

CIRCULAR ECONOMY COMPETENCES MAKING THE CASE FOR LIFELONG LEARNING

co-hosted by

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Scottish Waste Industry Training, Competency, Health & Safety Forum



Fiona Craig, Zero Waste Scotland / SWITCH Ambassador

Why?

16 times the average rate across all industries

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



Workplace injuries Fatalities

In Waste:

- There were **12** fatal injuries in 2017/18
- This is slightly above the annual average over the last five years (annual average **8**, 2013/14-2017/18)
- Over the same five year period, **32%** of deaths were due to contact with moving machinery, **27%** struck by a moving vehicle and **15%** struck by a moving/falling object

Source: RIDDOR

Waste compared with other industries



Source: RIDDOR, annual average 2013/14-2017/18

Why?



Workplace injuries

Labour Force Survey – HSE’s preferred data source for non-fatal injuries

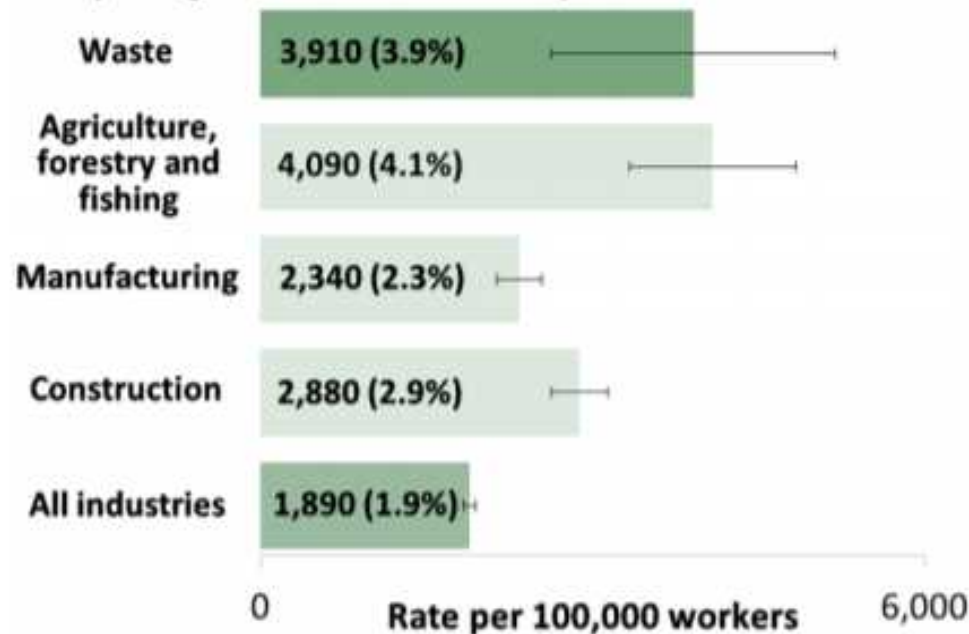
In Waste:

- There were an estimated **5,000** workers who sustained an injury at work

Source: LFS, annual average 2011/12-2017/18 (latest 7 years)

3.9% for waste
1.9% across all industries

Comparing rates of non-fatal injuries in Waste



- Around **3.9%** of workers in Waste sustained a workplace injury which is **statistically significantly higher** than the rate for workers across All industries (1.9%)
- This is similar to the rate for Agriculture, forestry and fishing (4.1%)

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

Source: LFS, annual average 2011/12 - 2017/18 (latest 7 years). 95% confidence intervals are shown on the chart

Why 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 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>





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

Scottish Government: Zero Waste Action Plan 2014

“ We want to make sure Scotland’s workforce has the right skills to take advantage of opportunities from a more circular economy.”

Scottish Government: Making Things Last 2016

<https://www.gov.scot/publications/making-things-last-circular-economy-strategy-scotland/>



Scottish Waste Industry Training, Competency, Health & Safety Forum

Multi-agency Partnership – no one organisation can do it

Providing leadership for the resource management sector

Ownership – collective responsibility

Working collaboratively to set and raise standards in H&S, training, learning, development and **competence**.

