



## Workload: Bargaining Strategies

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# Gaining bargaining control

## **Bargaining Aims**

Knowing what a 'good enough' workload looks like....

## **Bargaining Rights**

- Local Recognition Agreement - Terms & Conditions
- Contract law – significant variations
- Safety law – consultative
- Equality law – consultative

## **Bargaining Forums**

- Negotiating & Consultative Committees - working group
- Safety Committee (SRSC Regulations)
- Equality Committee

# Some Solutions

- Critique the model
- Individually map the work, analyse job tasks / measure everything
- Allocation Model – Generous hour allocations, Headroom tariffs

## **Agreement**

- Formally tie the model and the parameters of the contract
- Embed HSE duty to conduct an OSRA
- Establish load monitoring mechanisms inclusive of safety inspections and/or surveys
- Introduce working groups

## Employers' duty to make workloads safe

- **Health & Safety at Work Act 1974** – require the job and environment to be safe
  - **Contract law** – general duty of care
  - **Management Regulations 1996** - a risk assessment of anything causing significant harm. \*
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- **Health Safety Executive (HSE)** – primary target, reduce work-related stress - Organisational Stress Risk Assessment \*

# Options

## Assessments – shifting burden of proof

- Stress test the model - *Workload Model Risk Assessment*
- Stress test Organisation, inclusive of excessive workload - *Organisational Stress Risk Assessment (OSRA)*

## Creating leverage

- Complaining to the Safety Regulator, HSE
  - - Evidence of breach
  - - Consequences of breach
- Register a safety disputes (Collective, Trade)
- Issuing interim safety protective advice