

Fighting for the living

On Workers Memorial Day we met at the statue of the Building Worker by Tower Bridge and remembered the 20 killed in London last year and all those killed by industrial accidents and diseases.

In particular we thought about the garment workers killed in Rana Plaza, Dhaka, Bangladesh, when an illegally constructed factory complex collapsed: we now know the total number of bodies recovered is 1,127.

Rana Plaza illustrates how easy it is for companies to get away with murder when profits come before safety, when workers have no rights to organise, when there is no examination of workplaces by independent factory inspectors.

Our speakers condemned recent attacks by government: the scrapping of the Crane Register, Hard Hat Regs and the Management Regs code of practice. All condemned the 35% cut in HSE which will lead to more deaths.

Another important day was 21st May when Frank Morris, the Unite electrician sacked last September from the Crossrail Project for raising safety issues, went to the Employment Tribunal. His case has been referred to the Crown Court. Protestors outside the tribunal offices demanded an end to the blacklisting of workers for trade union activities.

Currently, all our safety is threatened by the planned cuts to the fire service. And many workers face deteriorating conditions.

Do we need a London Hazard Centre?

This question was asked in the very first newsletter in October 1984 when the



Stop Work Cancer. One of many protests by Hazards Centre supporters. On the right is Simon Pickvance – of the Sheffield Occupational Health Project – who sadly died of mesothelioma at the end of last year

Centre had just opened. It reported: "In its first four months, about 35% of people or groups wanted advice on asbestos identification or removal – on estates, in schools and in workplaces." So it is fitting that this issue – possibly the last – highlights recent developments in asbestos compensation – not good. History has certainly vindicated the emphasis placed over the years on advising Londoners about the dangers of asbestos.

That was then... That's not now...

On 30th June we close the office in Belsize Park and the Centre, as always, will face an uncertain future. At time of writing our best hope rests with a bid to Trust for London to provide a small grant to assess

both the need for a Hazards Centre and the capabilities of delivering modern relevant services. We are not inspectors or safety consultants.

Crucially, even if we get the grant we will need affiliations and donations more than ever. If we do not get the grant we will probably close. The Centre stayed open all these years because of the loyalty of our supporters.

Thanks for that support.

Follow us on Twitter
@LondonHazards for
selective retweets from
NIOSH, HSE and others.

Pleural plaques

New developments show that pleural plaques may be a factor in the development of mesothelioma

Pleural plaques are areas of scar tissue on the pleura, or lining, of the lungs. They can develop and are seen on X-ray or CT scan years after exposure to asbestos. Because they are not the same as asbestosis or a pre-malignant form of cancer it has been considered that they generally do not cause long-term health problems (British Lung Foundation).

A very large scale study in France over seven years looking at the possible association between pleural plaques and the development of pleural mesothelioma has, however, found that pleural plaques may in themselves be a risk factor for the development of mesothelioma (Pairon, 2013). Retired or unemployed workers previously occupationally exposed to asbestos were invited to participate in a screening program for asbestos-related diseases, including CT scan, organized between October 2003 and December 2005 in four regions in France. Randomized, independent, double reading of CT scans by a panel of seven chest radiologists focused on benign asbestos-related abnormalities. A 7-year follow-up



Pleural plaques protest at House of Commons 2007 when compensation was scrapped

study was conducted in the 5287 male subjects for whom a chest CT scan was available to find out, using benefit claimant information, to see if they then went on to develop mesothelioma. Diagnosis certification was obtained from the French mesothelioma panel of pathologists. There were 17 cases of mesothelioma in the sample in the period of study. Statistical tests were used to estimate the likelihood of there being a link between mesothelioma developing and the presence of the plaques and they showed this number of cases is statistically significant.

Pleural plaques used to be eligible for small amounts of compensation on the basis that it caused anxiety and distress because victims would be worried a more serious illness could develop. In October 2007 the House of Lords ruled that workers who have developed pleural plaques would no longer receive compensation, upholding an earlier Appeal Court decision to withdraw a right which

had existed for 20 years, and saving insurers of companies who exposed their workforce to asbestos more than £1bn over the next four decades. In Scotland in 2009 MSPs passed the Damages Act in 2009, allowing claims to be made – with the likely cost estimated at between £7m and £9m. The insurance industry tried to use the European Convention on Human Rights to get the Damages Act scrapped, and on the basis they should not have to pay for something that may not happen. But in October 2011, the UK Supreme Court dismissed the insurers case. Compensation is paid for pleural plaques in Scotland (BBC). The question is will this compensation be restored now we have seen the results of this large French study?

