

**Our Workplaces,
Our Health,
OUR VOICE**



**Scottish Employment
Injuries Advisory Council
Bill: Trade Unionist
Toolkit**

Introduction

On International Workers Memorial Day 2023 the STUC, together with 16 Scottish trade unions, Scottish Hazards and Action on Asbestos, issued a joint statement in support of the Proposed Scottish Employment Injuries Advisory Council Bill.

The bill would establish a Scottish Employment Injuries Advisory Council.

The Council will provide advice on the illnesses and diseases which should be eligible for the Scottish replacement for Industrial Injuries Disablement Benefit.

The Council would have new powers to do research into the illnesses and diseases that affect workplaces in the 21st century and help modernise the benefit.

Importantly, the bill would give workers and trade unionists a permanent role on the council, advising on the new benefit, without fear or favour of government.

This toolkit has been prepared to support Scottish trade unions and members to:

- understand what the bill does and will mean for trade unions and the labour movement,
- provide resources to branches and members to show their support for the bill, and,
- lobby their MSPs to support the bill when it comes to Parliament.



International Workers' Memorial Day 2023



Establish A Scottish Employment Injuries Advisory Council

Today, on International Workers' Memorial Day **we remember the dead and fight for the living.**

We stand in solidarity with workers', and their families, whose lives have been lost, been left disabled, and injured in their line of work.

Every year more people are killed at work than in wars. Most don't die of mystery ailments, or in tragic "accidents". They die because an employer decided their safety just wasn't that important a priority.

Death, illness, disease, and accidents at work are preventable.

Most work-related accidents, diseases, and death at work can be avoided, but only if employers make health and safety a top priority.

As our movement meets to commemorate those whose lives has been lost and impacted by workplace injuries, so too do we look to the present and future to **build a world of work that prioritises health and safety, and where all forms of workplaces related injury and disease are eliminated.**

With the recent devolution of industrial injuries disablement benefit comes a generational opportunity to develop a new benefit system and create a Scottish Employment Industrial Injuries Advisory Council fit for the 21st century, reflecting the modern Scottish workplace, and the harms workers continue face.

The existing benefit has been built on the backs of those workers lost, injured, and disabled before us. We owe it to them to ensure that workers in the 21st century who become injured or ill in the line of work can turn to a no-blame social security scheme that is retained and strengthened.

Where the worst incidents of workplace injury and disease may occur, we strongly believe that the state must and should ensure that they will be there to support workers' who must live with the consequences.

That is why, on International Workers' Memorial Day, we call upon the Scottish Government to support the Scottish Trade Union Movements pledge to introduce a Scottish Employment Injuries Advisory Council and to support Mark Griffin MSPs proposed bill to implement this. The bill would secure an independent, statutory council in Scots law, with new research powers to research the harms in 21st century workplaces – and put workers at the heart of the new benefit.

We can build on the existing scheme, but we must do more than merely change the name. It has failed to keep pace with the dangers, injuries and diseases that occur in the economy and our workplaces that we know best.

It is the trade union movement who know the harms, our workplaces, and the consequences of those dangers.

It is our movement that can build the evidence case and know how the new benefit must evolve.

With the requirement for the benefit to be devolved by 2026, the Scottish government deliver at pace an independent, statutory advisory council that meets the needs of workers, and puts them at the heart of it.

The government must support the proposed Scottish Employment Injuries Advisory Council Bill.



Key Themes

OUR WORKPLACES

“We know best the dangers in our workplaces.”

- Death, illness, disease, and accidents at work are preventable.
- Our workplaces have changed and so have the illnesses and injuries that threaten our livelihoods.
- A new injury benefit, ready for work in the 21st century, is vital to building a world of work that prioritises health and safety.
- We stand in solidarity with workers, and their families, whose lives have been lost, left disabled, and injured in their line of work.

OUR HEALTH

“We need an injury benefit fit for the 21st century, tackling the illness and disease we face right now.”

Long Covid is an industrial disease

- Covid-19 is the most devastating industrial disease we’ve seen in a generation.
- Frontline keyworkers kept our country moving, risking their own health, simply doing their jobs.
- We cannot just copy the outdated Westminster benefit that ignores our brain fog, breathlessness and extreme fatigue.
- Scotland’s injury benefit must recognise Long-Covid is an industrial disease.

