



Briefing 16/02

January 2016

SWITCH (Scottish Waste Industry Training, Competency, Health & Safety) Forum

To: All Chief Executives, Main Contacts and APSE Contacts in Scotland

For information only to England, Northern Ireland and Wales

Key Issues

The purpose of this briefing is to provide information on the multi-partnership SWITCH forum.

- Background to SWITCH
- Recent areas of work
- Links with APSE

1.0 Introduction

The SWITCH forum is a multi-partnership consisting of a number of organisations in Scotland from across all sectors within the resource management industry. The forum is split into two main areas of focus, these are:-

- **Health & Safety**
- **Education, Training & Competence**

The forum's main aim is to provide leadership by working collaboratively to help raise the standards of health and safety, training, learning and development, technical competence and also to promote the Scottish resource management industry as an attractive career choice.

2.0 Update provided by the SWITCH forum

Members of the SWITCH forum have kindly provided an update for APSE members on the background to SWITCH. This update is as follows:-

Who makes up the SWITCH Forum?

Over 30 organisations of varying types from the waste management industry are represented in the Forum. Delivery partners include professional associations, national and local government bodies, private waste management companies, trade associations and unions, third sector representatives and education and skills development organisations:

- Albion Environmental
- Barr Environmental
- Binn Group
- Community Resources Network Scotland
- Energy and Utility Skills
- Fife Council
- Health and Safety Executive (Advisory)
- Keenan Recycling
- Resource Association
- Scottish Government (Advisory)
- Scottish Trade Union Congress
- Scottish Environment Protection Agency
- Skills Development Scotland
- Viridor
- West Lothian Council
- Association for Public Service Excellence
- Biffa
- Chartered Institution of Wastes Management
- East Renfrewshire Council
- Energy Skills Partnership
- Highland Council
- Inverclyde Council
- North Lanarkshire Council
- Royal Society for the Prevention of Accidents
- Scottish Qualifications Authority
- Scottish Union Learning
- Scottish Environmental Services Association
- Valpak
- Waste Management Industry Training & Advisory Board
- Zero Waste Scotland

Why get involved?

Getting involved with SWITCH gives you access to information, allows your voice to be heard and with this input can help to ensure the resource management sector in Scotland:

- 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; and
- Delivers clear career and learner pathways.

There are various ways to get involved with SWITCH. If you feel that you could help promote SWITCH within your organisation or to other contacts please get in touch. We can provide template materials for you to use, including web copy, blogs and information for e-bulletins.

To help raise standards of education, training and competency and promote career pathways, there are additional ways you can get involved. This could include telling us about the good work of front line staff, a positive experience with a local training provider or details of your own career pathway.

To help raise standards in health and safety you could tell us how you are promoting and practically implementing existing WISH guidance and provide case studies of good practice.

SWITCH brings benefits such as easy access to new and emerging guidance as well as access to case studies and learning from other practitioners. You may also benefit by identifying career opportunities, building technical competencies or gaining information to up-skill your own employees.

Governance

SWITCH consists of an Executive Steering Group and Working Groups for health & safety (H&S) and education, training and competence (ETC).



A range of delivery partners from across the public, private and third sectors participate in these groups and offer a wealth of expertise and experience to progress health & safety and education, training and competence within the industry.

The Executive Steering Group provides strategic direction to both working groups to ensure the work undertaken is in-keeping with the overall aims and objectives of the Forum, agrees new work streams and plans, coordinates and evaluates events as well as marketing initiatives.

The H&S Working Group aims to support continual improvements in health and safety in the resource management sector whilst the ETC Working Group aims to create training, learning and development opportunities relevant for a zero waste Scotland. By overseeing both areas and collating them under the Executive Steering Group, SWITCH can ensure both areas work together to improve the industry.

What about WISH?

WISH (Waste Industry Safety and Health) is a forum made up of organisations representing the waste and recycling industry. Its purpose is to provide information, identify solutions and stimulate action across the industry to ensure the health, safety and well-being of those working in the industry and those affected by its activities.

The SWITCH Forum is not intended to duplicate the efforts of the WISH Forum, but will build upon and complement this work by building relationships, sharing good practice and promoting existing and new WISH guidance.

SWITCH members also sit on 5 WISH subgroups:

- Leadership/employee engagement joint working group
- Build competence working group
- Creating healthier workplaces
- Creating safer workplaces
- Support for SMEs working group

What's next for SWITCH?

The key priorities for SWITCH over the next 18 months are:

- Providing clarity on the aims, objectives and remit of the SWITCH Forum to increase awareness of SWITCH and provide leadership to raise standards of health & safety and education, training and competence.

- Promoting new and existing WISH Guidance
- Promoting the education, training and competency priorities, including the launch of the new Competency Framework:
- A focus on key priority areas including Reducing Fire Risk at Waste Management Sites, Occupational Health and Transport.

To help deliver these objectives a communication strategy to support and promote these activities has been developed.

How to get involved

For more information, including how to become involved with SWITCH, how to share your experiences and good practice or just to find out more please email switch@zerowastescotland.org.uk

3.0 Resource Management Competence Framework

As part of the forum's key priorities, they have developed a Resource Management Competence Framework which provides easy access to a list of competencies required for areas within resource management. This framework provides information on how each competency can be achieved including toolbox talks and training. Please click on the links below to access the Competency Matrix & Core Competencies:-

[Competence Framework](#)

[Core Competencies](#)

4.0 APSE Comment

APSE welcomes the introduction of this forum and as well as being represented on the Executive steering group through our Scottish Waste & Recycling Secretary, Andy Malcolm of Dundee City Council, APSE will continue to ensure that our membership are updated on all developments through our Scottish Waste & Recycling advisory group.

As well as providing an update at our meetings, APSE's Performance Networks is currently looking at ways of recording information for our membership on the impact of SWITCH. This will allow local authorities to record their involvement of SWITCH and for a direction of travel to build over future years.

For more information on our Scottish Waste & Recycling advisory group please contact the APSE Scotland office on 01698 459 051 or email Lmelville@apse.org.uk or for more information APSE's Performance Networks please contact the Performance Networks team on 0161 772 1810 or email performance.networks@apse.org.uk

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