Mesothelioma Action Day 2013

Friday 5th July

12 mid-day at
Stratford Old Town Hall

Speakers, light buffet, and release of doves to remember loved ones who died of the asbestos cancer mesothelioma and other asbestos diseases.

▲ Pairon JC and others (2013) *J Natl Cancer Inst* (2013) 105(4): 293-301. doi: 10.1093/jnci/djs513
BBC (2011) <http://www.bbc.co.uk/news/uk-scotland-glasgow-west-15264262>

Asbestos Compensation Bill "too weak"

Watered Down Mesothelioma Bill disappoints asbestos campaigners

The Queen's speech at the beginning of May announced "Legislation will be introduced to ensure sufferers of a certain asbestos-related cancer receive payments where no liable employer or insurer can be traced." but the Asbestos Victims Support Group – the UK umbrella organisation – was extremely disappointed.

The proposed bill will mean the insurance industry will have to pay out to victims when the insurer cannot be found but payouts will be 30% lower than is standard for mesothelioma payouts and will not cover all those with fatal asbestos illnesses: lung cancer or cancer of the larynx; or asbestosis.

When the Labour government first put forward the scheme in 2010, it was meant to apply to all those with fatal asbestos-related conditions who could not trace an insurer and only those diagnosed after July 2012 will be eligible for payouts.

Membership of the new government scheme will be compulsory for all employers' liability insurers, who will fund the payouts. It will not look at individual cases, but instead pay a flat fee banded by age and calculated as 70 per cent of the average paid out.

The law has been watered down after extensive lobbying from the insurance industry. Department for Work and Pensions minister Lord Freud met insurers 14 times about asbestos between October 2010 and September 2012. Over the same period, he met victims' groups twice.

▲ See Emily Duggan, 5th May 2013, <http://www.independent.co.uk/news/uk/home-news/exclusive-victims-blame-insurers-for-insulting-asbestos-payouts-8604128.html>

Russia keep your deadly asbestos in the ground!

Protesters outside the Russian embassy in Kensington on 26th April, led by the GMB union, urged Russia urging them to stop mining and exporting asbestos. Russia is, by far, the world's biggest producer of asbestos, mining one million tonnes of asbestos fibre every year; this equates to half of all global production. In recent years, annual production of Russian asbestos has been one million tonnes. Other big producers are China, Brazil and Kazakhstan which in 2011 mined 440,000 tonnes (t), 302,300t and 223,100t respectively.

The majority of asbestos use nowadays takes place in Asia and Eastern Europe; in 2011, the top three users were: China (637,735t), India (321,803t) and Russia (251,427t).

Protestors knew Russia was planning to block action to list chrysotile as a hazardous material at a meeting – the 6th Conference of the Parties to the UN Rotterdam Convention attended by 170 countries – meeting in Geneva on 7th May. At this meeting the Convention's expert scientific body (the Chemical Review Committee), for the fourth time, was recommending

chrysotile asbestos be placed on the Conventions list of hazardous substances. The Rotterdam Convention requires that countries exporting hazardous substances practice responsible trade and obtain prior informed consent before exporting a hazardous substance on the Convention's list, thus enabling countries to protect the health of their citizens and the environment. It would not be a ban but another step on the way to ending the global trade.

The Conference was also considering listing deadly pesticide paraquat as hazardous.

However, the "Dirty-7" countries Russia, Ukraine, Kazakhstan, Zimbabwe, Kyrgyzstan, Vietnam and India succeeded in blocking both listings. Asbestos campaigner Laurie Kazan-Allen said: "There was no question that this was a well-orchestrated political campaign which had been spearheaded by Russia."

▲ See: <http://ibasecretariat.org/lka-rotterdam-convention-activists-diary-may-2013.php>



MERSEYSIDE ASBESTOS SUPPORT GROUP

Protest outside Russian Embassy 26th April 2013

"Safe at Work? Ramazzini versus the attack on Health and Safety"

Monica Gort reviews Dave Putson's forthcoming book.

Dave's book comes at an auspicious time with many of the issues he highlights having a distinct relevance today; long working hours, poor working conditions, education having to be paid for, imprisonment for daring to challenge the establishment, lack of health and safety enforcement – the list goes on.

I first met Dave on a TUC Stage 2 health and safety course and have been privileged to bear witness as his interest and commitment to health and safety has grown over the years. I have always been impressed by Dave's energy and enthusiasm for taking what he learnt on courses back to his members and branch and for raising the issues with management. His persistence in challenging the employer to ensure they met their health and safety legal obligations has known no bounds and has brought real improvements for the workforce.