Stop ignoring women’s workplace injury and disease

- Women’s health and safety at work has been ignored for too long.
- Just 7% of claims for industrial injuries benefit are made by women. It was designed for men’s work and systematically ignores the illness and disease women experience at work.

- Women must be equally represented on a council that has a driving mission to close the gender gap in this benefit.
- Scotland must have an injury benefit that listens to women injured and made ill through their work.

Injury Time

- There is a steady stream of former professional footballers being diagnosed with brain injuries many of which include dementia.
- The research is clear: footballers are up to five times more likely to suffer from dementia, having spent their professional lives repeatedly heading footballs.
- Brain injuries in football must be recognised as an industrial injury so that footballers affected can get the benefits and care they need.

OUR VOICE

“Workers must have a permanent, powerful voice at the heart of our new injury benefit.”

- Industrial injuries benefit was built on the backs of the workers lost, injured, and disabled before us. We owe it to them that workers injured or made ill at work can continue turn to a no-blame social security scheme.
- Workers and trade unionists must be at the heart of this new benefit. Anything less will result in failure.
- We have a generational opportunity to develop a new injury benefit fit for the 21st century and for modern Scottish workplaces
- We need to do more than just change the name of the benefit. Our movement must have our say changing it for the better.

Further key messaging information can be downloaded at <https://bit.ly/3Mxs8rL> or by scanning the QR code



**Our Workplaces,
Our Health,
OUR VOICE** 

I'm backing the Employment Injuries Advisory Council Bill that will put workers at the heart of our new injury benefit.

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JUST 7%
of applications for
worker injury
benefits are made
by women. 

**Stop ignoring women's workplace injury and disease:
give us our voice in the new Scottish injury benefit**

LONG COVID
is an
industrial
disease. 

**Back the keyworkers who caught Covid in the
workplace: make Covid a Scottish industrial disease**

Social media graphics

These graphics can be downloaded at bit.ly/3MS0IDA or by scanning this QR code.



Copies of the supporter placards used at the launch event are also available at bit.ly/3OzUB2t.

If you weren't able to get a photo with the placard at the launch, print out a copy and take your photo with them to share on social media.

WE KNOW
 the risks to
 our health at
 work



Our workplaces, our health, put our voice at the heart of the new Scottish injury benefit

FIREFIGHTING
 causes
 cancer



We know our workplace can kill us: give us our voice, give us justice in the new Scottish injury benefit

Our Workplaces,
Our Health,
OUR VOICE

Put workers at the heart of our new injury benefit: back the Employment Injuries Advisory Council Bill

FAIR WORK
 means giving
 us our say over
 our new
 benefit



Our workplaces, our health: put our voice at the heart of the new Scottish injury benefit

The Bill in Brief

The Scottish Employment Injuries Advisory Council Bill has been lodged by Mark Griffin, MSP for Central Scotland.

WHAT IS EMPLOYMENT INJURIES ASSISTANCE?



Employment injuries assistance is the new name the Scottish Government will give for Industrial Injuries Disablement Benefit (IIDB) when it starts to deliver the new benefit.

Since 2020 the Scottish Government has been responsible for IIDB, but the UK Government continues to deliver the benefit on behalf of the Scottish Government for the time being. The Scottish Government must start delivering the replacement benefit no later than 2026.

IIDB is a no-blame social security scheme paid to out to workers from certain industries where specific illnesses and diseases are more likely to occur. But it is years out of date and all-but ignores women's workplace injury and disease. Scotland must have the input of workers to overhaul it. The alternative, letting the benefit disappear, would serve workers poorly.

WHAT THE BILL DOES

The bill would create a new statutory body, a Scottish Employment Injuries Advisory Council. It will be independent of government to advise on the injuries and diseases the benefit should be paid for.

Most importantly, because we know best the risks to our health in our workplaces, it would put in law a formal, permanent requirement for trade unionists to be on the Council informing its work.

The Scottish Council would have new powers to research the diseases and injuries workers get in modern workplaces – like Long-Covid, cancers amongst shift workers and firefighters, and to start tackling the massive gender imbalance of the current benefit.

WHY AN ADVISORY COUNCIL?



The UK Government currently asks the Industrial Injury Advisory Council to advise on the illnesses and diseases that IIDB is paid for. Representatives from GMB and Usdaw sit on it.

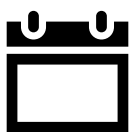
Scottish trade unionists don't have a seat at the table because there isn't one: the Scottish Government hasn't set up a Scottish Council yet.

