



# Health and Safety Presentation for Directors



# Introduction

- Why do senior executives need to know about health and safety at work?
- What difference does it make to whether an employee falls from a ladder if the MD or Team Leader has a positive commitment to health and safety?



## Points to Consider



- Unlike many other business functions, the consequences of getting it wrong may literally be fatal.
- HSE statistics show that management is not immune from personal harm.
- The consequences of prosecution and/or a successful compensation claim against a business can have a devastating effect on the bottom line as well as on future business.
- Potential business partners are increasingly asking for hazard, risk and performance statistics.

# 'Doing Something about Safety'



- High cost of failure
- The threat and consequence of prosecution or other enforcement action
- The potential loss of future business
- The moral imperative – the expectations of society
- The incalculable cost of human suffering, much of which is so easily preventable.



## Is it really worth the Senior Manager improving H&S knowledge?

Unless a strong lead comes from the top, nobody lower down the management ladder believe that their efforts viz. spending more time, energy, money; will be positively recognised or thanked.

H&S is not a 'sexy' subject, it is often considered obvious - but we are not born with the knowledge of workplace risks or controls and how to manage them.

World-wide studies show that no health and safety system will function effectively without support from the top. All efforts is likely to be wasted.

# Concepts



- Accident Prevention and Control.
- Health and Safety Management
- Directors, Managers and the Law.
- Overview of the Regulations.
- Documentation and Procedures
- The 'Successful Health and Safety Management Model'.

# Accident Prevention and Control



- ***What is an Accident?***
  - Accident = Incident + Consequences
- ***What is an Incident?***
  - Incident = sequence of actions or events

# Accident Causation



- Primary Causation and Secondary Causation.
- Management need to concentrate on the nature of the accident phenomenon rather than the outcome.
- It must be clearly understood that the primary cause of the accident is not necessarily the most important feature; secondary causes, usually in the form of system failures will persist unless action is taken.
- Primary Causes = Unsafe Acts and Conditions.



# Causes of Accidents

Direct result of unsafe acts or conditions.

Unsafe Acts

- Working without authority.
- Failure to warn others of danger
- Using dangerous equip.
- Using wrong equipment
- Failure to issue control measures
- Horseplay ..etc ..etc

Unsafe Conditions

- Inadequate or missing machine guards.
- Defective tools or equipment
- Fire Hazards
- Ineffective housekeeping
- Excessive noise
- Poor ventilation and lighting ..etc...etc..



## **Management System Pressures**

**Financial  
restrictions**

**Lack of  
commitment**

**Lack of policy**

**Lack of standards**

**Lack of training**

## **Secondary Causes**

### **Social Pressures**

**Group attitude**

**Trade customs**

**Tradition**

**Society attitudes  
to risk taking**

**‘Acceptable’  
behaviour in the  
workplace**

## Peter Drucker

Once said:

*“The first duty of business is to survive and the guiding principle of business economics is not the maximisation of profit – it is the avoidance of loss...”*



# Accident Prevention Objectives



- **Moral**

- Duty of Care
- Environmental Affairs
- Physical and Emotional pain
- Worker Morale

- **Legal**

- Enforcement and Prosecution
- Civil Law

# Accident Prevention Objectives

- **Economic**
  - Direct Costs and Indirect Costs

£ 1

Insured Costs – Injury, Ill health, damage

£8 - £36

Uninsured Costs – Product and material damage, Plans and Building damage, Legal Costs, Emergency Supplies, Cleaning Site, Production Delays, Temp Labour, Fines etc





**Epictetus 60-120AD once said:**

*“On the occasion of every accident that befalls you, remember to turn to yourself and inquire what power you have to turn it to use....”*

# Health and Safety Management

- Systematic use of techniques to identify and remove hazards, the control of risks which remain, and the use of techniques to influence the behaviour and encourage safe attitudes. This is the primary responsibility of management.