I chuckled when I read Dave's opening sentence where he comments on us being '...the most technologically advanced civilisation yet to grace this planet,' because Dave is the only person

I know who does not possess a mobile phone! This says a lot about his character; someone who leads his life according to his beliefs and has not allowed himself to become distracted by the ever growing materialism and greed of the 21st century. He is someone who has always stood by what he believes in and this comes through in this book where he successfully places health and safety within the political context of the time as well as integrating the history of the trade union movement fully within the history of health and safety legislation.

This book is incredibly well researched and provides an important contribution to the history books, indeed fills a gap, and is an invaluable source of information for trade union health and safety reps and anyone else with an interest in health and safety. I know of no other book that tackles the issues that Dave has addressed, and so competently.

Thanks Dave for your ongoing friendship and for inspiring me to never give up in challenging what we know to be wrong.

**Monica Gort, WEA /TUC Course
Organiser**

HEALTH AND SAFETY AND THE CUTS PUBLIC MEETING AND BOOK LAUNCH

**MONDAY 24TH JUNE
6.30pm – 8.00pm**

**WEA London Region,
96 – 100 Clifton Street
London EC2A 4TP**

SPEAKERS

- ▲ Tony O'Brien –
Construction Safety Campaign
- ▲ Simon Hester –
Prospect & HSE Inspector
- ▲ Frank Morris –
Blacklist Support Group
- ▲ Ian Leahair –
*FBU – Executive Council
(London Region member)*

Refreshments provided by:
Thompson's trade union solicitors.

All welcome but please let Monica know mgort@wea.org.uk or
0207 426 1976

*"Safe at Work? Ramazzini versus
the attack on H&S"* by Dave Putson
is published by Spokesman and
costs £15.

RIFT – UCATT'S tax refund partner gets £6,884 for scaffolder

RIFT are proud to announce that they have recently renewed their partnership with UCATT for another two years ensuring UCATT members don't miss out on tax refunds that they could be due.

If you are employed (PAYE) and drive your own vehicle to different sites, then the taxman probably owes you money for your travel expenses – which could be around £2,500 if you haven't claimed

before (based on a 4 year claim). Even if you travel by public transport or are paid some expenses by your employer, you may still be able to claim.

For the last 7 years, RIFT have been working with UCATT to raise awareness of the fact that so many construction workers are missing out on a refund from the taxman. UCATT's recent renewal of this invaluable partnership is testament to their belief in RIFT's service and values.

UCATT's General Secretary, Steve Murphy, underlined the importance of



*Scaffolder and UCATT member,
Andrew Richards receives, tax refund*

working closely with RIFT, particularly as the industry continues to face difficult circumstances: "RIFT provide an invaluable service to the construction industry. They've already helped over 20,000

Londoners will wait twice as long for an engine if fire cuts go ahead

"In our service, seconds count" says Paul Embery, Fire Brigade Union Regional Secretary for London, "those seconds are often the difference between life and death for people trapped in a fire. A fire quadruples in size every two minutes, and the human brain can survive for no more than a few minutes in a smoke-filled environment."

"These cuts will result in deaths and injuries which could otherwise have been avoided. In the light of this data, it is an insult to the intelligence for the mayor and brigade bosses to suggest otherwise."

The London Fire Brigades Union, FBU, has forced the Brigade to release figures showing many London wards will be expected to wait for up to four minutes longer for a fire engine in an emergency. London Mayor Boris Johnson wants to close 12 fire stations, remove 18 engines and slash 520 frontline firefighter posts to save money and all it will save is seven pence – 7p – per household.

Until now, the mayor and Brigade bosses have focused their defence of the cuts on 'average' response times across the whole of London, claiming that this would increase by only 15 seconds for the arrival of the first fire engine at an incident and 16 seconds for the second fire engine.



Matt Wrack General Secretary FBU on the 25th Anniversary of the Kings Cross Fire also talking about current threats to the London Fire Service

However, when the figures are broken down into local wards, the picture tells a very different story, with response times in many areas significantly affected, even doubling in places where the local stations have been earmarked for closure. Residents of Clapham Town ward will see response times rise from 3 minutes 56 seconds to 7 minutes 53 seconds, while those living in Bow East will wait for 7 minutes 20 seconds, up from 4 minutes 9 seconds.

