HSE SAFETY CORNERSTONES

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Employees' Poor Mental Health Costs Your Organisation £1035 per Employee

Anxiety, depression and other mental health problems affect 1 in 6 employees, according to the Centre for Mental Health. In fact, mental health problems are the fourth most common reason for workplace absences and account for an average of 91 million working days lost each year. In addition, mental health problems cost the UK economy £26 billion annually, or £1,035 for every employee in the UK workforce.

Fortunately, there are several simple coping strategies for mental health problems that can annually save your organisation at least 30 per cent. These strategies include the following:

- Offer employees flexible work hours.
- Provide easy access to employee assistance programmes and occupational health services.
- Integrate mental health provisions in your policies and procedures.
- Involve employees in the decision-making process.

However, the most beneficial strategy that your organisation can adopt is to ensure that your employees feel supported if they have mental health problems, as less than 10 per cent of employees feel comfortable discussing them with their managers, according to a recent survey.

For more guidance on how to help your organisation create an environment that promotes good mental health for your employees while saving you money, review the recently published guide from the Institution of Occupational Safety and Health (IOSH) by clicking here.

How Your Pay Could Be Dependent on Your Business' Health and Safety Performance

As part of the government's corporate governance reform green paper, IOSH has recommended that organisations link pay and bonuses for executive staff to occupational safety and health performance. The agency believes that this could be an especially effective incentive, since the number of prosecutions against directors tripled in 2016. What's more, is that about 75 per cent of the directors prosecuted were found guilty.

Even if the incentive does not come into force, senior managers still have a significant burden to ensure that their health and safety practices are comprehensive. Failure to do so could result in fines, jail time, and potentially reduced pay and bonuses. To avoid these penalties, your organisation must make health and safety a top priority. To help prioritise health and safety at your organisation, contact **Crendon Insurance Brokers Ltd** today.

HSE News and Prosecutions

Company Fined and Contractor Sentenced for Fatal Safety Failings

TE Scudder Ltd was fined £600,000 and ordered to pay £27,408 in costs, and Patrick Pearson, a self-employed contractor, was ordered to complete 120 hours of community service and pay £3,000 in costs after a construction worker died and another was seriously injured. Whilst working on a building, a lift shaft was being decommissioned when the chain supporting the lift car broke, causing it to fall six stories with the two men inside. In its investigation, the HSE found that a thorough risk assessment had not been conducted, which resulted in a failure to adequately account for the potential risks.

Construction Firm Fined £400,000 After Worker Fell From Height

Kier Construction Limited was fined £400,000 and ordered to pay costs of £1,534 after a worker fell 4 metres through a hole in the floor. In its investigation, the HSE found that the firm had not taken any steps to prevent the accident from occurring.

Sole Trader Receives Suspended Sentence After Scaffold Collapse

After scaffolding collapsed at a retail site, Mark Kinsley, a sole trader, was fined £1,400, ordered to pay costs of £1,648, and sentenced to 16 weeks in custody (suspended for 12 months). In its investigation, the HSE found that Kinsley failed to properly design and erect the scaffolding in a safe manner, which jeopardised the health and safety of workers and the public.

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