

HSE SAFETY CORNERSTONES

MAY 2017

Work-related Violence Spikes

In 2015-16 there were an estimated 698,000 incidents of violence at work, according to the Crime Survey for England and Wales (CSEW). This figure is nearly 100,000 more than in 2014-15 due to the CSEW including work-related online threats for the first time.

Left unchecked, workplace violence can quickly erode employee productivity and morale. In fact, hazardous work environments could make it more difficult to retain and recruit employees. What's more, by not finding ways to prevent incidents, your organisation could experience increased costs as a result of having to pay health and safety fines, hire temporary workers to fill in for injured employees and repair your tarnished reputation.

To ensure that your organisation is able to prevent workplace violence, follow these three tips:

1. Provide training for all employees on what constitutes unacceptable behaviour and how to properly report incidents.
2. Develop comprehensive procedures to prevent workplace violence. These procedures could include conflict resolution training and establishing a system for reporting stressors or conflicts as well as adopting a formal workplace violence prevention policy.
3. Treat verbal abuse and threatening language both in-person and online as workplace violence, as it may develop into a physical incident.

For additional guidance on providing your employees with a safe working environment, contact **Crendon Insurance Brokers Ltd** today.

The Simple Trick to Successful Claims and Health and Safety Compliance

Since the new guidelines from the Sentencing Council came into force in February 2016, the average fine has been £780,000. Regardless of the size of your organisation, fines can be devastating. For that reason, adopt this simple trick to ensure that you can demonstrate your compliance with health and safety standards—a robust paper trail.

Creating a paper trail provides your organisation with a collection of evidence, detailing your health and safety risk management practices. As part of this collection, you should include the following documents:

- Detailed and dated risk assessments for every required task, piece of equipment and machinery.
- Record of informing employees about the potential risks and providing them with necessary training, if applicable.
- Documentation from a certified health and safety inspector's inspection.

HSE News and Prosecutions

Supermarket Deli Refused to Leave Plastic Wrapping on Sausage, Stating That It Was a 'Choking Hazard'

A supermarket deli refused to leave the plastic wrapping on liver sausage, stating that it was a 'choking hazard'. However, the HSE Myth Busters Challenge Panel found no health and safety reason for refusing to leave the original plastic wrapping on, saying it 'made no sense' and is yet another example of relying on health and safety myths to justify dubious workplace practices.

£600,000 Fine for Council Contractor After Major Burns to Employee

Amey LG Limited was fined £600,000 and ordered to pay costs of £15,498 after an employee received severe burns to most of his body. The employee was trying to replace a traffic light pole when he came into contact with a live underground cable. In its investigation, the HSE found that Amey did not provide the worker with adequate information nor did it perform a thorough risk assessment.

Norfolk Farming Company Fined After Death of Worker

Maurice Mason Ltd of Hall Farm was fined £50,000 and ordered to pay prosecution costs of £22,000 after a worker drowned in a grain bin. The fatal accident occurred while the employee was trying to clean out the bin. Even though he was attached to a fall-arrest lanyard to stop him from sinking, it unravelled and extended, causing him to sink into the grain. In its investigation, the HSE found that the farm failed to adequately identify and manage the risks associated with the task.

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