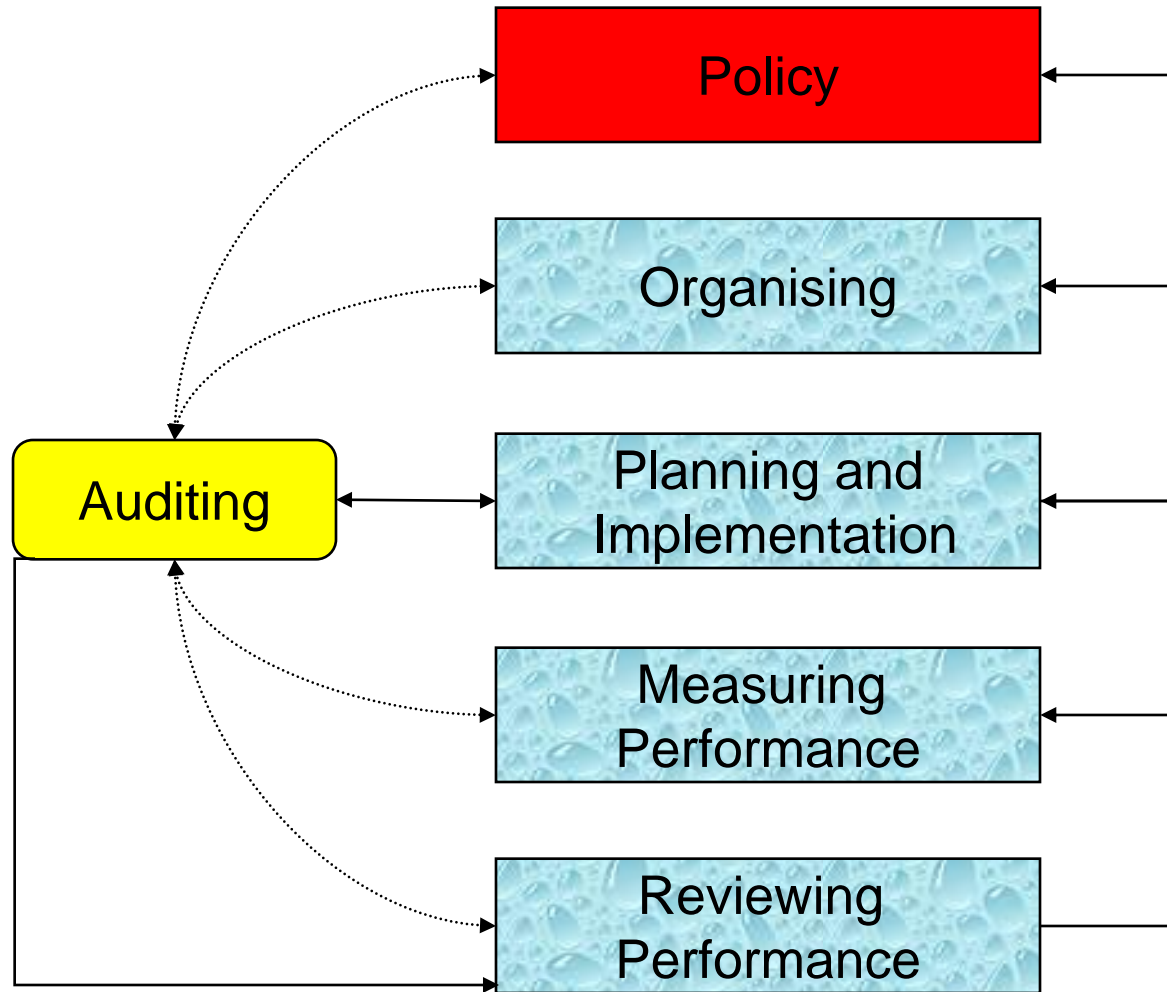




# Practical Objectives of Safety Management

- Gain support from all concerned for the health and safety effort
- Motivate, educate and train – to enable recognition of hazards
- Achieve hazard control by design and purchasing
- Support inspection system to provide feedback
- Ensure hazard control principles form part of supervisory training
- Devise and introduce controls based on risk assess.
- Comply with regulations and standards.

