

APSE

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Figure 6: Rate of fatal injuries per 100,000 workers by sector, averaged from 2011/12 to 2015/16p



Source: RIDDOR, 2011/12-2015/16p

...with **6** worker fatalities in 2015/16.

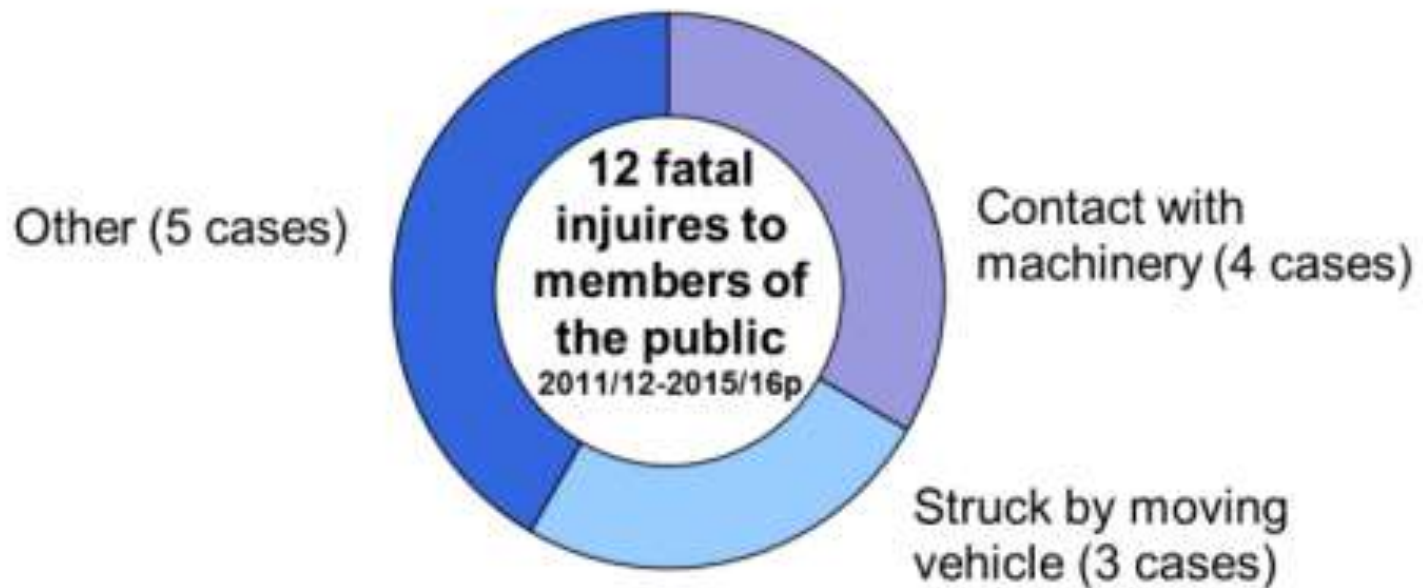
30 worker fatalities over the last five years



Source:

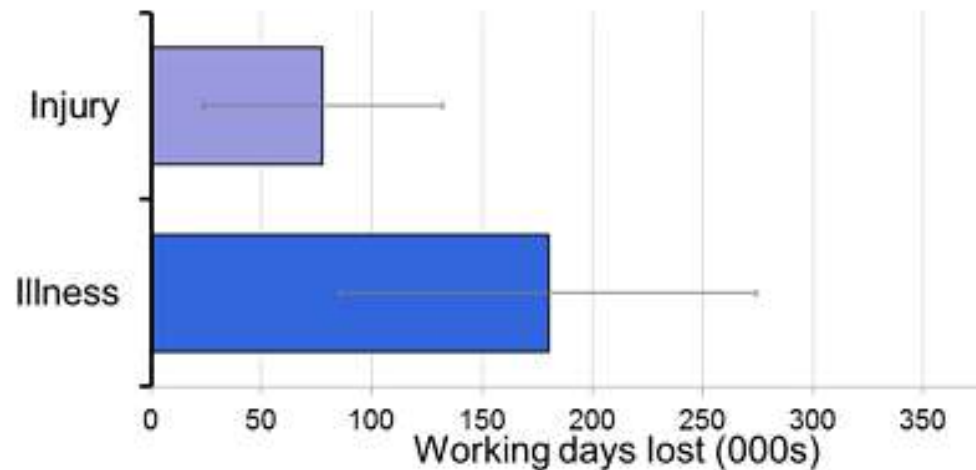
Labour Force Survey; and
RIDDOR (Fatal injuries and injury by accident kind)

Figure 5: Fatal injuries to members of the public in the Waste sector by accident kind, last 5 years



Source: RIDDOR

Figure 12: Estimated working days lost due to work-related illness and workplace injury in the Waste sector.



