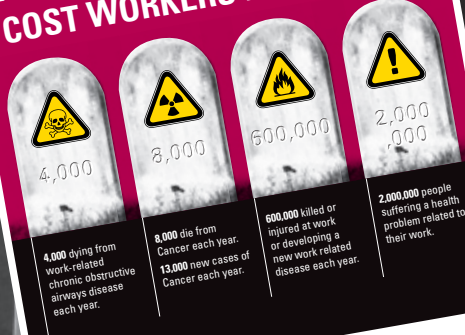


WORKERS MEMORIAL DAY 28 APRIL 2015

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EACH YEAR EXPOSURE TO HAZARDOUS SUBSTANCES COST WORKERS LIVES



Removing exposure to hazardous substances in the workplace
Unseen dangers can be deadly

Dave Joyce - National Health and Safety Officer

CWU
The communications union

MOURN FOR THE DEAD,
FIGHT FOR THE LIVING

Your Local Event:

Time & Place:

Contact:

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Removing Exposure to Hazardous Substances in the Workplace

Background

International Workers Memorial Day takes place annually around the world on April 28 every year. On this day, the CWU along with other Unions across the World remember those workers, especially CWU members, who have died at work. Trade unionists around the world join together to mark this day of mourning. This worldwide day of reflection is a day of remembrance for workers killed, injured or made ill by their work was designated to honour the workers who have died at work of occupational injuries or illnesses and those injured or made ill by work every year. It is also a day on which workers call for safer workplaces and working conditions. The Workers Memorial Day purpose and slogan behind Workers Memorial Day is "Remember the Dead and Fight for the Living". Workers' Memorial Day is an opportunity to highlight the preventable nature of most workplace accidents and ill health and to promote campaigns and union organisation in the fight for improvements in workplace safety. The TUC, all UK Trade Unions along with those in Europe and across the World will be focusing on these areas, by considering commemoration events or memorials to

remember all those killed through work but at the same time committing to fight to ensure that such tragedies are not repeated. That can best be done by building strong trade union organisation, representation and campaigning for stricter enforcement of safety laws and standards with higher penalties for breaches of health & safety laws. Decades of struggle by workers and their Unions have resulted in significant improvements in working conditions. But the toll of workplace injuries, illnesses and deaths remains enormous. Each year, 2 million workers die due to unsafe or unhealthy work and workplaces around the globe. Millions more are injured or diseased because of their jobs. Every year more people are killed at work than in wars. Most don't die of mystery ailments, or in tragic "accidents". They die because an employer decided their safety just wasn't that important a priority. Workers' Memorial Day (WMD) commemorates those workers.

The TUC and CWU believe that we should use the day to highlight the need for strong regulation an national, European and global level. We need to stop companies in the UK from benefitting from the lack of health and safety standards that lead to disasters such

as the Stockline Plastics factory explosion in Glasgow, killing 9 and injuring 33 and the Bangladesh factory collapse that killed over 1,100 workers. We also need a strong strategy on health and safety from the European Commission which will raise standards throughout Europe, while in the UK we need an end to the cuts in enforcement and regulation and instead action to tackle the huge number of occupational diseases and injuries.

Dave Joyce
National Health, Safety &
Environment Officer

(WMD History, Statistics, Events, Resources,
Damage Done to H&S by the Coalition
Government, CWU H&S Manifesto, Labour Party)

CWU
The communications union

Theme for 2015 - “removing exposure to hazardous substances in the workplace”.

This year the theme is “removing exposure to hazardous substances in the workplace”. Over 20,000 people die every year because of their work. Most of these because of exposure to dangerous substances. In 2015 the theme for the day is “removing exposure to hazardous substances in the workplace” Hazardous substances are found in almost every workplace in the UK and many workers have no protection against the possible effects, despite the fact that tens of thousands of workers have their health destroyed by asthma, dermatitis, lung disorders and cancers because of exposure

History of WMD

1984 - Following its inception in Canada in 1984, Workers Memorial Day is now recognised as a national day in many countries around the world including for example Argentina, Belgium, Brazil, Luxembourg, Peru, Portugal, Spain, Thailand, Taiwan, USA and many others.

1990 - Since the early 1990s Workers Memorial Day has become the focal point for an increasing number of commemorative events involving the bereaved families of dead workers, trade unionists, the TUC, Trade Unions, Safety Representatives, the Hazards Campaign, FACK, Government bodies and Local Authorities among others.