With no Council, trade unionists lack a permanent or formal role to make the case for illnesses like Long-Covid to be recognised in the new benefit. And it's our voices that are needed to change the benefit.

We can't just copy and paste IIDB into the new Scottish social security system. The existing benefit hasn't kept up with jobs and workplaces in the 21st century, and it has all but ignored women's health and safety for decades.

We know best the harms our colleagues face at work. With no advisory council we can lead on, it is impossible to see how the Scottish Government can make the changes needed for it to be useful to Scots in work now, and in the future. Changes, like closing the benefit's gender gap, making Long-Covid or other conditions contracted in the modern workplace eligible for the benefit, will be best led by trade unionists like us.

TIMELINE



The bill was published on 9th June. Over the summer the Parliament will ask the public, civil society, and organisations including trade unions, for their views on the legislation.

After this consultation, the bill would begin [the normal Parliamentary process](#) in autumn 2023. If Parliament agrees to the bill, it should be become law by summer 2024.

This summer consultation is a key opportunity for branches to support the bill and lobby MSPs to lend their support.

Once we know the questions the Committee will be asking for in its call for evidence, further materials will be published to support your lobbying in the online resource library at <https://bit.ly/3OySl6s>.

WHO IS BACKING THE BILL?

On International Workers Memorial Day 2023 the STUC, together with 16 Scottish trade unions, Scottish Hazards and Action on Asbestos, issued a joint statement in support of the Proposed Scottish Employment Injuries Advisory Council Bill.

Before the bill was lodged, the proposed law received support from organisations including CPAG Scotland, the Royal Society for the Prevention of Accidents, Engender, Close the Gap, Thompsons Solicitors, and Inclusion Scotland, amongst others.

WHAT CAN WE DO?



The summer consultation is a key opportunity for branches to support the bill and lobby MSPs to lend their support.

Securing cross-party support for the bill, particularly from government MSPs in the SNP and Greens is very important for the best chance of the bill becoming law.

This toolkit provides a range of materials to help trade unionists and branches to lobby their MSPs over the summer.

See [page 9](#) for these materials – or take a look at the online libraries at <https://bit.ly/3OySI6s> or by scanning the QR code.



BILL DOCUMENTS AND OTHER RESOURCES

The latest information on the progress of the bill can be at <https://bit.ly/3orfuST>.

Information about the pre-legislation consultation can be found at <https://bit.ly/3WtxR6r> and <http://www.markgriffinmsp.org.uk/content/seiac/>.

How can my union or branch support the bill?

The summer consultation period is a key opportunity for branches to support the bill and lobby MSPs to lend their support. This toolkit has been designed to help you do this.

Securing cross-party support for the bill, particularly from SNP and Green MSPs, will give the bill the best chance of it becoming law.



This toolkit provides a range of materials to help trade unionists and branches to lobby their MSPs over the summer. Key interventions include:

- Proposing a motion to your branch in support of the bill,
- Issuing a media release announcing the branch's support,
- Post photos and video on social media announcing your support,
- Writing to yours and the branch's MSP(s),
- Meeting with your MSP(s) or inviting them to branch meetings, to tell them more about the bill

Materials in this toolkit include:

- [Sample motions in support of the bill,](#)
- [Sample press releases,](#)
- [Sample emails to MSPs,](#)
- [Frequently asked questions](#) on the substance of the bill.

You are free to adjust any of the materials to suit your branch or personal style, and the FAQs should help answer any questions you might have.

You are encouraged to align your motions, press releases, and lobbying of MSPs, with the [Key Themes](#) provided at page 3, or use the online libraries which cover these themes:

- Long-Covid is an industrial disease
- Stop ignoring women's workplace injury and disease
- Cancer in firefighters
- Injury Time: brain injury in footballers

Sample Motions

Branches are encouraged to discuss the bill, and what it means for their colleagues, and pass a motion pledging their support.

Branches should also [publicise their support in the press using the sample press releases](#), and follow-up by [writing to local MSPs calling for them to support the bill](#).

A sample motion based on the key themes is provided below.