— indicates 95% confidence interval

Source: Labour Force Survey
Annual average 2009/10-2015/16 (Injury)
Annual average 2008/09-2011/12, 2013/14-2015/16 (Illness)

Waste Collection – Why most hazardous?

- Peripatetic, undertaken on public roads with live traffic and in constantly changing conditions
- Direct interface with the public - risks apply to them as well
- Workers deal with a variety of materials / risks that are not within their employer's direct control.
- Direct management and supervision is more difficult than at fixed workplaces
- Potentially compounded by a 'task and finish' working culture if this is not properly managed
- Challenges may be affected by changes to working trends more waste separation, increasingly frequent collections, extended working hours

HSE – Current Draft Sector Plan

- Reducing the number of people killed by moving vehicles/caught in moving machinery
- Tackling the main causes of ill health – MSDs, work-related stress and occupational lung disease
- Ensuring the industry takes ownership and leads on implementing solutions

What is SWITCH?

Scottish Waste Industry Training, Competence, Health & Safety Forum

SWITCH is a multi-partnership forum made up of public, private and third sector organisations within the Resource Management Industry.

Its purpose is to provide leadership for the resource management sector by working collaboratively to raise standards within the sector regarding Health & Safety, training, learning & development and technical competence.

Partners



SQA



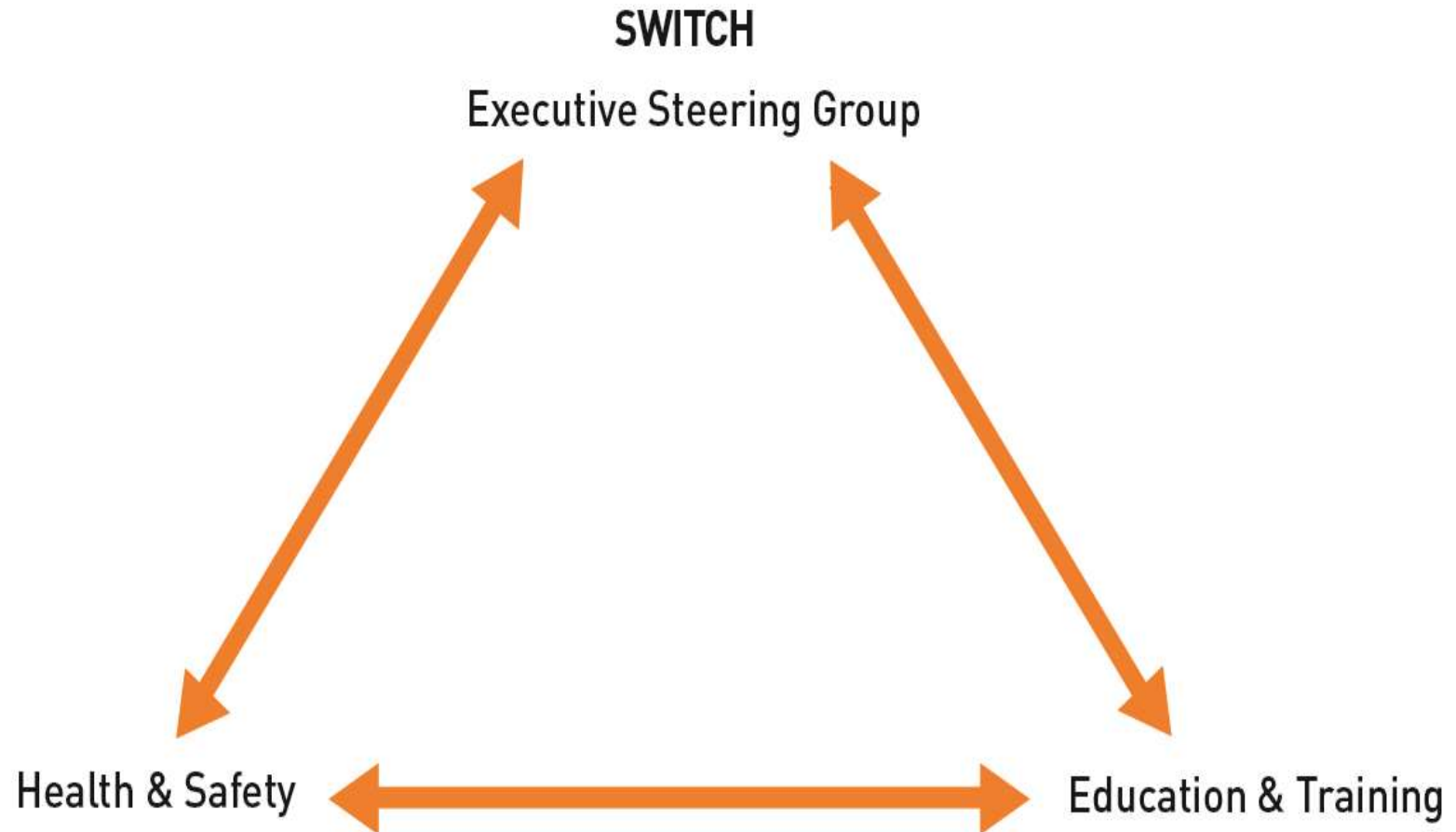
HSE Health and Safety Executive



SWITCH Strategic Objectives

- Our industry is safe and healthy to work in
- Actively supports education, training, learning and development
- Increases workforce capacity and competence
- Develops and shares good practice
- Creates an industry that is attractive as a career choice
- Creates clear career and learner pathways





Focus on specific industry priority areas:

- Industry meetings
- Promoting guidance
- Blogs, tweets, articles

Promote WISH to drive people towards existing Guidance

- Reducing Fire Risk at Waste Management Sites
- Collections
- Civic Amenity Sites/Recycling Centres/Bring sites
- Noise

<https://wishforum.org.uk/>

Competence Framework & Assessment Tool and Guides

- 200+ registrations for these – UK wide/ Canada
- Levels 2 and 3 competence assessment tools launched
- Full suite of resources available to download
<http://www.zerowastescotland.org.uk/content/switch-safety-and-skills-waste-industry>

SWITCH/WISH ‘Attitudes & Behaviours’ Guidance & Tool

- First draft well received by HSE Supervisor Competence Working Group. Tool be piloted.

