



COMMITMENT 6

**RAISING THE IMPORTANCE OF
WORKFORCE INVOLVEMENT**



01 WORKFORCE INVOLVEMENT

Reminders:

1. The Union health and safety effect
2. IoD/HSC Leadership
3. HSE strategy
4. MacLeod Review (BIS)
5. Good work, good health



“Workplaces where workers are involved in decisions about health and safety are safer and healthier workplaces”

02 MENTAL ILL HEALTH

The challenge of rising levels of rising mental ill health:

> **Globalisation**

- Businesses: competition, agility, ICT, restructuring, culture change
- Workers: blurred boundaries, altered psychological contract, techno-stress

> **Adverse impacts**

- Absenteeism, presenteeism, reduced productivity
- Rise in mental health problems
- Costs to business & UK plc
- Human error potential: damage to assets and people

03 TACKLING CHALLENGES

Tackling the challenge together:

> **Organisational interventions**

- Primary prevention (better than emphasis on 2^o and 3^o)
- Use of tools: management standards, perceived justice
- Examples of TU influence

> **Individual interventions**

- Promoting healthy lifestyle
- Promoting personal resilience
- Achieving sensible work-life balance

- ✓ Managers have a right to management
- ✓ Workers have a right to *good* management – including a voice during times of change