2014

Engagement & Partners



SQA



CIWM

Aberdeenshire
COUNCIL



West Lothian
Council

barr



HS

Health and
Safety Executive



RESOURCEASSOCIATION



The Resource Management Industry:

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 Competence Framework



Launch of health and safety framework in Scotland



SWITCH Competence Framework Assessment Tool - Level 1

EMPLOYEE NAME: David Smith

Please read the requirements for each of the competences shown below that are applicable to your job role. For each requirement, rate yourself using the following descriptions and select either L, J, or N from the drop down menu next to each requirement.

COMPETENCE LEARNING DESCRIPTIONS:

- L I have very little knowledge or experience of this and would need some guidance or further training to undertake.
- J I have enough breadth of knowledge to do this confidently on a regular basis without any support.
- N I am very confident I can do this and I will have developed such a high level of knowledge and/or experience that I could help others develop skills required for my job role.

COMPETENCE	Level 1	Level 2
DRIVING - MANUAL TRUCK - MACHINE	1	1
with the organisation's safe working practices and procedures	1	1
regulation and regulations including environmental, animal and highway legislation	1	1
emergency situations/incidents in accordance with approved organisational procedure	2	2
with the organisation's procedures for reporting accidents, incidents and dangerous occurrences	3	3
with the environmental legislation and instructions relevant to my area of work	1	1
mental non-compliance within my area of responsibility to the appropriate person	2	2
with my responsibilities in relation to the health, safety and security arrangements for my area of work	3	3
and around the work area and understand the procedures for reporting known risks to others	3	3
different methods to reduce risks for any hazards identified in my area of work	4	4
of the regulations and understand how to report/record any accidents/incidents and dangerous occurrences to	2	2
and importance of COSHH assessments at all stages of the work	1	1

<https://www.zerowastescotland.org.uk/content/safety-paramount-switch-safety-and-skills-waste-industry>

WASTE OPERATIVE COMPETENCIES	MRF	HWRC	COLLECTION	DRIVING	MANUAL STREET	MACHINE
COMPLY WITH WASTE LEGISLATION	✓	✓	✓	✓	✓	✓
COMPLY WITH EMERGENCY PROCEDURES	✓	✓	✓	✓	✓	✓
COMPLY WITH ENVIRONMENTAL LEGISLATION	✓	✓	✓	✓	✓	✓
MAINTAIN HEALTHY & SAFE ENVIRONMENT	✓	✓	✓	✓	✓	✓
PROCESS RECEIVED WASTE	✓	✓	✓	✓	✓	✓
WORKING WITH OTHER PEOPLE	✓	✓	✓	✓	✓	✓
MANUAL HANDLING -OBJECT HANDLING	✓	✓	✓	✓	✓	✓
PROVIDE CUSTOMER SERVICE	✓	✓	✓	✓	✓	✓
WORKING AT HEIGHT	✓	✓	✓	✓		
MANUAL COLLECTION OF WASTE			✓		✓	
MECHANICALLY HANDLE WASTE	✓	✓	✓		✓	✓
MANUAL STREET CLEANSING					✓	
LOADING WASTE TRANSPORT VEHICLES	✓	✓		✓		✓
TRANSPORTATION OF WASTE				✓		
OPERATION OF PLANT & MACHINERY		✓		✓		✓
CONTROLLING VEHICLE MOVEMENT	✓	✓		✓		
REPORTING & RECORDING OF INFORMATION	✓	✓	✓	✓	✓	✓
SUPERVISION OF OPERATIONS	✓	✓	✓	✓	✓	✓
MENTORING AND COACHING	✓	✓	✓	✓	✓	✓
RISK ASSESSMENT	✓	✓	✓	✓	✓	✓