1992 - International Workers Memorial Day was brought to the UK in 1992 by the Hazards Campaign, which launched a campaign for its recognition along with Trade Unions including the CWU being one of the first along with other safety campaigning organisations.

1997 - The CWU wrote to the then Prime Minister Tony Blair and subsequently Prime Minister Gordon Brown calling for official recognition.

2001 - The International Labour Organisation (ILO) recognised Workers Memorial Day and announced April 28 as an International Day of Action for Safety and Health at Work, which is an annual international campaign to promote safe, healthy and decent work around the globe.

International Statistics

The following information is published by the UN ILO. The United Nations (UN) International Labour Organisation (ILO) has a tripartite structure giving an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

2005 - Saw the beginning of a process to have the 28 April Day officially adopted by the UN General Assembly. Amongst others it is now recognised and supported by the TUC, HSE, ILO, ETUC, ITUC and many governments.

2009 - At long last, the current Prime Minister Gordon Brown and DWP Secretary of State for Work and Pensions, James Purnell conveyed their support to all those people around the world commemorating Workers Memorial Day and announced that the government would look at how the UK could join the many other countries that officially recognise International Workers Memorial Day and confirmed that a consultation will look at how the Day could be officially recognised in the UK.

2010 - The UK Labour government of the day officially recognised Workers Memorial Day from 28 April 2010. The Minister said “Workers Memorial Day is a mark of respect to those killed and injured at work and to the bereaved. Recognising Workers Memorial Day in the UK will provide an annual focal point for the importance of healthy and safe workplaces.” The CWU which had been one of the leading supporters and campaigners for official recognition since its UK inception, strongly welcomed and commended the Government’s announcement and only regretted that it took the Labour Government 12 years to reach this position.

2011 - The Communication Workers Union marked International Workers’ Memorial Day with the official opening of the CWU Workers’ Memorial Garden at the union’s national education and training centre in Oxfordshire (28th April 2011). (See attached Report)

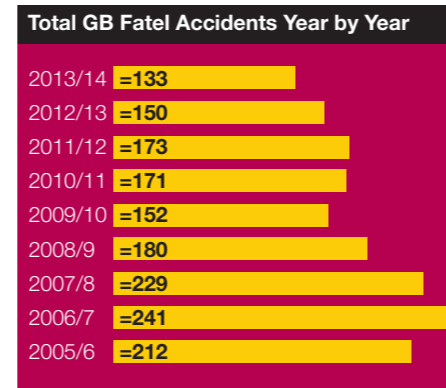
Hazardous substances:-

- **One worker dies every 15 seconds worldwide. 6,000 workers die every day. More people die whilst at work than those fighting wars.**
- **Asbestos alone claims 100,000 workers lives every year.**
- **4,000 dying from work-related chronic obstructive airways disease each year.**
- **8,000 die from Cancer each year.**
- **13,000 new cases of Cancer each year.**
- **600,000 killed or injured at work or developing a new work related disease each year.**
- **2,000,000 people suffering a work-related health problem.**

UK Statistics 2013/14

Fatalities

In UK for 2013/14 the HSE provisionally reports 133 fatalities in work-places; however this figure excludes the majority of workers killed at work, and ignores all those dying from poor working conditions.



Hazards Campaign estimates of death due to work-related incidents

Work related deaths in UK 2013/14 = 1,453:

133 workers reported to HSE under RIDDOR

50 workers killed at sea and in the air

900 killed in work related traffic incidents (a third to half of all Road Traffic fatalities)

70 Members of the public

300 suicides due to pressures of work

Hazards Campaign estimates of those killed by work-related illness each year

18,000 by work related cancer

20,000 by heart disease due to work related stress (long hours and shift work)

6,000 respiratory illnesses (obstructive lung disease)

6,000 other diseases including restrictive lung diseases

People injured at work according to HSE RIDDOR reports 2013/14

77,593 non- fatal injuries, of these 20,000 were major injuries, and 58,500 were over 7 day injuries.

Hazards Campaign estimates more than 2 people die every hour as a result of occupational cancer.



