

Think about health and safety

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Overview

- Role of elected representatives and senior management – “Tone at the Top”
- General areas of corporate safety risk
- Corporate risk in a changing world
- Making safety happen!



Corporate Council Risks

- Fire
- Legionella outbreak
- Waste recycling
- Waste collection – workplace transport
- Maintenance activity
- Health issues including stress



Why think about health and safety at all?

- It's not my job!
- Sorry, safety is everyone's job
- Chief Executive – to implement & manage
- Line managers – themselves & staff
- Employees
- Elected members



Your role

- What you say, do and decide has a real impact on standards.
- Do I know enough about the risks?
- Has my Council set the right H&S budget?
- Do I show commitment to standards when I talk to staff?



Getting health and safety wrong

- Criminal liability
- Civil liability
- Gross negligence manslaughter
- Corporate manslaughter
- Loss of reputation
- Loss of rate payers funds
- Insurance



Corporate Manslaughter and Corporate Homicide Act 2007

- Introduced new manslaughter offence for organisations
- No “directing mind” hurdle
- No new offence for individuals
- Only if accident in the UK
- Penalty – unlimited fine, remedial or publicity orders
- In force since 6 April 2008



Impact for Members and Officers – Tone at the Top

A jury may consider:

- the extent of any **attitudes, policies, systems** or **accepted practices** likely to have encouraged such a failure or have produced tolerance of it
- any health & safety guidance relating to the alleged breach (Includes IOD Guidance for Directors, Trustees, Officers and equivalent)



A Changing World

- Pressure on finances – could that impact on safety budget?
- Access to independent safety advice – location and influence within the organisation.
- Staff cuts – impact on safety critical roles and site managers' responsibilities? **Silo working!!**
- Pressure on contractors/service providers
- What do I know about my partners safety measures?



Getting health and safety right

- Saves lives
- Prevents harm
- Improves morale
- Improves efficiency
- Saves money
- Sends a positive message to investors



A few key questions

Attitude:

- What do the staff think & what would they say to an inspector?
- Is H&S an active objective in the appraisal process through the entire management chain?

Systems & Accepted Practices:

- Do systems reflect what happens on the ground
- Do staff know who to contact and what procedure to follow after a safety incident?



Key questions continued

Is there evidence of:

- full compliance with health and safety law & guidance?
or
- is there a culture of tolerating breaches?

Is there evidence that senior management:

- are familiar with Corporate Guidance?
- know what they have to do?
- are actually managing and organising?



Help available

- Talks to elected members and senior managers
- Seminars on specialist topics eg dangerous substances and explosive atmospheres
- Gas safety
- Asbestos management
- Workplace transport advice
- Legionella control advice