# Management System





- ❖ Comprehensive Policy

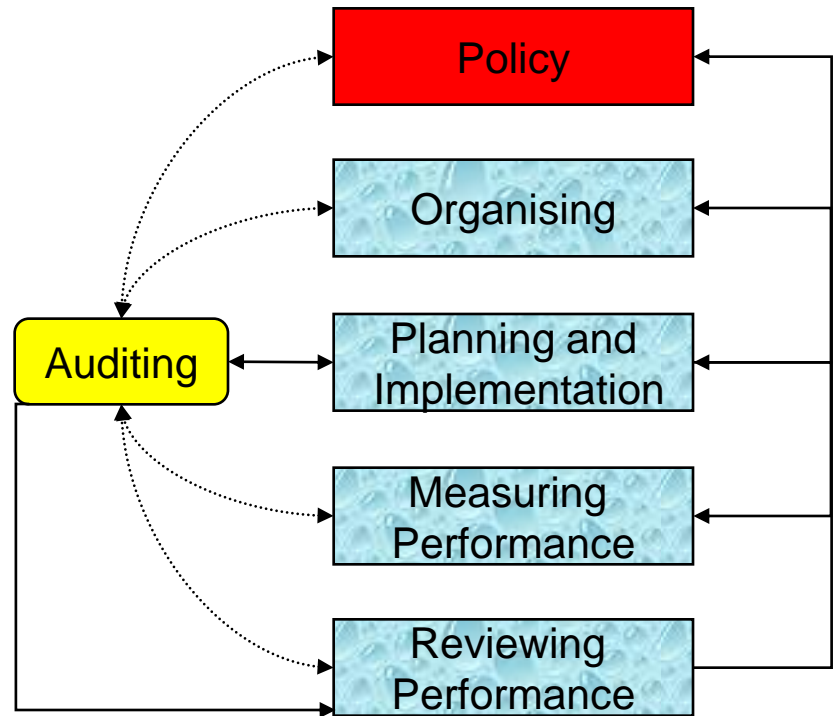
- ❖ Dynamic



- ❖ Ownership

- ❖ Define and Assign Responsibilities

- ❖ Accountability





❖ Proactive safety culture

❖ Control

