



OFFICE OF RAIL REGULATION

Excellent management of Occupational Health delivers value for money.

Richard Price

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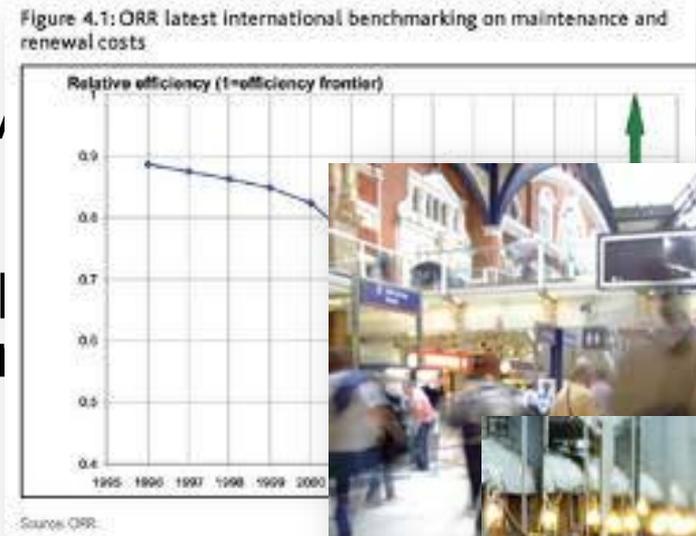
My messages are....

- ▶ An efficient industry has a healthy workforce and excellent safety record
- ▶ Key is excellent management and leadership
- ▶ Our work....
 - ▶ Pushes the industry towards excellence in management
 - ▶ Highlights their responsibility to manage risks properly
- ▶ Based on...
 - ▶ Our strategy for health and safety regulation, which
 - ▶ focuses our resources in a proportionate way on the risks



Our strategic priorities as an integrated regulator are...

➤ Reducing the industry's costs (McNulty review)



➤ / omers

➤ | culture and



Our strategy for health and safety regulation aims to reduce harm...

- ▶ Zero fatalities and ever-decreasing health and safety risk
- ▶ Excellence
 - ▶ In asset management and operations
 - ▶ In **health** and safety management and culture
- ▶ Result
 - ▶ Better management capability
 - ▶ Reduction in risks
 - ▶ Reduction in harm
 - ▶ Reduced likelihood of multiple-fatality incident.



After analysis, our priorities for regulation focus on...

➤ **Risk priorities**

- Level crossings
- Interface system safety
- Infrastructure safety
- Rolling stock
- Workforce safety

➤ **Occupational health**

➤ **Enablers (management):**

- Health & safety management systems
- Competency of people & human factors
- Change management



Occupational ill-health: significant cost

- In 2009/10, total cost to society of: workplace illness ~£8.5 billion; workplace injury (including fatalities) ~£5.4 billion. (HSE)
- New cases of stress and musculoskeletal disorders account for 80% of the total number of self-reported ill health cases in 2009-10.
- Occupational ill-health cost to the industry between £109-163million per annum (RSSB)
- £545 – £815M over the 5-year timeframe

Discussions: PR13 & CP5

- ▶ A reasoned **health** and safety assessment of the business....
- ▶ Deliver excellence in RM3 – for **health** and safety
- ▶ Effective occupational management to reduce the level of work related illness and costs associated with ill-health
- ▶ Strategic Business Plan, January 2013.

ORR Review of Rail Strategies & Action Plans

Fitness for work

General Well-Being

Health Promotion/Education: healthy eating, smoking, alcohol, self-checking

Rectifying no/poor health data to make decisions, e.g. causes of ill-health

To reduce absence & increase employee engagement

Refreshing risk assessments for health

Work with OH providers

Work with EAP providers

Develop project to meet Investors In People Health & Wellbeing Standard

Develop OH targets and metrics

Ergonomic design of train cab/seat

Business benefits of better health management

- Reduced costs;
- Reduced risks;
- Lower employee absence and turnover rates;
- Fewer accidents;
- Lessened threat of legal action;
- Improved standing among suppliers and partners;
- Better reputation for corporate responsibility among investors, customers and communities;
- Increased productivity, because employees are healthier, happier and better motivated.



Modest investment reaps significant benefits. For example, on stress...

- ▶ Today National Stress Awareness Day
 - ▶ Industry has been doing some good work on treatment for trauma – Lynne Milligan going to cover this
 - ▶ TfL – excel at costing their initiatives and Olivia Carlton going to talk about the cost savings of enhancing individuals' resilience for stress
 - ▶ Approaches that work
 - ▶ Learn today: Approaches used to reap the benefits of a modest investment in health

My messages are....

- An efficient industry has a healthy workforce and excellent safety record
- Key is excellent management and leadership
- Excellent managers reap the benefits from managing health.
- There is a financial case for health.
- Modest investment gives value for money.