

Health and Safety at Work

What happened in 2008/09?

- **180** workers were killed at work
- **1.2 million** people who worked during the year were suffering from an illness they believed was caused or made worse by their current or past employment. **551,000** of these were new cases.
- **131,895** other injuries to employees were reported under RIDDOR
- **29.3 million** days were lost, 24.6 million due to work-related ill health and 4.7 million due to workplace injury.

Source: HSE Health and Safety Statistics 2008/09

Horrifying statistics that show that employers are still not doing all that they can to reduce hazards and risks in the workplace to an extent where staff do not suffer death and injury. What then can you, as an employer, do to help to reduce these figures? Here are some factors that you need to take into account:

- provide appropriate safety policies – identifying the roles, responsibilities and management systems that you can provide to ensure safety is part of the organisation, not a bolt-on addition
- have safe systems of work - to ensure that staff carry out their work efficiently and safely whilst at work
- maintain a safe workplace – in which to work without danger to health
- provide safe equipment – to work safely without the risk of injury
- ensure that there is a formal method of Health and Safety training for staff, from their first induction to new information as it arises, to regular refresher and update training throughout their working lives
- promote a Risk Assessment system that regularly identifies and records the ~~hazards and risks within the workplace and work activities~~ – and importantly, identifies the control measures ensuring that appropriate action is taken to remove or reduce these hazards and risks
- provide an audit process that regularly (annually or more regularly as appropriate) assesses the systems in place and identifies whether the organisation is still complying with the law and, importantly, identifies areas for action
- ensure that you have health policies and systems that take into account the welfare needs of staff

As an employer you must comply with the law (The Health, Safety and Welfare at Work Act 1974) to maintain the safety of your employees and in doing so this will ensure that you have the organisation, systems, structure and culture in place to reduce the likelihood of litigation in both the Criminal and Civil Courts.

For a no-obligation visit and discussion on any Health and Safety related topic, please contact Bob Allison or Gary Packer at the email address below.



E-mail: info@coriniumhrm.co.uk
