

**FACK Demands on government and employers 2020**

 **‘We didn't Vote to die at work so stop killing us!’**

**No-one should be killed at work & employers escape justice**

<http://www.hazards.org/deadlybusiness/>

**1. Publish real figures and facts about harm caused by work so workers know the risks**

The Health and Safety Executive, HSE, does not record or report all deaths caused by work and so dramatically underestimates the real risks to workers. FACK demands that the HSE records and report all deaths caused by work in incidents (including road, air and sea deaths, suicides and members of the public killed by work activities), plus all deaths caused by all work-related illnesses. <http://www.shponline.co.uk/article.asp?article_id=8265&viewcomment=1> <http://www.hazardscampaign.org.uk/blog/the-whole-story-work-related-injuries-illness-and-deaths>

**2. Publicise fact that business shifts the cost of their poor health and safety onto all of us**

Workers families pay the whole human cost of death at work in heartbreak and life-time loss of people they love. Employers pay around 20% of the over £30 billion official financial cost of the harm work causes, the government pays 22% and workers and their families pay the vast majority 58%. <https://www.hse.gov.uk/statistics/pdf/cost-to-britain.pdf>

**3. Hold Directors to account by giving them positive legal duties for health and safety**

Directors, not just companies, must have a positive legal duty for the health and safety in their organisations so that they act to prevent harm, and can be held accountable if they fail, and liable to go to jail if they commit Gross Negligence Manslaughter. <http://www.hazardscampaign.org.uk/blog/nine-demands-for-organising-around-safety-hazards-campaign-discussion-document>

 http://www.hazardscampaign.org.uk/fack/news/nwaerosols.htm;

**4. Increase enforcement of health and safety at work to save lives**

 Inspections, enforcement notices and prosecutions have all declined massively in recent years. Good laws are worthless if not enforced. The HSE budget cut by 50 %, Local Authorities cut by so much that many do hardy any enforcement at all. They must be better funded, tasked with carrying out preventative inspections and taking action before workers are killed or harmed. Workers must be aware of the real risks to their lives and health at work, their employers’ legal duties to protect them and what they can do about getting their legal rights to safe, healthy workplaces enforced. <http://www.hazardscampaign.org.uk/blog/a-manifesto-for-a-health-and-safety-system-fit-for-workers-decent-jobs-and-decent-lives>

**5. Stop deregulation of health and safety**

The reality is that regulation and enforcement of health and safety at work is too lax. Government obsession with deregulation, light touch regulation, self-regulation, and trusting business to behave, has brought us worldwide economic recession. Deregulation of he4alth and safety since 2010 based on lies of ‘burdens on business’ and too much ‘red tape’ is putting workers at far greater risk of injury, death and illness and led directly to the Grenfell fire. <http://www.hazards.org/votetodie/bluemurder.htm> <http://www.hazards.org/deadlybusiness/>

**6. Investigate all workplace deaths and major injuries**

All deaths and major injures at work must be properly investigated, not just the roughly 1 in 20 at present. The ‘Joint Protocol on Work– Related Death’ must be made to work effectively across the country, and enforcement and prosecution policies correctly implemented in all cases. <https://www.hse.gov.uk/pubns/wrdp1.pdf>

**7. Support for workers in ensuring employers comply with H&S law**

The HSE and local authorities must respond more proactively to workers afraid for their safety and must enforce employers’ compliance.

**8. Free legal representation for families of those killed at work**

 All families of those killed at work must be provided with free legal representation from the start of the investigation procedure up to and including the Inquest, to ensure equality of arm with employers and to prevent the rights of families from being violated.

**9. Help for victims families as victims of crime**

In rare cases when employers are charged with Corporate Manslaughter or Gross Negligence Manslaughter, families may be given support from the Home Office Victim Support scheme. However, specific exclusion of those harmed by breaches of Health and Safety at Work Act, HASAWA , in The Code of Practice for Victims is unfair and must end. HASAWA is criminal law, and those harmed by employers breaking it are victims of crime. Victims Support, the Victims Help line and support services including special counselling and long term support at school must be provided for the children of those killed at work to prevent long term detriment.

**10. Support for TU safety reps—they save lives**

Union organised workplace with safety reps and full consultation rights are twice as safe as workplaces without this, as much research proves. Government must ensure that workers know this, are able to and encouraged to join a trade union http://www.hazards.org/unioneffect/index.htm

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