CWU Conference & International Workers Memorial Day 2015

Last year and this year CWU Annual Conference has moved forward from the traditional May/June time to late April. Workers Memorial Day will fall on the Tuesday of Conference, on Industrial Conferences day. Therefore the following has been agreed:-

- **Distribution a CWU - WMD pamphlet to all Conference delegates and visitors.**
- **Display of three Special CWU - WMD Posters**
- **WMD Purple forget-me-not ribbons will be provided to all Conference delegates and visitors in the Conference Venue (BIC) Foyer.**
- **Conference Delegates and Visitors will be given special CWU - WMD Purple commemorative pens.**
- **A minute’s silence will be held by the Conferences.**
- **DGS(P) and DGS(T) will give a special WMD address to Postal and T&FSE conferences respectively.**

Events

The Day has become the focal point for an increasing number of commemorative events involving the bereaved, trade unionists and their families, the TUC, all UK Unions, Hazards Campaign, Government bodies and Local Authorities among others who participate. All over the world workers and their Union and Safety representatives conduct events on WMD, Hundreds of thousands of people in up to 100 countries will be involved in thousands of activities on WMD, ranging from demonstrations, vigils and a whole host of other activities to mark the day, e.g. commemorations, services, rallies, marches, meetings, seminars and to educational activities. The CWU has always publicised and promoted maximum participation in these events. A list of events published by the TUC has been circulated to all CWU Branches, Regional Health and Safety Forums and Safety Representatives via Letters To Branches for those not attending CWU Annual Conference. There will be many more events and commemorations than those listed and it is advisable to make enquiries with other local Trade Unions and Trades Councils and Regional TUC Offices.

Resources - Ribbons and Car Stickers etc

Resources on Workers Memorial Day including ribbons and car stickers have again been produced by the ‘Hazards Campaign’ organisation and made available by mail order to CWU Branches, Regional Health and Safety Forums and Safety Representatives with order information sent via Letters To Branches (Contact/Orders/Information:- The Greater Manchester Hazards Centre - Email: mail@gmhzards.org.uk Tel: 0161 636 7557. Address: Greater Manchester Hazards Centre, Windrush Millennium Centre, 70 Alexandra Road, Manchester M16 7WD

Damage to Health and Safety since the Conservative/Liberal Democrat Government took power in 2010 (Summary)

In May 2010, after a general election, the Conservatives and Liberal Democrats coalition government soon made it clear that it was set on undermining current levels of health and safety provision for UK workers and workplaces, despite having neither a public mandate, nothing specific in their election manifestos or anything set out in the Coalition Agreement. Here’s a summary of what they’ve done over their 5 years in office and why we don’t want them back again.

- May 2010 General Election brings David Cameron to power pledging to attack health and safety, a pet hate he blames everything on for holding back the UK and in August 2011 he even made a crazy statement that health and safety was one of the key reasons why rioters and looters felt able to act like they did!
- Oct 2010 - Tory Lord Young’s Report (Oct 2010) – ‘Common Sense, Common Safety’ – Recommends, weakening of RIDDOR, Risk Assessments, Introduces disputes panel empowered to overturn HSE Inspectors expert opinions and enforcement, weakening of schools safety and removal from Health and Safety cover for self-employed.
- Oct 2010 - Government impose 35% cut to HSE’s already inadequate budget announced Oct 2010, subsequently increased to a 44% cut, for its law enforcement and operations roles equating to £85 million rising to £106 million of cuts from the annual government funding, for the period 2010-2015. 210 HSE staff made redundant on 28 February 2011. From a 1994 peak, HSE staff numbers have fallen from 4,550 staff to less than 3,000 today. Local Authorities health and safety enforcement budgets cut by 30%. HSE and Local Authorities told to introduce business-friendly reforms to their approach and H&S policy making.

- March 2011 - Tory Minister Chris Grayling’s Report/strategy (March 2011) - “Good Health & Safety Good for Everyone”– Announces that apart from construction, agriculture, quarrying, waste and recycling industries, the majority of HSE covered 900,000 workplaces are non-major hazard workplaces or low risk and these sectors will no longer receive proactive inspection by HSE and Local Authorities because they not justified in terms of outcomes. These include textiles, clothing, footwear, light engineering, electrical engineering, transport (e.g. air, road haulage and docks), local authority administered education provision, electricity generation, postal and courier services. Introduces ‘Fee for Intervention’ (FFI) making the HSE recover their costs from employers, companies and organisations in a unwieldy bureaucratic system. HSE and Local Authorities ordered to implement a 33% cut in proactive safety inspections equating to cuts of 11,000 safety inspections by HSE Inspectors and 65,000 by Local Authority (EHO) Inspectors.
- Nov 2011 - Tory appointed Professor Ragnar Lofstedt’s Report (Nov 2011) - ‘Reclaiming health and safety for all’ – concludes much to the shock of the Tory/ Lib.dem government that: ‘There is No Need For Radical Change to the UK’s