A library of motions can be found at <https://bit.ly/3BTdhCJ> or by scanning the QR code. These motions are themed on:

- Long-Covid is an industrial disease
- Stop ignoring women's workplace injury and disease
- Cancer in firefighters
- Injury Time: brain injury in footballers



Choose a motion from the online library at <https://bit.ly/3BTdhCJ> which aligns best with your branch's interests or develop your own using the **Key Themes** at page 3



Adjust any of the motions to suit your branch or personal style

OUR WORKPLACES, OUR HEALTH, OUR VOICE

The branch notes:

- Industrial Injuries Disablement Benefit was devolved in April 2020 and the Scottish Government must start delivering the replacement benefit no later than 2026,
- the STUC, together with [**NAME OF YOUR UNION**] and 15 Scottish trade unions, confirmed on International Workers Memorial Day 2023

their support for the Scottish Employment Injuries Advisory Council Bill.

- the bill would require workers and trade unionists to have a permanent, powerful voice at the heart of the statutory, independent Council that would be established,

This branch believes:

- the current benefit has been built on the backs of those workers lost, injured, and disabled before us, and we owe it to them to ensure that workers in the 21st century can access a Scottish no-blame social security scheme,
- workers and trade unionists know best the dangers in our workplaces and any council must put workers' voices at the heart of the permanent, powerful council and our new benefit
- the Scottish employment injuries benefit must be fit for the 21st century, and agrees the Council must gain new powers to research the illnesses and diseases that are affecting workers right now to help modernise the benefit

This branch resolves:

- to stand in solidarity with workers lost, left disabled, and injured in their line of work.
- to campaign for an employment injuries benefit fit for the 21st century, tackling the illness and disease we face right now,
- to respond to the Scottish Parliament Committee's call for evidence over the summer, making clear we know our workplaces best, and
- to write to [**NAME**] MSP, demanding they support the bill in Parliament, and ensure workers have a permanent, powerful voice at the heart of our new injury benefit

Sample Media Releases

Once your branch has agreed its support for the bill, it's a good idea to tell local press the work you are doing, and encourage other workers to get behind the bill – they may also want to know more about the branch's decision to support the bill.



Send your press release to your local newspaper's "newsdesk" Find details here
<https://media.info/newspapers/titles>



Adjust any of the releases to suit your branch or personal style, or examples of conditions affecting the branch workforce



Enter the correct information about the branch and motion in the **[SQUARE BRACKETS]**, then delete the []

A sample media release is provided below.

A library of media releases can be found at <https://bit.ly/3WrGqyn> or by scanning the QR code.

These motions are themed on:

- Long-Covid is an industrial disease
- Stop ignoring women's workplace injury and disease
- Cancer in firefighters
- Injury Time: brain injury in footballers



OUR WORKPLACES, OUR HEALTH, OUR VOICE

FOR IMMEDIATE USE[/EMARGOED: *DATE*, 00:01]

[BRANCH NAME] BRANCH BACK BILL FOR WORKERS INJURY COUNCIL

Members of the [BRANCH NAME] branch have backed the calls to establish a new expert council to deliver the replacement for Industrial Injuries Disablement Benefit.

[BRANCH NAME] represents [NUMBER] members working at [WORKPLACE/ SECTOR] in the town.

The bill would see new social security powers used to establish an independent council with permanent trade union representation.

The council would have powers to research workplace injury and diseases to help recommend to government which diseases and injuries are eligible for the new benefit.

Statistics from the International Labour Organisation (ILO) show that over 2.3 million workers succumb to work-related accidents or diseases every year.

Commenting [NAME OF BRANCH SPOKESPERSON AND THEIR TITLE]:

“Workers voices cannot be ignored in this benefit. We know our workplaces best, seeing day in day out the risks to our health and lives.

“It is vital we have a voice in the newly devolved industrial injuries benefit.

“We owe it to those workers who didn’t make it home at the end of their shifts, or couldn’t return to their work, to make sure this new benefit helps workers in modern workplaces, suffering ill-health right now.

“We must fight for a better future. The Scottish Government must back this bill and deliver a council that has workers voices at the heart of the new benefit”

ENDS

Notes

- Mark Griffin’s Scottish Employment Injuries Advisory Council Bill was published on 9 June 2023. Further information can be found at <https://www.parliament.scot/bills-and-laws/proposals-for-bills/proposed-scottish-employment-injuries-advisory-council-bill> and enquiries about the bill should be directed to Mark.Griffin.msp@parliament.scot.
- [the motion the branch agreed is attached]

Sample MSP emails

The summer consultation period is a key opportunity for branches to support the bill and lobby MSPs to lend their support.

Securing cross-party support for the bill, particularly from SNP and Greens MSPs, is very important for the best chance of the bill becoming law.