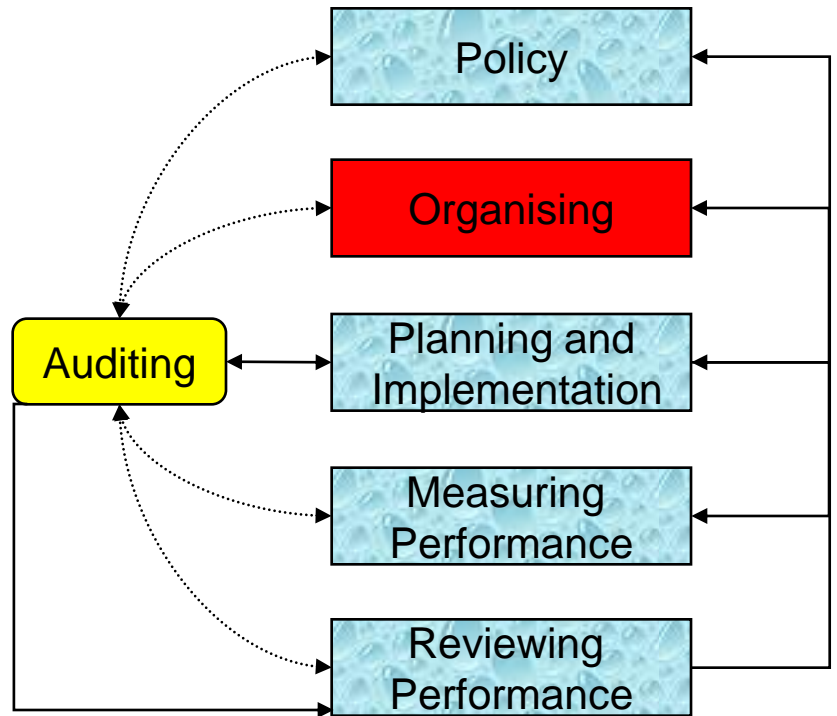


❖ Co-operation

❖ Communication

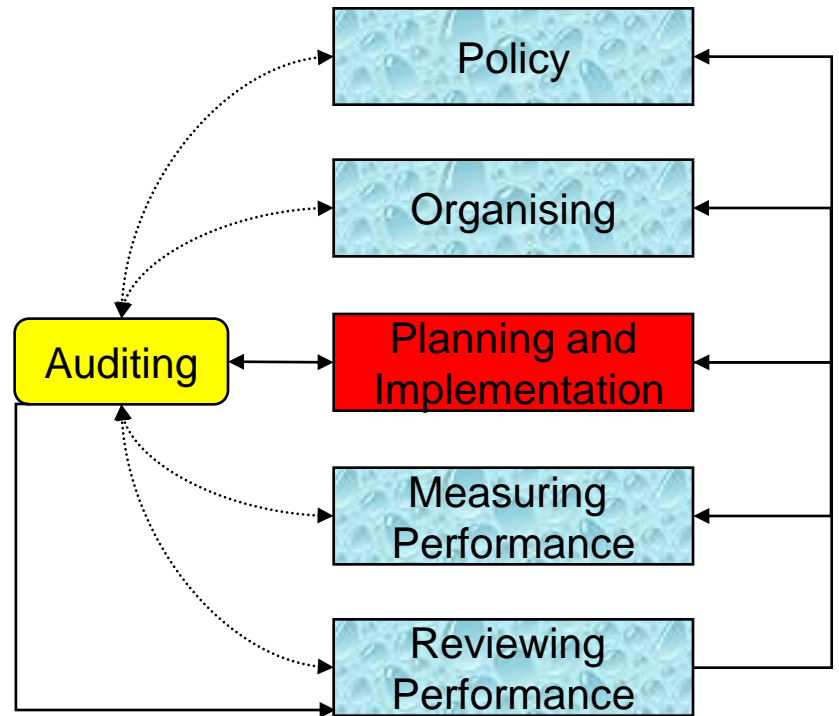


❖ Competence





- ❖ Identification of targets
- ❖ Set performance standards
- ❖ Consider and control risks
- ❖ Documentation