Health and Safety System’ BUT the Tory led Coalition Government use the report to pave the way for the Government to announce:-

- - There would be no new UK health and safety laws - only those from Europe but with the UK government opposing everything progressive proposed and no ‘gold plating’ or improving of EU directives when transposing into UK Regulations.
- - The UK government would call for an EU deregulation programme.
- - There would be a ‘One in, one out’ and the UK government would only introduce a new Health and Safety law or Regulation if one or two of the existing Laws/ Regulations were removed under the new ‘Sunset’ clause.
- - No new ‘burdens’ on Small and Medium Enterprises for 3 years - (HSE and Local Authorities were to be told to leave them alone regarding health and safety etc - A New ‘light touch’ approach would be adopted).

- April 2011 - The ‘Red Tape Challenge’ initiated (April 2011) - 3 rounds followed - Tory/Lib.Dem Coalition declare that businesses face the obstacle of excessive regulation and administrative burden which is too great, and the number and scope of individual rules and regulations should be reduced. HSE owns over 200 regulations and 53 approved codes of practice which they want cut in half despite the fact that Official government advice states that “Health and Safety legislation and Regulations are designed to protect employees, employers and the public from harm arising from work activities.” Nevertheless, they say they have concern that businesses, particularly SMEs are disproportionately targeted. 27 January 2014, the Prime Minister David Cameron announced that he had achieved the target of identifying 3,000 pieces of regulation, including health and safety to be scrapped or improved,

- In October 2012 the Coalition government Attacked Union and Safety Rep paid time off facility time in both central and local government, aided and abetted by right wing pressure groups, such as the Taxpayers Alliance, and in Parliament by the Trade Union Reform Campaign, chaired by the Tory MP Aidan Burley. An arbitrary 50% cut across the board was announced by Tory Francis Maude Minister for the Cabinet Office. The government’s ideological attack on facility time chose to ignore the benefits that facility time brings.

- May 2012 - Tory appointed businessman Adam Beechcroft Report (May 2012) - Despite the UK having the lowest level of employment regulation in the developed world, the Tory led Coalition declare we are over-regulated and call in Beechcroft. Recommendations include; Lowering protection for vulnerable Agency workers, cuts in Legal aid, introduction of charges for workers going to Employment Tribunals (up to £1200), caps on ET awards, a proposal for employers to have the power to make “no-fault dismissals”, which was branded “firing at will”. Small companies to be exempted from seven employment regulations.

- May 2012 - Social Responsibility and Heroism Bill announced May 2012 (Became Act Feb 2015) so called Good Samaritan law introduced on basis of arguments which the government had admitted was a myth! Legal profession conclude its affect will be very limited. Governments own official impact assessment for SARAH admits there is likely to be little impact. Criminal liabilities for breach of health and safety law unaffected.
- Alternatives to Regulation pushed by Coalition Government- Responsibility Pledges, Self-Regulation and 'Earned Autonomy' promoted rather than legal compliance and enforcement.
- September 2011 - HSE Infoline is shut down (September 2011) by HSE/ Government Minister and all HSE Telephone Numbers are removed from the HSE website.
- April 2013 - Two Health and Safety Acts and 20 sets of Health and Safety Regulations repealed by Coalition Government (April 2013). Approved Codes of Practice (ACoP) reviewed-including downgrading the Management Regulation ACoPs to guidance. Large swathes of HSE Legal Guidance removed or watered down.
- April 2012 - Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR) has been changed three times by the HSE under Coalition Government direction. This has a negative effect on the information available and makes the statistics look better for government and HSE. Sept 2011 the reporting mechanism

changed. In April 2012 the reporting threshold for non-fatal injuries to workers changed from over-3-days' incapacitation to over-7-days' reducing the number reported by a third. In October 2013, RIDDOR was substantively changed again affecting many of the RIDDOR statistics for the latest year (2013/14) and onwards.

