

Experiences in objective-setting and monitoring of national strategies

The UK experience: goal setting .v. target setting

Robert Cummings

Policy Adviser, CBI

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Background

- 2000 – Revitalising health and safety
- 2004 – A strategy for workplace health and safety in GB to 2010 & beyond
- 2009 – The Health and Safety of Great Britain\\Be part of the solution

A strategy for workplace health and safety in GB to 2010 & beyond (2004)

- First strategy aimed at whole OSH system. However, still largely seen as strategy for just the HSE
- Attempts to move away from target setting of the previous strategy (2000)
- Did not receive sufficient buy in from stakeholders

Drivers for the new strategy

- Lead from new HSE board, responding to:
 - New structure in the HSE
 - Slowing of OSH performance improvement
 - Continuing rise in numbers of small businesses
 - Devaluing of health and safety 'brand'

The Health and Safety of Great Britain \ Be part of the solution

- Higher level than previous OSH strategies
- Intentionally concentrates on setting 10 strategic goals rather than targets
- Leadership, worker engagement and increased support for small and medium size businesses (SMEs) are three key goals for business
- Strategy in line with EU's "Community strategy 2007-2012 on health and safety at work"

Implementing and monitoring strategy

- Strategy for the whole UK OSH system, not just the HSE
- Implementing responsibility of all stakeholders: employee, employer and government
- Ensuring ‘buy in’ from all stakeholders has been vital
- HSE Business Plan 2009/10 provides ‘the meat on the bones’

Example: *The need for strong leadership*

- Strategic goal: *To encourage strong leadership in championing the importance of, and a common-sense approach to, health and safety in the workplace*
- HSE Business Plan sets out further details on how the HSE hope to achieve this goal:
 - Providing advice, information and guidance
 - Improve targeting and interventions
 - Helping others take the agenda forward
 - Undertaking and sponsoring research

Summary

- New OSH strategy focuses on broad strategic goals
- Move away from setting specific targets
- OSH strategy for all stakeholders not just the HSE
- Strong support from stakeholders which is key to success
- Business actively involved in implementing strategy

Thank you