STATEMENTS	LEVEL 1	LEVEL 2	LEVEL 3
MAINTAIN HEALTHY & SAFE ENVIRONMENT	Understand & comply with health & safety and security arrangements relating to the work area within own area of responsibility.	Monitor, maintain and communicate all health & safety and security arrangements within own area of responsibility.	Develop, communicate, implement and manage health and safety policies and procedures and ensure all are adhered to.
	Be aware of and communicate to others the known risks that may be present in and around the work area.	Be able to investigate and report accidents, incidents and dangerous occurrences on site in line with policies and procedures and implement agreed actions.	Monitor, report and review accidents, incidents and dangerous occurrences at site and liaise with external agencies and health and safety department. Have knowledge of RIDDOR regulations.
	Understand hazards and methods to reduce risks and follow all reporting mechanisms.	Manage hazards & risks within area of work, also communicating risks to others.	Develop, communicate, implement and manage site security policies and procedures.
	Follow organisational procedures to comply with Duty of Care regulations. Report/record accidents/incidents/and dangerous occurrences to relevant persons	Follow Duty of Care and investigate and report on accidents, incidents and dangerous occurrences.	Manage & monitor external contractors.
	Understand health and safety implications in own area of work and work in accordance with organisational procedures to minimise incidents occurring. Understand and be aware of the importance of COSHH assessments in all aspects of work carried out.	Understand requirement for health surveillance & monitoring including those within COSHH assessments and ensure they are undertaken as appropriate	Develop, implement, communicate and review risk assessments including COSHH assessments for working areas.
			Ensure compliance with Duty of Care and monitor, report and review accidents, incidents and dangerous occurrences at site and liaise with external agencies and health and safety department.
		Develop, implement, communicate and review procedures for health surveillance and monitoring.	

- Aimed at providing a baseline for the industry to improve competence, and hence health and safety
- Includes significant focus on health, safety, the environment
- Organisations can assess the appropriateness and effectiveness of training in particular induction training
- Support the identification of areas for development
- Support ongoing performance management and assessment
- Inform training needs and programme design
- Support Career planning

Communication Events

Sharing Practice Events



- CIWM Scotland Newsletter
- Journal Articles
- Briefing Notes
- Web Copy
- E-bulletins

Focus on Specific Themes

- Reducing Fire Risk at Waste Management Sites
- Occupational Health & Well-being
- Transport Plans

Industry need - Waste Passport Scheme



Series of focus groups held in 2017 attended by organisations from across the public, private and third sector.

Reasons for a passport scheme being considered;

Resource Management is a hazardous Industry with no mandatory standard health & safety training contextualised to the activities of the sector

Several recent fatal accidents a year occurring in the UK and many more non-fatal; the most common kinds of accidents are caused by slips and trips, handling, lifting or carrying, and being struck by moving objects.

Developing and maintaining the knowledge, skills and competence of the workforce is essential in mitigating the risk of accidents.

Ability to benchmark against other industries such as CSCS in Construction and MIST in Oil & Gas

Benefits of a Health & Safety Passport Scheme



- In addition to keeping the resource management workforce safer, it will ensure that an industry wide standard is determined, measured and met, driving consistency in safety training and reduced duplication/ repetition of core health and safety training.
- The passport scheme will be designed to provide on-site evidence that an individual has demonstrated an appropriate level of knowledge on health, safety and environmental awareness issues, as determined by SWITCH.
- Aligned to the Health & Safety elements of the SWITCH Competence framework - providing a baseline of competences within the industry for entry level roles.

- Individuals who qualify for registration are issued with a card and appear on the EUSR website
- Record stays with the individual as they move between companies or industries
- A robust method of skills verification and proof of training - available 24/7 via mobile app or website

Records can be accessed in real-time using technology to enable effective control of competent worker activity



Card



Smartphone



Website

Next Steps



done

Phase 1

- Focus groups and stakeholder consultation
- Minimum standards/ training agreed
- Process design and development



in progress

Phase 2

- Quality assurance of training providers / deliverers
- Training programme approval