Roll out of the Competence Framework and Assessment Tools

- Training sessions for 20 local authorities rolled out in March

Passport Style Scheme for the RM Industry

- Focus Groups to determine appetite, barriers and enablers held in March

SWITCH Resources Portal

- Work in progress

SWITCH Case Studies <http://www.zerowastescotland.org.uk/content/switch-forum>

General

- East Lothian Council: Developing your own People
- The Moray Council and NHS Grampian: Keeping People Healthy

Competence Framework Case Studies

- Barr Environmental Ltd
- Albion Environmental Ltd
- Binn Group
- North Lanarkshire Council
- West Lothian Council

Competence Framework

SWITCH Competency Framework Self-Assessment Level 1 - Team Dashboard																					
COMPETENCE LEVEL:		1	Limited - training required																		
		2	Competent																		
		3	Able to support/ develop others																		
		n/a	Not applicable																		
Reference Number	Employee Name	Competencies																			
		1. COMPLY WITH LEGISLATION	2. COMPLY WITH EMERGENCY PROCEDURES	3. COMPLY WITH ENVIRONMENTAL LEGISLATION	4. MAINTAIN HEALTHY & SAFE ENVIRONMENT	5. RECEIVING AND PROCESSING WASTE	6. WORK WITH OTHER PEOPLE	7. MANUAL HANDLING AND LIFTING	8. PROVIDE CUSTOMER SERVICE	9. WORKING AT HEIGHT	10. MANUAL COLLECTION OF WASTE	11. MECHANICALLY HANDLE WASTE	12. MANUAL STREET CLEANSING	13. LOADING WASTE TRANSPORT VEHICLES	14. TRANSPORTATION OF WASTE	15. OPERATION OF PLANT & MACHINERY	16. CONTROLLING VEHICLE MOVEMENT	17. REPORTING & RECORDING OF INFORMATION	18. SUPERVISION OF OPERATIONS	19. MENTORING AND COACHING	20. RISK ASSESSMENT
Required Competence Level		2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	n/a	2	2
Average Competence Level		1	2	2	1	1	2	1	2	2	1	2	1	2	1	2	2	1	n/a	2	2
Employee 1	Joe Bloggs	2	2	2	2	1	2	2	2	2	1	1	2	3	1	2	3	2	n/a	2	3
Employee 2	Dave Smith	1	2	3	1	1	1	1	3	3	2	2	1	2	2	3	2	1	n/a	2	2
Employee 3	Paul Cooper	1	2	2	2	2	3	2	2	1	2	3	1	1	2	2	2	2	n/a	2	1
Employee 4																			n/a		
Employee 5																			n/a		
Employee 6																			n/a		
Employee 7																			n/a		
Employee 8																			n/a		

Resources Available



What Next?

- SWITCH hosted 3 workshops to “explore the concept of a passport scheme for the resource management industry in Scotland”
- Overall the idea has been very well received and SWITCH will consider next steps /recommendations
- A passport scheme will support our industry on its continuing journey to increase the competence levels of our workforce and hence our safety & health



SWITCH

For the industry
By the industry

For further information and to join
the network

switch@zerowastescotland.org.uk



@switch_forum