Scottish Fire and Rescue: For businesses^{xx}](#), Scottish Fire and Rescue and [HSE: Fire and Rescue Service^{xxi}](#)

**Scottish Hazards
November 2020**

Weblinks

Devolution of Health and Safety

ⁱ *Occupational Health and Safety in Scotland: an opportunity to improve work environments for all*, Watterson et al, 2014ⁱ: <http://reidfoundation.org/wp-content/uploads/2014/03/HealthandSafety-1.pdf>

ⁱⁱ *Devolving Health and Safety=Fairer, Healthier & Safer Work*,
<https://www.scottishhazards.org.uk/wp-content/uploads/2018/06/devolution-discussion-paper-120618.pdf>

Scottish Occupational Health Service

ⁱⁱⁱ *Scottish Government Health and Work Strategy Review*
<https://www.gov.scot/publications/fair-healthy-work-review-scottish-governments/>

^{iv} *Occupational Health Service paper for Fair Work*
<https://www.scottishhazards.org.uk/wp-content/uploads/2020/11/Occupational-Health-paper-for-Fair-Work-1.pdf>

^v *Improving Occupational Health in Scotland*
https://www.scottishhazards.org.uk/wp-content/uploads/2020/05/OH-STUC_OH_strategy_feb_2009.pdf

Fair Work

^{vi} *Scottish Hazards Briefing: Healthy, Safe and Fair Work for All* , Scottish Hazards, 2018.
<https://www.scottishhazards.org.uk/resources/scottish-hazards-resources/scottish-hazards-briefing-healthy-safe-and-fair-work-for-all-using-health-and-safety-to-influence-fair-work/>

Roving Safety Representatives

^{vii} *The Union Effect, How Unions make a difference on Health and Safety, A TUC Guide to the Evidence* TUC, 2016
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^{viii} *Safety Representatives, Getting More than the Minimum*, TUC 2018
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