



Health And Safety Overview

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Health And Safety Overview

Health And Safety Managing Risk



Health And Safety

- Why health and safety is important?
- Health and safety legislation
- Health and safety culture



Moral

Reduce Death
Reduce Injuries
Reduce Ill Health

Keep you safe
Prevent Accidents
Reduce Risk

Performance
Attendance Rates
Efficiency

Imprisonment
Prohibition Notices
Notice of Contravention

Morale
Reputation

Contracts
Recruitment/Locate
Training

Costs
Fines

Fee For Intervention

Legal

Economic



Health And Safety Legislation

Health And Safety At Work Act (1974)

- Manual Handling Operations Regulations 1992
- H&S (Display Screen Equipment) Regulations (1992)
- Workplace (H&S) Regulations (1992)
- Personal Protective Equipment Regulations (1992)
- Provision And Use Of Work Equipment Regulations (1998)
- Management Of H&S At Work Regulations (1999)



Health And Safety Culture

Health and safety culture can be described as
“the way we do things here”

Health and safety culture is influenced through vision statements, values, policies, procedures etc but these documents are not the culture

Day-to-day behaviour is the culture

Culture trumps procedures and controls every time



Health And Safety Culture

There are two key principles which deliver the vast majority of safety improvements: -

- There is a direct link between unsafe acts and incidents
- Peer pressure only becomes self sustaining if 9/10 staff perform safely



Health And Safety Culture

There are three key cultures within a health and safety culture: -

- Reporting culture where all issues are reported including incidents and near misses
- Learning culture where we investigate issues, learn from mistakes, put things right and drive continuous improvement
- Just culture where it is recognised that only 10% - 20% of incidents are down to personal folly rather than management, organisational, environmental etc issues



Health And Safety

- Why health and safety is important
- Health and safety legislation
- Health and safety culture





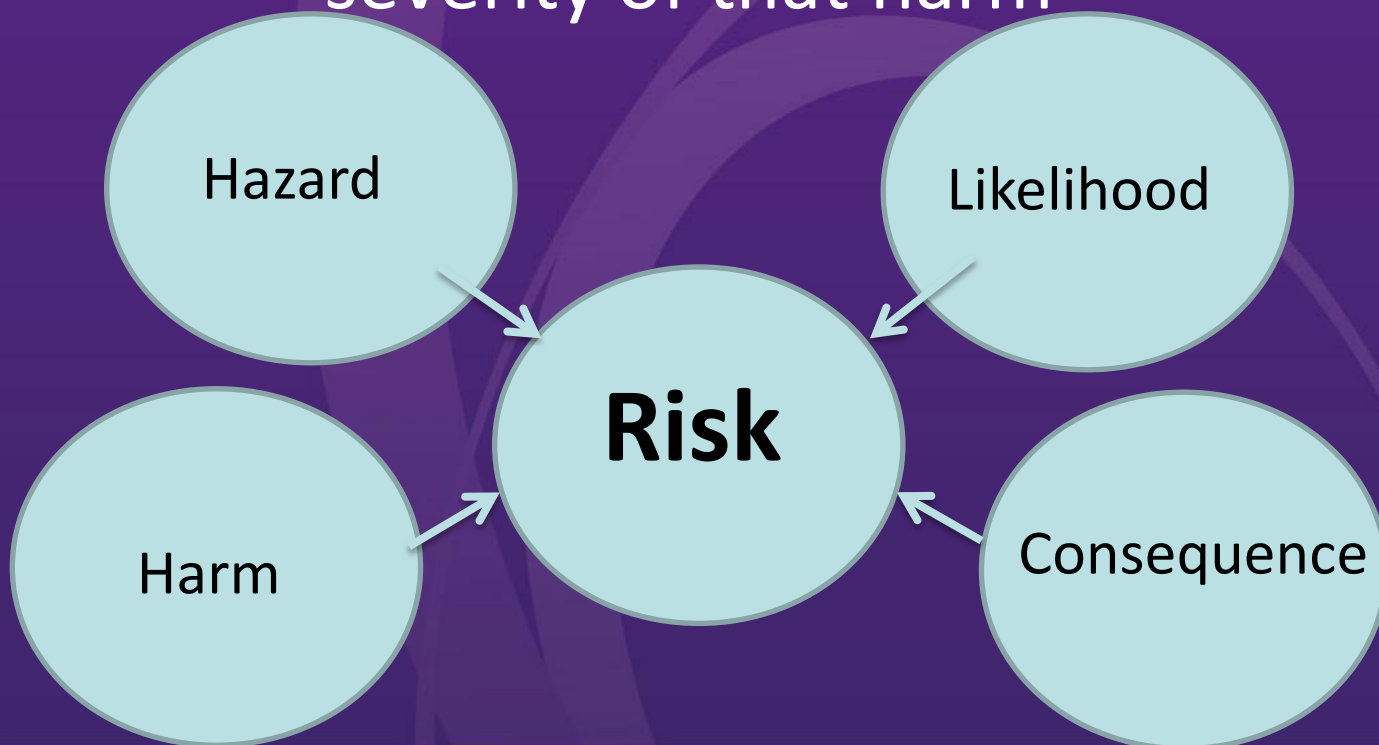
Managing Risk

- What is risk?
- The five steps of a risk assessment
- Understanding risk



What Is Risk?

