

Partnership for Occupational Safety and Health in Healthcare

Implementation of sharps
directive 2010/32/EU

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Partnership for Occupational Safety and Health in Healthcare (POSHH)

What is POSHH?

- Sub group of NHS Staff Council
- Representatives from
 - Employers
 - Trade Unions
 - Health and Safety Executive
 - Department of Health

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- Why sharps?
- 56,000 sharps injuries on the UK (EPI net data)
- Fatalities
- Stress and anxiety not only to the immediate victim, but also to their workplace colleagues.

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- UK legislation – many different places over many years – confusion reigns
- Need to bring everything together in one place
- Clarification for everyone concerned

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UK Legislative framework

1974 Health and Safety at Work Act

“Employer to carry out risk assessment because the act lays down that ‘reasonably practicable’ precautions have to be taken to ensure the safety of staff and others on an employer’s premises.”

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- Management of Health and Safety at Work Regulations 1999
 - all employers and self-employed persons must carry out an assessment • of health and safety risks to employees and to others who would be affected
 - there must be a specific assessment of work that may put at risk the • health of a new or expectant mother, or her baby, where women of child-bearing age are employed (Management of Health and Safety at Work [amendment] Regulations 1999)
 - if there are five or more employees, the significant findings must be • recorded
 - risk assessment data must be shared with others (employees and other • relevant persons) and, in specified circumstances, assessments must be reviewed as appropriate.

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u **Dissemination of Information**

- Implementation Guidance
- Revision of *Health and Safety Essentials* 'Needlestick Chapter'
- Sharing good practice and learning from workshops

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Potential Obstacles/sticking points

- Cost
- Buy-in of employers
- Buy-in of staff
- Regulatory bodies
- Reporting

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Cost

- Cost benefit analysis -

[http://www.saferneedles.org.uk/?page=71
&id=5](http://www.saferneedles.org.uk/?page=71&id=5)

- Economies of scale
- Procurement

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Buy-in of employers

- Fragmentation of UK National Health Service
- NHS Employers
- POSHH

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Buy-in of staff

- Trade Unions
- Resistance of medical profession
- Engagement with
 - ❖ British Medical Association
 - ❖ Royal College of Surgeons

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Regulatory bodies

- Health and Safety Executive
- Health Protection Agency
- NHS Litigation Authority

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Reporting

- National Reporting
- RIDDOR
- Local Reporting
- ❖ Responsibility of employers to set up reporting framework and ensure compliance
- ❖ Responsibilities of employees

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- Key to partnership working
- Buy-in of all parties
 - ❖ Employers
 - ❖ Trade Unions
 - ❖ Enforcement bodies

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NHS Employers view:

- This is already in legislation so it should be in place already
- There is no need to wait for implementation of the Directive in UK legislation
- Cost is not an issue – this is about risk and the safety of staff
- This was negotiated by management in partnership with staff side colleagues – on your behalf



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Implementation: NHS Employers contribution

- NHS Employers web pages
- POSHH web pages
- Workshop events
- Speaking at conferences and workshops
- Inclusion in the wider health and well-being agenda

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Reflections on the partnership approach:

- Time limit concentrated the minds of those taking part
- All views respected
- All contributions accepted and discussed
- No “point scoring”
- Willingness to “go the extra mile” to ensure a good result
- Good natured negotiations