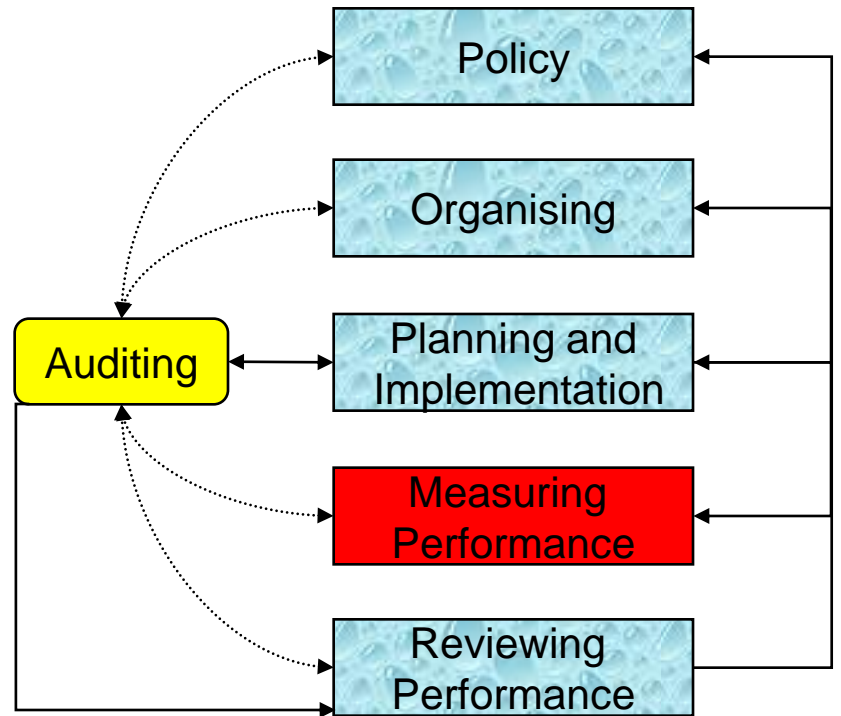




❖ Active Monitoring



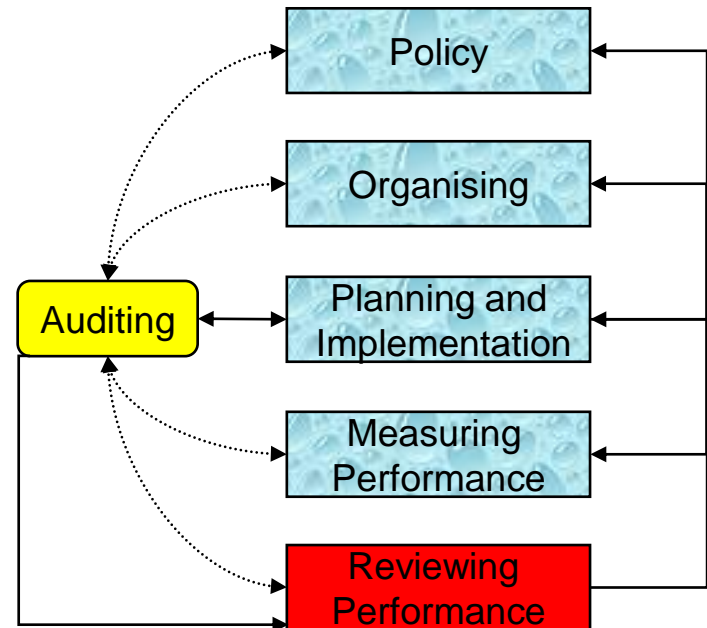
❖ Reactive Monitoring





## Two main objectives of reviewing and auditing are:

- ❖ To ensure that standards achieved conform as closely as possible to the objectives set out in the organisation's safety policy.
- ❖ To provide information to justify the continuation of the same strategy, or a change of course.



## Tools used in an effective H&S Management System

- JHA/FMEA
- Risk Assessments
- Hazard Monitoring – Occupational Hygiene
- Medical/ Health Surveillance
- Fault Tree Analysis
- Inspection Checklists
- Effective and Appropriate Training
- Provision of Information

# Directors, Managers and the Law



- **Common Law** – Reasonable behaviour between people
  - Contracts for work
  - Duty to work
  - Duty of Care
- **Statute Law** – HASAWA and Regulations
  - Max fine to date £1.2m
  - Criminal record
  - Possible imprisonment



# Balancing Compliance and Legal Action

- **Sentencing criteria:-**

1. How far short from the appropriate standard did the defendant fall?
2. What happened?
3. Was there a deliberate breach of legislation?
4. Was attention paid to the warnings given previously?



# Health and Safety at Work, etc, Act 1974

Section 2 :



Employers must as far as reasonable practicable, safeguard the health, safety and welfare of employees.



In particular this extends to the provision and maintenance of:

- Safe plant and systems of work.
- Safe storage, handling, maintenance and transport of (work) articles and substances.
- Necessary information, instruction, training and supervision.
- A safe place of work, with safe access and egress.
- A safe working environment. With adequate welfare facilities, toilets, drinking water etc



# Enforcement

- HSE and Local Authority
- Improvement Notice – 21 days
- Prohibition Notice – Work Stop!!!
- Prosecution – Fines/Criminal Record



## Costs in Real Terms



- 229 Deaths 07/08 excluding Road Deaths Approx 1000 work related road deaths per year.
- Approx 70 Construction Site Deaths per year.
- 2006 – 30 Million working days lost in the UK due to occupational ill health, injury costing £30 Billion
- Many thousands of deaths each year are attributed to occupational illnesses, including some cancers and respiratory diseases.
- Further costs include uninsured losses and loss of reputation.

# Bottom Line

## Corporate Manslaughter

- Unlimited Fines
- Remedial Orders
- Publicity Orders

## Gross Negligent Manslaughter

- Prison