The likelihood of harm occurring and the severity of that harm





Five Steps Of Risk Assessment

1. Identify the hazards

- Walk around your workplace – identify what could cause harm
- Ask staff
- Consult with Staff Side Safety Representative
- Check suppliers data sheets and instructions
- Review incident reports and sickness absence records



Hazard spotting









Five Steps Of Risk Assessment

2. Decide who might be harmed and how

- Identify groups of people e.g. contractors, staff, patients
- Identify vulnerable groups e.g. young people, new and expectant mothers, people with disabilities
- Identify **how** they may be harmed e.g. hand gel can cause skin irritation in staff and toxic effects in patients if they ingest it



Five Steps Of Risk Assessment

3. Evaluate and decide on controls

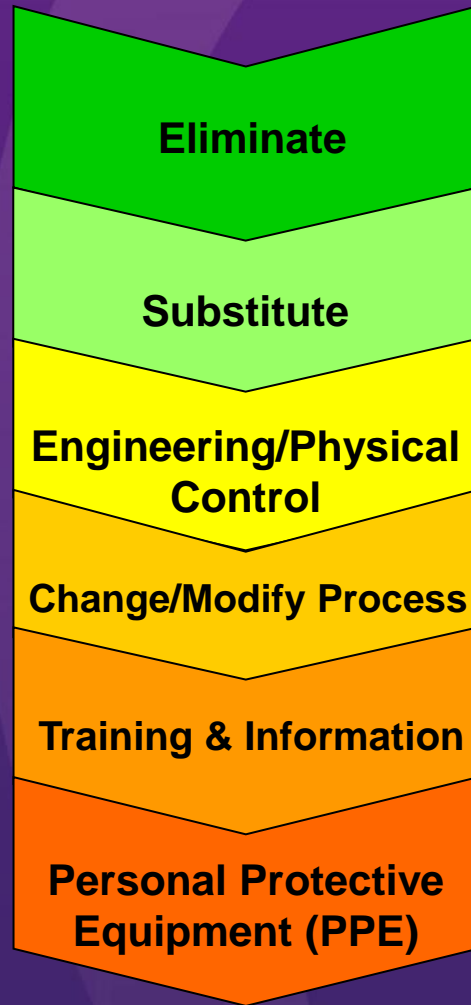
- Likelihood x Consequence = Risk (C X L = Risk)

Likelihood	Consequence				
	Insignificant 1	Minor 2	Moderate 3	Severe 4	Catastrophic 5
Highly Likely 5	Low 5	Moderate 10	Significant 15	High 20	High 25
Likely 4	Low 4	Moderate 8	Significant 12	High 16	High 20
Possible 3	Low 3	Moderate 6	Moderate 9	Significant 12	Significant 15
Unlikely 2	Low 2	Low 4	Moderate 6	Moderate 8	Moderate 10
Rare 1	Low 1	Low 2	Low 3	Low 4	Low 5

Black line = Trust tolerance level



Hierarchy of Control



Most effective control measure



Least effective control measure



Five Steps Of Risk Assessment

4. Record and implement your findings

- Use Trust risk assessment forms and checklists – they are designed to capture all of the legally required information
- Make sure you complete **all** of the sections e.g. date of original assessment and review dates
- Store your documents electronically in an easily accessible place



Five Steps Of Risk Assessment

5. Review risk assessment and update

- Assessments must be reviewed **at least annually**
- If there is a significant change in practice equipment or personnel
- As part of incident investigation – an incident may indicate that controls are not working
- A review may be required if it is a very high risk or an activity outside of your control e.g. contractors on site



Understanding Risk

- Risk is all around us – from getting in a lift to carrying a box or crossing a road
- We cannot always avoid the risk completely so need to minimise the potential for harm
- In the NHS, we have a duty of care to colleagues as well as patients, carers, visitors, contractors etc
- Always comply with Trust policies and procedures



Managing Risk

- What is risk?
- Five steps of risk assessment
- Understand risk and responsibility

