



photo Bill Adams, Paul Kenny, Andrew Mawson, Terry Rooney and Mark Martin

International Workers' Memorial Day 2010 in Bradford

Members of Bradford Area Safety Reps Association, TUC members (including Regional Secretary Bill Adams) and families and friends of local people who have died or been injured and or made ill by their work got together on the 28th of April 2010 for International Workers' Memorial Day. They were joined together at noon in the memorial garden at the back of Bradford City Hall.

Bradford council lowered its flags on City Hall as a mark of respect and Chief Executive Tony Reeves joined in the remembrance.

UCATT had requested that building workers in the city centre take time out from the construction and there was a little peace for ten minutes or so during the memorial.

The Memorial started off with a minute's silence and then wreaths and flowers were placed at the new Workers' Memorial plaque. A piper played a lament and speeches were made to remember the dead and encourage the fight for the living. Speakers included Carol Duerden from the Workers' Health Advice Team, Paul Kenny the General Secretary of GMB, Mark Martin from UCATT and Terry Rooney MP.

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Contact BAOHSF

Tel: 01535 691049

E.mail: admin@baohsf.org.uk

web: www.baohsf.org.uk

c/o 13 Scott Street, Keighley, BD21 2JH

Occupational health advice – looking after your business

A free advice line is being piloted to provide small business owners, managers and employees with early and easy access to high quality, professional occupational health and safety advice. Tel: 0800 077 88 44

Future Jobs Fund

Are you are interested in taking on a young worker from the Future Jobs Fund initiative at no cost to you? See more details on page 3.

IT training for the over 50s

Age concern Bradford realises the growing need for the over 50s to get to grips with modern technology and they are offering **free** basic one to one training on how to use the Internet and how to send and receive emails. call 01274 395144 for details.



Jane Howie from Bradford Area Safety Reps Association said "Every year more people are killed at work than are killed in war".

"In the Bradford District more people are seriously injured and killed by their work than through road traffic accidents. In 2007 there were 255 serious injuries and deaths on our roads whilst there were 262 fatal and major injuries to employees." (A large slice of the road traffic accidents is also related to work, the Department for Transport figures suggest more than 1 in 4 road deaths involve an 'at work' driver.)

It is estimated that in 2010 four thousand people in the UK will die from their previous exposure to asbestos dust, and this death toll is set to continue rising until 2025. As well as builders and trades men these figures include a growing number of teachers and support staff working in schools.

An asbestos display was also shown on the day at the Impression Gallery to raise awareness that asbestos is still a big issue.

The Government has now decided to officially recognise Workers' Memorial Day in the UK. The decision, made by the DWP (Department for Work and Pensions) will enable the UK to officially join many other countries around the world that also officially recognise the 28th of April as (IWMD) International Workers' Memorial Day.

Improved workplace-health is good for business

The latest employee absence survey from the Confederation of Business Industry (CBI) and Pfizer found that the total of 180 million sick days cost employers about £16.8bn in 2009, not including indirect costs, such as reduced customer service.

CBI director of employment policy, Katja Hall, commented: "The rate of employee absence has come down, but it still costs the economy billions of pounds a year. If absence levels across the board could be reduced by 10 per cent, the economy would see annual savings of just under £1.7 billion. "Improved rehabilitation and workplace-health policies are a key part of achieving this, but so is ensuring that absence, where it occurs, is justified."

The survey also showed that long-term absence is a particular problem, with back pain and mental health the chief causes. Although long-term absence only accounted for 5 per cent of overall absence cases, the longer periods meant that it accounted for one in five lost days in the private sector and more than a third of lost days in the public sector.

Employer awareness of the business benefits of health and well-being is growing, with more companies putting in place rehabilitation plans and support to help get staff back to work sooner. The survey showed that 95 per cent of organisations have a formal absence policy – up 10 per cent on 2007.

Asked what the government could do to help, responses centred around doctors: 63 per cent of employers wanted to see better occupational-health training for GPs; 56 per cent wanted to see better working relationships between GPs and occupational-health professionals; and 41 per cent wanted more flexible GP working hours.