The number of wards which would find themselves outside of the brigade's own targets for the arrival of the first and second engines six and eight minutes

respectively - would rise by 40 to 267.

Paul Embery says:

"Now the cat is well and truly out of the bag. Under pressure, the brigade has been forced to publish figures which tell the true story. For all the talk of 'average' response times, it's actual response times that count, and these stand to increase significantly in some areas as a result of the mayor's cuts."

"It is time now for them to come clean with Londoners about the real impact of these cuts, and to abandon their proposals in the interests of public safety."

SAVE OUR FIRE SERVICES – THINGS to DO:

- ▲ **E-petition here:**
<http://epetitions.direct.gov.uk/petitions/41043>
- ▲ **Follow:** @LondonFBU on Twitter for regular campaign updates.
- ▲ **Log on to:** london-fire.gov.uk/lsp5.asp to take part in the public consultation.
- ▲ Encourage family and friends to participate too.
- ▲ The consultation ends on 17th June so there is still time to respond. It is long & offputting so if need be go to Question 24 and DISAGREE!

workers nationwide to reclaim over £46 million. It is crucial, particularly in these struggling economic times, that RIFT and UCATT continue working in partnership to reclaim the money that our members are entitled to from the taxman."

RIFT and UCATT are working together on developing and delivering a nationwide communications campaign, which will be championed by each of UCATT's regional offices. UCATT officials and workplace representatives will ensure that the information and materials are distributed to as many members as possible, ensuring that they all know what they are entitled to claim for and encouraging them not to miss out and avail of the service.

Jan Post, RIFT Managing Director, said "RIFT are delighted to continue building on

the strong partnership that we have established with UCATT over the years. I am confident that this partnership will reap great benefits for UCATT's members."

So we're delighted to be able to offer UCATT members a reduced fee of 25% + VAT, only payable if we successfully get you a refund from the taxman so there's no upfront costs.

RIFT got long-standing UCATT member Andrew Richards a tax refund of £6,884.18 and here's what he has to say about his experience: "A scaffolder by trade, I've been a UCATT member for over 16 years. It was through UCATT that I found out I was entitled to a tax refund with RIFT. I'm using the money for a family holiday to Spain. And, like all Dads, I've given some of the cash to my kids!"

- ▲ **If you'd like to find out if you're due a tax refund whether you are a UCATT member or not, ask us for free! We'll also fill out your forms by phone or on-site, and our friendly advisors will answer any questions you have. Don't miss out on what you're entitled too. Just give us a call today on 01233 653973, visit riftuk.com, text RIFT UCATT to 80010 or email info@riftuk.com**

24 Do you agree or disagree with the reductions in fire stations, fire engines and firefighter posts?

- ☐ Agree
☒ Disagree

Workers Memorial Day London 2013

Hundreds gathered to hear speeches from Len McCluskey, Unite General Secretary, Tony O'Brien, Construction Safety Campaign, Jerry Swain, Secretary London Region UCATT and Margaret Sharkey London Hazards Centre. They said one workplace death was too many and that we need to step up the fight to protect workers from bad employers and bad governments.

Last September the Trade Union Congress, TUC, called on its General Council to:

i) mount a vigorous political, public and industrial campaign to prevent the weakening of health and safety laws and to support the right of all workers to enjoy effective health and safety protection, regardless of their employment status or workplace

ii) support a lobby of the government to review and revise the decision to cut the Health and Safety Executive budget by 35 per cent.

We are still waiting for signs of such a co-ordinated campaign but pleased to report that finally two of the construction unions – Unite and UCATT – did get together to organise a meeting in the



Len McCluskey, General Secretary of Unite speaking at Tower Hill, Workers Memorial day 2013

House of Commons on June 11th to give their members the opportunity to brief MPs on the effects of the current attacks on health and safety. The lobby was due to be preceded by a short march from Trafalgar Square called by UCATT London Region.

▲ The TUC has produced a manifesto: **Health and Safety: Time for Change** with information about the attacks.

London Hazards Centre Survival Strategy

If the Centre is to survive (see page 1) there is a desperate need to quickly raise significant amounts of funding from the trade union movement. As a minimum we need to treble the amount we bring in from affiliations and donations.

This could be achieved if:

- ▲ safety representatives encourage their unions **to affiliate to the Centre at both national and regional level – costing just £200 and £100.**
- ▲ national and regional unions can be encouraged to **make one off donations of at least £1,000.**
- ▲ national and regional unions **write and encourage their branches to affiliate – cost £50.**

We are wanting to increase this core income sufficiently to employ a worker –

even if it is just for one day a week.

