



DID YOU KNOW?

The manufacturing sector has an 18.8 per cent gender pay gap—double the national average. What's more, if your company has at least 250 employees, you will be required to follow the new gender pay gap regulations, including a provision to publish your company's gender pay gap. To help your company comply, review the Advisory, Conciliation and Arbitration Services guide found [here](#).

Upgrade to Industry 4.0 or Get Left Behind

The fourth industrial revolution, or Industry 4.0, is centred on the idea of computerisation and digitisation. The revolution grew out of the accessibility to high-quality information technology and the ability to use computers and telecommunications equipment to store, retrieve, transmit and manipulate data. Unfortunately, the United Kingdom has been slow to adopt these new technological improvements. In fact, only 14 per cent of UK manufacturers believe that the country is capable and prepared to embrace Industry 4.0, according to a recent EEF study.

However, these technological improvements promise a great number of benefits, including shorter production cycles, more timely responses to supplier orders, the ability to more accurately predict shifts in consumer habits and the optimisation of supply chains to adapt to new demands. If your company chooses to integrate these improvements, consider adopting these best practices:

- Provide your employees with comprehensive training on how to use each new piece of technology.
- Schedule regular maintenance for your Industry 4.0 technology.
- Protect your company with a robust liability insurance policy.

Even though it may seem like your company is behind, incorporating Industry 4.0 technology does not need to occur all at once. Instead, consider gradual integration to ensure that you can benefit from the technology. For more guidance on how your company can protect its future, contact **Crendon Insurance Brokers Ltd** today.

Hand-arm Vibration Non-compliance Soars

There was a 42 per cent increase in the number of hand-arm vibration (HAV) non-compliances recorded in 2016, according to new data. HAV occurs when workers use tools that vibrate for extended periods of time. As a result, workers can develop tingling, pins and needles, numbness, and pain in their hands and forearms. If your company is found to be non-compliant with the Control of Vibration at Work Regulations 2005, the fines and penalties can be severe.

To ensure that your company is compliant and your employees are protected, adopt these best practices:

- Replace high-vibration tools with lower-vibration alternatives.
- Ensure that tools are well maintained.
- Limit employees' exposure to tasks that cause vibration.
- Provide workers with anti-vibration gloves.
- Educate your employees on how to prevent HAV and identify its symptoms.

FINES TRIPLED IN 2016

With the new guidelines for health and safety prosecutions, businesses have seen a

DRAMATIC RISE

in the value of fines. You cannot afford to ignore health and safety. The total for the

20 LARGEST FINES

for the previous three years are as follows:



Provided by:

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