Three quarters of those surveyed also welcomed the 'fit note', which replaced sick notes in April this year, agreeing that the scheme would help people get back to work sooner.



"This report, which unites the causes and consequences of absence together with an examination of proactive management strategies, is important," concluded Dr. Berkeley Phillips, UK medical director at Pfizer Ltd. "It mirrors a change in the attitude of both employers and policy-makers, who are recognising the direct and indirect benefits of investment in the health and well-being of the UK workforce."

graphic by David Collins

Future Jobs Fund – Employer Information Sheet

1. Provides a wage payment to support creation of additional jobs lasting at least 6 months. This is part of the Young Person's Guarantee to reduce youth unemployment.
2. Jobs to be 25 hours per week and have community benefits, and suitable to long-term unemployed.
3. Employers need to be able to provide meaningful work for FJF employees and to meet quality standards in terms of supervision and support.
4. People eligible for jobs are: 18-24 and 6month + unemployed; or 25+ and living in hotspot areas of Bradford (13 most disadvantaged wards). Eligibility can only be confirmed by JCP.
5. Employer posts vacancies with Job Centre Plus (JCP) via Aspire-I and potential employees are checked for eligibility, referred and matched to vacancies by JCP.
6. Employer undertakes usual recruitment process and employs people on normal organisations terms and conditions.
7. £6,500 per job, broken down as follows:

Salary	£3,900 (@ £6 per hour x25hours x 26 weeks)
Employer's eligible expenditure	£1,583 (NI/CRB/Payroll/ training/management)
Support & After care	£ 316
Overall project management	£ 550 (to cover accountable body & support)
Contingency	£ 151 (to cover claw-back, drop-out etc)

8. The Bradford Partnership has contracts to support 1250 jobs between Jan 2010 and September 2011.
9. Bradford Council is Accountable Body with project management and wrap-around support provided by Aspire-i and Incommunities.
10. Over 60 employers (mainly from the voluntary and community sector) are currently hosting jobs.
11. To date over 100 people have started jobs.

For further information on Future Jobs Fund please contact Anthea Tinsley on 01274 829360 or e-mail anthea.tinsley@aspire-I.com



The government is setting up a review of health and safety laws.

Lord Young will investigate concerns over the “application and perception” of health and safety legislation and the “rise of the compensation culture over the last decade.” He said he hopes his review will “reintroduce an element of common sense” to the rules.

Prime Minister David Cameron said it was time for “a sensible new approach” which did not “overwhelm business with red tape”. But unions have warned against attacks on rules that protect staff at work.

On the BBC 'HAVE YOUR SAVE' page about this issue nearly 500 posts were received – below are two of these.

The first *"of course! it interferes with the pursuit of profit, it is costly to the business fraternity it slows down production and gives workers a bolshi disposition. one has to take risks when one is making money, of course people will sometimes be involved in accidents mostly of their own making but that's life. profit is the goal, without it we would not be creating work. cammeron should repeal all the health and safety rules and regs, infact get rid of them all together. it would create a positive business enviroment. also scrap the minimum wage, carn't afford it, simple as that. it cuts into profits no good at all. you will not keep the business man happy without the exceptance of these*



principles, look at it this way, the POOR won't miss what they have never had but the rich man and woman WILL, i will say again sound tory polices. UP THE CAMERONS!!! "

The second wrote..... *"I cannot believe many of the comments on here that Health and Safety is linked to a compensation culture. Health and Safety is about just that. Keeping people, particularly working people, safe and healthy. This myth, because that is what it is, that*

Health and Safety law is preventing things like school sports days or kids playing conkers are just rubbish. It may be that schools, councils or other such bodies are using H&S as an excuse not to do things, but I suspect this is just a simple excuse that is used to cover other reasons.

Health and Safety law is vital to the wellbeing of working people in this country, sometimes despite themselves. Do you think that, without Health and Safety law, that everyone on a building site would wear a hard hat for example. There will always be some fool who thinks they don't need one, or that they are too hot and ends up seriously injured or dead as a result.

To remove the H&S laws would be to open the door for employers to cut corners to save money on things like ventilation, proper breaks, protective equipment and a host of other things. This government really is showing its true colours with this move."



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