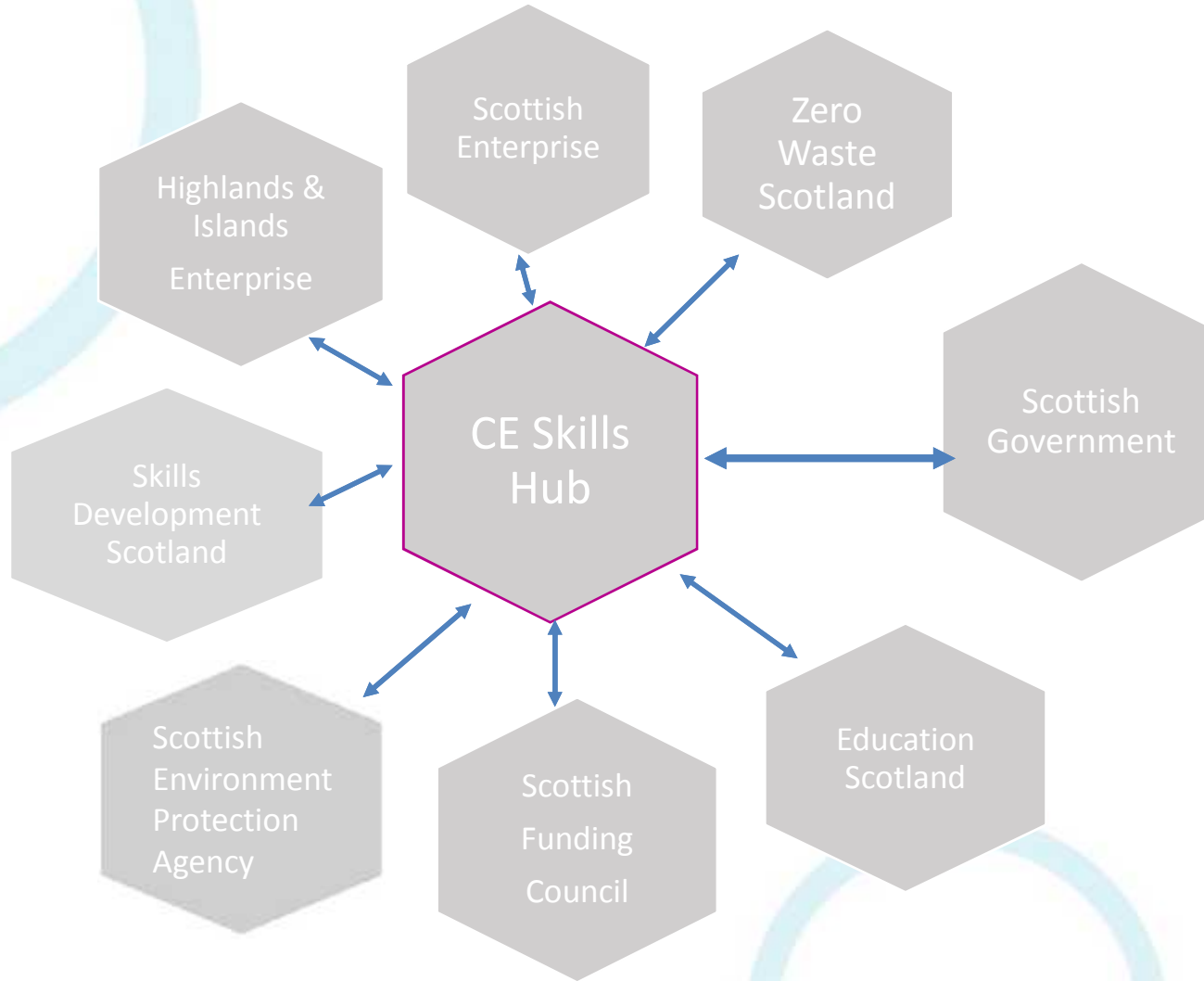


in progress

Phase 3

- Embed across the waste industry in Scotland
- Develop any bespoke system/ reporting requirements
- Progress HSE/SEPA acknowledgement to the scheme

CE Skills & Education Hub Interface Map



**Thank you,
and let's keep in touch!**

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