- April 2013 - Enterprise & Regulatory Reform Act (April 2013) - S47 of Health and Safety At Work Act amended - removing 'Strict' - Civil Liability from health and safety legislation making it far more difficult for injured workers to obtain compensation and easier for employers to escape prosecution and civil claims on the basis of having done all that was reasonable - so weakening employers safety law compliance requirements and lowering associated costs.
- March 2015 - A 'Growth duty' is placed on the HSE and other non-financial regulators by the Deregulation Act (March 2015) binding the enforcement body to have regard to the desirability of promoting economic growth when performing their duty of law enforcement and to ensure action is taken only when needed, and it's proportionate.
- March 2015 - Deregulation Act (March 2015) removes Self-Employed workers from the Health and Safety at Work Act unless on a prescribed list
- April 2013 - Government attack traditional 'tripartite' make up of the HSE Board when they step in a block the traditional TUC nominee to fill one of the three Trade Union seats, Matt Wrack, FBU general secretary. Instead they appointed a Senior

Management, Civil Service Commissioner, retired Trade Unionist Jonathon Baume who did not have the backing of his own Union.

- Coalition continue to push for EU wide Deregulation.
- Transatlantic Trade and Investment Partnership (TTIP) threatens to reduce workplace, environment and health and safety standards, over-riding democracy with corporate, business and trade interests.
- January 2014 - Tory appointed Martin Temple from the EEF (Engineering Employers Federation) appointed to undertake the Independent' Triennial Review of HSE with 'abolition of the HSE as one of the options! publishes his report, concluding the HSE and its tripartite board should continue as now. However the government welcomed the report but ignored it.
- July 2014 Government gives the green light for HSE to begin developing commercial revenue streams, including a paid-for inspection service, stating that government would "go further" than recommended in the Temple triennial HSE review. There was a complete failure to mention improving workers' safety.
- August 2014 - Dr. Richard Judge from the Government's Centre for Environment, Fisheries & Aquaculture Science body is appointed HSE CEO.
- October 2014 - New Government "Fit For Work" Service announced to help get sick workers back to work.

"CWU Protect Health & Safety Campaign" - Health & Safety Election Manifesto:

In line with CWU Conference Policies carried since 2010 and TUC Congress Policies, supported by the CWU during the same period, the CWU Health, Safety & Environment has and will continue to campaign to protect, restore and improve health and safety at work in all areas. As the next United Kingdom General Election of 2015 will be held on 7 May 2015 we have been campaigning hard within the Labour party in a bid to ensure that the attacks on Health and Safety (H&S) by the Tory/Lib.Dem Government are reversed by an incoming Labour administration.

The Communication Workers Union Health, Safety & Environment Department has developed and discussed with the Labour Party shadow Health and Safety Minister and his team the following list of simple measures that we want to see from a future Labour government. We are urging the Labour Party to commit to prompt action by supporting our demands, as follows:-

- All workplaces should be inspected regularly by the enforcing authority.
- There should be revised regulations on safety representatives and safety committees to increase coverage and effectiveness.
- Occupational health should have the same priority as injury prevention.
- There should be a new, legally binding dust standard.
- Exposure to carcinogens in the workplace must be removed.

- There should be a law governing a maximum temperature in the workplace.
- There should be increased protection for vulnerable and atypical workers.
- There should be a legal duty on directors.
- Health and safety to be a significant factor in all public sector procurement.
- The UK government should adopt, and comply with, all health and safety conventions from the International Labour Organisation.
- There should be an improved approach to occupational road risk with all 'at work' road traffic accidents to be reportable under RIDDOR.
- To revoke the changes made to RIDDOR by the coalition government.
- To increase the legal minimum tyre depth tread for commercial vehicles to improve road safety.
- To reverse the negative changes to health and safety in the UK introduced by the government in response to the Young and Lofstedt reports.
- To revise the Mesothelioma Act, extend the compensation arrangements and to introduce further medical research into the disease.
- To introduce regulations to control the growing problem of work related stress.
- To introduce strengthened and consistent enforcement of the amended Dangerous Dogs Act and to introduce Dog Control Notices (DCNs).
- To introduce new regulations for an approved code of practice to protect outdoor workers from the growing risk of skin cancer as a result of sunlight exposure at work.
- To introduce protection for ageing workers.

Labour Party Manifesto

The Labour Party are the only Party to include commitments around Health and Safety At Work in their published manifesto stating "Labour will work to support Health and Safety, reducing the toll of workplace injuries, fatalities and occupational ill health, including for the self-employed, and reviewing specific issues such as excessive workplace temperature"

Yours sincerely

Dave Joyce
National Health, Safety & Environment Officer

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