If we are awarded the Trust for London grant it will fund the process of revitalising the organisation and the development of a robust funding strategy. Meanwhile things will go: the free telephone helpline; inspections; free training and other advice work.

We will produce the Newsletter, help organise activities on Workers Memorial Day, Mesothelioma Action Day, maintain the website, respond to consultations about changes in Regulation, organise some meetings about topical issues.

We need you!

We also need more people to come forward help us build up a network in London of campaigners interested in workers rights, environmental justice and fighting the attacks on safety.

National Health & Safety lobby of Parliament 11th June

End attacks on workplace health and safety

A meeting in the House of Commons from 1pm to 3pm in Committee Room 14. There will be a march to the House of Commons from Trafalgar Square: assemble 11am.

Ramazzini versus the attack on health & safety

by PCS rep Dave Putson

Book Launch and Health & Safety meeting Monday 24th June, WEA, Clifton Street, 6pm

The Healthy Workplace

SERTUC Health & Safety Reps Seminar

on Thursday 31 October Congress House 10am. More details in due course.

Blacklist Support Group

Actions all the time join their open group on FACEBOOK

Financial Appeals

For George Tapp – hospitalized (run over) – in a Blacklist Support Group protest

Donations can be made by sending a cheque payable to 'Salford TUC George Tapp Appeal' c/o Salford Unemployed and Community Resource Centre, 84-86 Liverpool Road, Eccles, Salford, M30 0WZ. Thanks.

For Steve Acheson protesting at Fiddlers Ferry. Dispute/case so long in danger of house being repossessed

Send cheques payable to 'Fiddlers Ferry Hardship Fund', to: c/o Warrington Trade Union Council, 6 Red Gables, Pepper Street, Warrington WA4 4SB.



Long hours, fatigue, overwork

Long hours and the resulting health problems of fatigue and overwork are common complaints reported by safety representatives and workers.

According to the 2011 Census, Londoners are more likely to work longer hours than the national average and more likely to work in jobs requiring working 49 hours or more, 15.9%, compared to 13.3% nationally, of the 4.4 million economically active in London. The 2011 Labour Force Survey, showed those in construction generally work the longest hours. The shift away from manufacturing towards service industries has reduced average working hours throughout the UK; and recession has meant that 16% work part-time because they cannot find full time work.

Who works the longest hours

Those in lower skilled jobs work the longest paid hours while managers work the most unpaid overtime. The Annual Survey of Hours and Earnings (ASHE) showed the three occupations that worked the longest average hours in the UK were:

- ▲ Crane drivers at 52.8 hours per week
- ▲ Heavy goods vehicles drivers at 48.4 hours per week
- ▲ Mobile machine drivers and operatives at 48.0 hours per week

This survey underestimates hours in jobs with unpaid overtime. In general lower skilled jobs work the longest paid hours while managers work the most unpaid overtime.

Accidents

A recent review (Wagstaff, 2011) found shift work and long working hours present a substantial and well-documented detrimental effect on safety, but said in epidemiological terms

the differences may be considered "rather small" and of importance only if the accident incidence is high or if accidents may have large effects. It concludes: the findings are most relevant to safety-critical activities such as the transport and health sectors. Work periods >8 hours carry an increased risk of accidents that cumulates, so that the increased risk of accidents at around 12 hours is twice the risk at 8 hours. Shift work including nights carries a substantial increased risk of accidents, whereas "pure" night work may bring some protection against this effect due to resynchronization.

There are no clear indications of any age or gender being specifically susceptible to or protected against the effects of shift patterns on accident risk.

Evidence from the United States (Dembe, 2005) showed overtime was associated with a 61% higher injury hazard rate compared to jobs without. Working at least 12 hours per day was associated with a 37% increased hazard rate and working at least 60 hours per week was associated with a 23% increased hazard rate. A strong dose-response effect was observed, with the injury rate increasing in correspondence to the number of hours per day (or per week) in the workers' customary schedule. This study concluded "Results suggest that job schedules with long working hours are not more risky merely because they are concentrated in inherently hazardous industries or occupations, or because people working long hours spend more total time "at risk" for a work injury.

Strategies to prevent work injuries should consider changes in scheduling practices, job redesign, and health protection programmes for people working in jobs involving overtime and extended hours."

Health effects

Studies have associated overtime and extended work schedules with an increased risk of hypertension, cardiovascular disease, fatigue, stress, depression, musculoskeletal disorders, chronic infections, diabetes, general health complaints, and all cause mortality. Systematic reviews generally have concluded that long working hours are potentially dangerous to workers' health. (Dembe 2005).