Once your branch has agreed its motion, or discussed the bill, you should write to the local MSP demanding they support the bill – and ask for them to meet to discuss your experiences of workplace injury and disease, and their support for the bill.

A sample email to your MSP is provided below.

A library of themed emails can be found at <https://bit.ly/4206Mcb> or by scanning the QR code. These emails are themed on:



- Long-Covid is an industrial disease
- Stop ignoring women's workplace injury and disease
- Cancer in firefighters
- Injury Time: brain injury in footballers



To find details of your MSP, enter your postcode here <https://www.parliament.scot/msps/current-and-previous-msps>



Adjust any of the emails to suit your branch or personal style

1. OUR WORKPLACES, OUR HEALTH, OUR VOICE

Dear [NAME] MSP

At a recent meeting, [BRANCH NAME] branch, which represents [NUMBER] members working at [WORKPLACE/ SECTOR] in the town,

agreed to back the Proposed Scottish Employment Injuries Advisory Council Bill.

We are writing to you to ask that you support the bill, and to meet with us to discuss our experiences of workplace injury and disease.

As you probably know, the STUC, together with [*NAME OF YOUR UNION*] and 15 other Scottish trade unions, confirmed on International Workers Memorial Day 2023 they support Mark Griffin's bill, and we are asking you to do so too.

It would establish an independent, statutory council with permanent trade union representation. It would have powers to research workplace injury and diseases and recommend to government the diseases and occupations the Scottish Employment Injury benefit should be paid to when it is devolved.

We believe it a basic principle of fair work that worker's voices are central to the delivery of the new injury benefit. We know our workplaces best and see day-in day-out the risks to our health and lives.

We owe it to those workers who didn't make it home at the end of their shifts, or couldn't return to their work, to make sure this new benefit helps workers in modern workplaces, suffering ill-health right now.

We must use our new powers to full effect. We hope you will urge the Scottish Government to get behind this bill and deliver a council that has workers' voices at the heart of the new benefit.

Yours sincerely

[BRANCH CHAIR]

Frequently Asked Questions

- **Why does the benefit have two names?**

The Scottish Government gave the name Employment Injuries Assistance in its 2018 Social Security Act. In practice the name may change again once the devolved benefit is being delivered.

- **Isn't health and safety and employment law reserved?**

Health & safety and employment law are reserved. The Scottish Government have frequently cited the need to respect this, but this should not impact the full use of new social security powers.

- **Will this affect current benefits?**

The Scottish Government is committed to the safe and secure transition of all benefits.

Just like IIDB, it is expected that EIA would continue to have an effect on income assessed benefits such as Universal Credit, Income Support, Pension Credit, and Housing Benefit.

- **When will Long-Covid be made an industrial disease?**

The Industrial Injuries Advisory Council has recommended Long-Covid be prescribed as an industrial disease for health and social care workers, but this has not yet been accepted by the UK Government.

Making Long-Covid be made an industrial disease would be a key task in the in-tray of the new Council.

- **Why do we need a Scottish Council?**

The UK Government currently asks the Industrial Injury Advisory Council to advise on the illnesses and diseases that IIDB is paid for. In Scotland, trade unionists don't have a seat at the table because the Scottish Government hasn't set up a Scottish Council yet. This bill would establish one.

- **Are the government supporting this bill?**

The government has indicated it intends to undertake a public consultation on its replacement for IIDB in Scotland, Employment Injury Assistance. The

consultation will consider the issue of a statutory advisory body alongside other fundamental questions related to the scheme.

- **Which unions will be on the Council?**

Appointments to the Council will be determined by Scottish Ministers according to the bill. This is routine for Scottish non-departmental public bodies.

- **Will the benefit be taxable?**

EIA would be expected to have the same protections as Industrial Injuries Disablement Benefit (IIDB) which is non-means-tested, tax-free, and non-contributory benefit.

Our Workplaces, Our Health, Our Voices

Scottish Employment Injuries Advisory Council Bill: Trade Unionist Toolkit

June 2023

For more information about the bill, contact Mark Griffin MSP on mark.griffin.msp@parliament.scot.

The latest information on the progress of the bill can be at <https://bit.ly/3orfuST>.

Information about the pre-legislation consultation can be found at <https://bit.ly/3WtxR6r> and <http://www.markgriffinmsp.org.uk/content/seiac/>.