



Scottish Waste Industry Training Competency and Health & Safety Forum

(SWITCH)

**APSE
Waste & Recycling Advisory Group**

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(SWITCH)

Outline

- Background to the SWITCH Forum
- Why we think it's important
- Aims and objectives
- How we see it working
- Its structure
- Governance/Membership
- Communication & Engagement
- Q&A



Aim of SWITCH Forum

- Create a common vision and provide leadership for the RM sector in raising standards across the board in the industry
- Work collaboratively to raise these standards in:
 - Health & Safety
 - Education Training
 - Technical Competence



Zero Waste Scotland

Funded by Scottish Government and Strategic lead for:

- Resource management
- Energy efficiency
- Circular economy

Zero Waste Plan - Action 13

ZWS will develop a programme to:

“support continual improvement in Health & Safety and workplace skills in the resource management sector.”



Evidence of Identified Need in Industry

ZWS Scoping Studies:

H&S Training and Competency

- Help improve healthier and safer working practices and reduce the number of accidents and fatalities in the resource management sector

ZWS Skills Academy

- Grow a flexible workforce that will meet the developing needs of a zero waste society



Key Conclusions

ZWS has a facilitating role in driving and ensuring that there are:

“...financial incentives and quality provision available for employers in Scotland to develop their workforces to ensure Scotland has the talent to build, maintain and operate the facilities and processes needed for the transition to a zero waste economy”.

ZWS Skills Academy Scoping Study 2012

- ...“it is envisaged that the sector will work together to formalise these proposals as minimum standards for operating within the industry and to drive up overall standards”.

H&S Scoping Study 2012



HSE

Waste and recycling sector strategy 2012-15

Despite recent improvements, H&S performance remains poor in relation to other industries:

- Fatality rate **9 to 10 times** the all-industry average,
- Transport-related fatal injuries account for **2/3rds** of the total
- RIDDOR non-fatal injury rate **~4 times** the all-industry average
- **80%** of all reported injuries occur during collection and sorting activities
- Potential health risks from emerging processes and activities
- Risks to members of the public because of significant public interface

<http://www.hse.gov.uk/aboutus/strategiesandplans/sector-strategies/waste-and-recycling.htm>



Waste collection – 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 be 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

<http://www.hse.gov.uk/aboutus/strategiesandplans/sector-strategies/waste-and-recycling.htm>



HSE - Workplace accidents

- In 2012/13 there were:
 - 12 fatalities
 - 512 reported major injuries
 - 19 waste and recycling prosecution cases covering 27 offences – all cases resulted in guilty verdicts

<http://www.hse.gov.uk/statistics/industry/waste-recycling/waste-recycling.pdf>



ZWS/CIWM Skills Survey 2013

- 88% agree skills required to do their job has increased
- 81% would like to do more learning and development than they currently do
- 82% more needs to be done to develop the skills of all in the sector
- 81% want a skills framework to help them develop their career
- 91% have engaged in learning, training or development in the past 12 months
- Members want training which is:
 - more focussed, succinct, delivered to small groups
 - relevant "real-world" Scottish examples
 - uses a variety of stimuli and is interactive



SWITCH Strategic Objectives

Seek to create a Resource Management industry that:

- 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

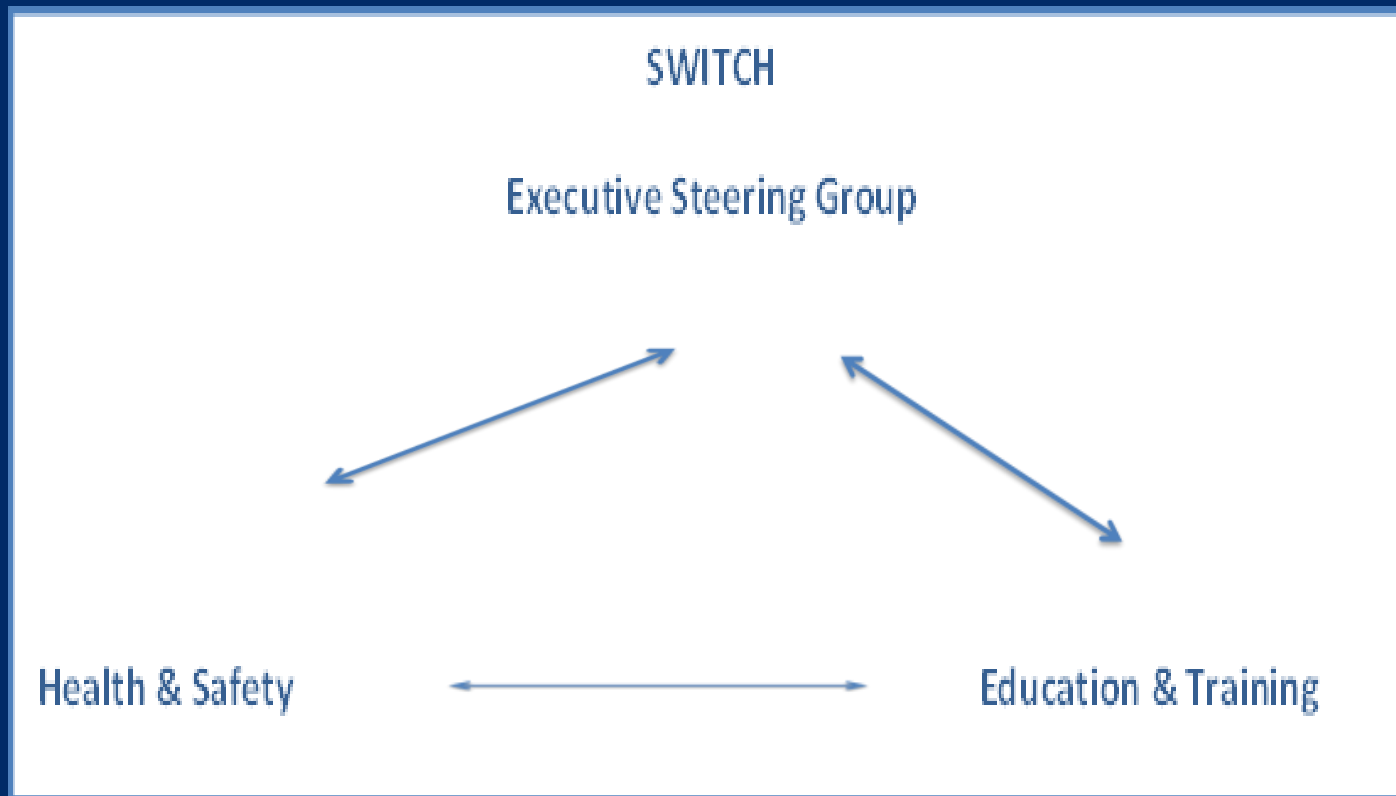


SWITCH Approach

Work collaboratively:

- Identifying emerging issues
- Exploring creative solutions
- Sharing ideas
- Promoting good practice
- Working to achieve high standards across all its working themes

SWITCH Forum - Structure





Members

Scottish Govt

SESA

SDS

STUC

ESP/CDN

WAMITAB

ROSPA

HSE

SEPA

SQA

EU Skills

Union Learn

Resources Assoc

CIWM

ZWS

- LAs: ERC HC WLC NLC
- Private Sector: Viridor Biffa WmTracey Albion Valpak Keenans
- Third Sector: CRNS



ZWS Support

- Chairing ESG for its first year
- Providing Vice-Chairs for Thematic working groups
- Providing the secretariat & Vice Chairs for all SWITCH groups and to co-ordinate:
 - Agendas & Minutes
 - Correspondence
 - Dissemination of information & findings



SWITCH Working Groups

Strategic Objectives

Priorities and Issues for H&S and E,T&C

Governance/Membership

Communication and Engagement Strategies

Frequency of Meetings



SWITCH/WISH

- Add value > the reach of WISH
- Open channels for engagement
- Create communication channels
- ZWS > awareness of SWITCH/WISH through its programmes (grants, LA/Resource Industry support, training /events/voluntary commitments)
- Scottish Reps on WISH Working Groups



Joining Up SWITCH & WISH

- Strong leadership/Involve the workforce
- Build competence (WISH steering group advocate)
- Creating healthier, safer workplaces
- Support SMEs

Scottish Reps so far ...

Lyall Rennie	ERC
John Buchanan	ERC
Susannah Aptowiser	NLC
Colin Clark	HC

Key Messages

- **Action Focus of SWITCH**
- **Non-Duplication of Work of WISH Forum**
- **Collaboration**



SWITCH Forum

Thank you for listening

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