Fatigue

An HSE briefing says: Fatigue does not have a clear scientific definition but is generally a feeling of tiredness and being unable to perform work effectively. Specifically, a fatigued person will be less alert, less able to process information, will have slower reaction times and less interest in working compared to a person who is not fatigued. The briefing quotes case studies which say:

- ▲ Frequent overtime can increase accident risks and so can long hours at work. For the first 8 or 9 hours in a shift, the accident risk is constant, but after 12 hours, the risk approximately doubles and after 16 hours, it trebles.
- ▲ Shift-workers, particularly those on rotating shifts, have a higher incidence of sick leave, a higher rate of visits to clinics at the work site, and poorer scores on a variety of measures of health. In one study, 62% of shift-workers complained of sleep problems, compared with 20% of day-workers.
- ▲ Shift-workers, and particularly night-workers, have a higher incidence of digestive disorders than day workers, and a slightly higher incidence of cardiovascular disease.
- ▲ Shift-work may also be a risk factor in such pregnancy outcomes as low birth weight and pre-term births.

The Working Time Regulations 2002

Apply to workers not just employees, but don't cover the self-employed.

The core rights for most workers are:

- ▲ a maximum average working week of 48 hours, including overtime, over a reference period of 17 weeks; with agreement only the reference period can be extended to 52 weeks (annualised hours).
- ▲ a maximum of eight hours night work.
- ▲ a daily rest period of 11 hours.
- ▲ a day off per week.
- ▲ a rest break if working more than 6 hours.
- ▲ paid annual leave of 5.6 weeks.

UK workers can opt out of the 48 hour week it must be individual and in writing and the employer must keep records of these workers. The TUC has a model letter so that workers can opt back into the 48 hour week, it is at www.tuc.org.uk/tuc/optout.pdf

Other Regulations

Some workers are covered by their own regulations; for example:

- ▲ **The Merchant Shipping (Hours of Work) Regulations 2002** give a daily rest requirement of 10 hours, and 77 hours weekly rest with only four weeks holiday.
- ▲ **The Civil Aviation (Working Time) Regulations 2004** limiting annual hours to 2,000 hours including overtime and flying time to 900 hours. Seven rest days a month, 96 a year, four weeks leave and adequate rest breaks.
- ▲ **The Road Transport (Working Time) Regulations 2005** set working hours as 48 on average

per week, 60 hours in a single week, 10 hours in any 24 hours. But the reference period can be extended from 4 to 6 months, and night work exceed 10 hours by collective agreement.

Exclusions

Exclusions include the armed forces. Some workers are excluded from night work restrictions: drivers, guards, platform staff on the railways; security guards, caretakers; activities with a need for "continuity of service or production"; when there is a surge in activity including exceptional events, accidents and situations of imminent danger.

Young Workers (15-18 years)

Their hours must not exceed 8 hours per day or 40 per week and the hours must not be averaged out over a longer period. They should not work nights, except in special cases.

Office of Rail Regulation Recommendations

- ▲ **Daily rest** an average of 8.2 hours per 24 hours is required for safety critical workers. It is advisable to include a minimum rest period of 12 hours between consecutive shifts, increasing to 14 hours rest in the case of consecutive night shifts.
- ▲ **Rest days** allow 'cumulative fatigue' to dissipate. It says: "workers may benefit from regular (at least fortnightly) recovery periods of at least 48 hours" and this is particularly important for shift workers.
- ▲ **Rest breaks** A regular 10-15 minute break every two hours during the day and every hour during the night. For driving good practice would be

to plan a short break every three hours, with regular breaks throughout better than breaks near the start and end. A food and drink preparation area, quiet rest area, the facility to talk to colleagues and take a walk are positive points. For safety critical workers on nights it recommends being able to take a short nap (only 10 minutes to avoid grogginess on waking).

Find out more

Labour Research Department *Working Time Regulations – Application and enforcement – a union guide* (April 2013). This gives detailed information about what and who the family of regulations apply to including case law examples and case studies. From: LRD, 78 Blackfriars Road SE1 8YX. Tel: 020 7928 3649, e-mail info@lrd.org.uk

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- ▲ HSE Human Factors Briefing Note No. 10 *Fatigue*.
- ▲ Office of Rail Regulation (2012) *Managing rail staff fatigue*, January 2012.

Factsheets online www.lhc.org.uk London advice 020 7794 5999



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