

KEEP IT SAFE

BFFF QUARTERLY HEALTH & SAFETY NEWSLETTER

JULY 2018



British Frozen Food Federation

Registered Office: Warwick House, Unit 7, Long Bennington Business Park, Main Road, Long Bennington, Newark, Nottinghamshire NG23 5JR

Tel: 01400 283090 Fax: 01400 283098 Websites: www.bfff.co.uk www.coolcookery.co.uk

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FOREWORD FROM SIMON

Welcome to the July Edition of Keep It Safe

Our collated membership accident statistics for 2017 are included in this edition. The statistics show some significant reductions in 'all accidents' for the food producers by 13.7% and for those 'reportable' a reduction of 49.9%. In the case of the wholesaler's 'all accidents' had increased by 11.4% and for those reportable an increase of 7.1%. 'Hit by moving vehicle' had replaced 'slips trips and falls' for the wholesaler's in their top 3 accident types. With the logistic service providers, they had also seen an increase in 'all accidents' by 17% and for those 'reportable' increased by 8.1%, hit by moving vehicle accidents had also increased. Thanks to our members that submitted this valuable data, we encourage others to get involved. For more information please contact simon.brentnall@bff.co.uk.

In this month's edition our case study outlines the requirement to manage Electromagnetic fields (EMF's) generated by electric motors, this sits with the Control of Electromagnetic Fields Regulations 2016. This seems to be a subject that many companies have not considered particularly in manufacturing. Greenyard explain how they have managed this and are willing to share this with an aim of helping others.

The BFFF Health & Safety Expert group met on the 16th May. The RIDDOR management tool was presented to help members work through the decision process. So far, the HSE has made some positive comments and the process was very well received by the group. We are now looking to progress this by gaining primary authority assurance. Our members would then be able to demonstrate a structured process should they ever become challenged by the enforcing authorities. Updates were given to the group on various topics including:

- Food and Drink Manufacturing Forum Meeting
- Health & Safety Working at Height Seminar
- Forthcoming legislation

Finally, the meeting closed with a presentation by Carl Bryan (Managing Director - Wagner), this was previously requested by members of the group. Carl talked around the technical aspects of their Oxygen depletion system. Carl explained the technical side of how the system worked by introducing Nitrogen into an area thus reducing Oxygen levels to a point where the fire is extinguished giving a distinct advantage over traditional sprinkler. In addition, the system now has a BS EN Standard 16750 2017.

Please feel free to contact Simon or Crystal for more information on our expert group's work or indeed any of our fire safety work, or if you wish to get involved in the benchmarking statistics or primary authority schemes.

Also, don't forget that all of BFFF's guidance is available on our website here: <http://bff.co.uk/health-safety/guidance/> along with cases studies here: <http://bff.co.uk/health-safety/hs-case-studies/>

Please contact BFFF if you would like to receive additional / back copies of this newsletter



Crystal Holmes
Health & Safety Assistant
crystalholmes@bff.co.uk

We do hope that you find Keep It Safe a valuable read.

Simon Brentnall
Head of Health and Safety
simonbrentnall@bff.co.uk



BFFF HEALTH AND SAFETY INITIATIVES

BFFF MEMBERS' COLLATED HEALTH & SAFETY INJURY STATISTICS 2017

We have pleasure in sharing with you the members' collated health and safety injury statistics for 2017. We had fantastic input again from the membership with 38 Food Producers, 16 Wholesalers and 7 Logistics Service Providers (LSP's) all sharing their data with us. These 61 companies represented 40,075 employees. We would like to thank all members that took part.

A detailed spreadsheet for each sector and copies including graphs are available for all members that have contributed their data. Our statistics provide an excellent benchmarking tool to enable all members to compare their performance against other companies within the sector.

Feel free to contact simonbrentnall@bfff.co.uk for more information.

The chart below highlights the average injury rate per 100,000 employees from 2011 through to 2017.

BFFF Members Collated Average Health & Safety Injury Rate Statistics for 2011 to 2017

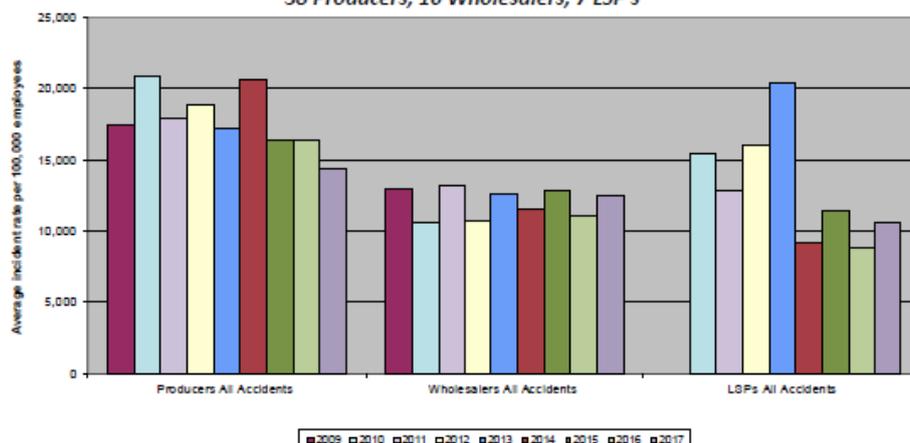
SECTOR	NO. OF RESPONSES RECEIVED	SPECIFIC SECTOR INFORMATION							% CHANGE 2016-2017
		2011	2012	2013	2014	2015	2016	2017	
PRODUCERS All Accidents	38	17,953	18,909	17,189	20,670	16,443	16,395	14,419	-13.7%
PRODUCERS Reportable Only		1,609	942	1,663	1,033	647	1,100	734	-49.9%
WHOLESALERS All Accidents	16	13,174	10,678	12,678	11,348	12,885	11,051	12,479	11.4%
WHOLESALERS Reportable Only		2,168	1,433	1,280	1,564	1,046	1,026	1,105	7.1%
LSPs All Accidents	7	12,806	16,025	20,404	9,159	11,454	8,797	10,602	17%
LSPs Reportable Only		1,855	1,244	656	2,023	1,191	1,011	1,100	8.1%

All Accidents 2017

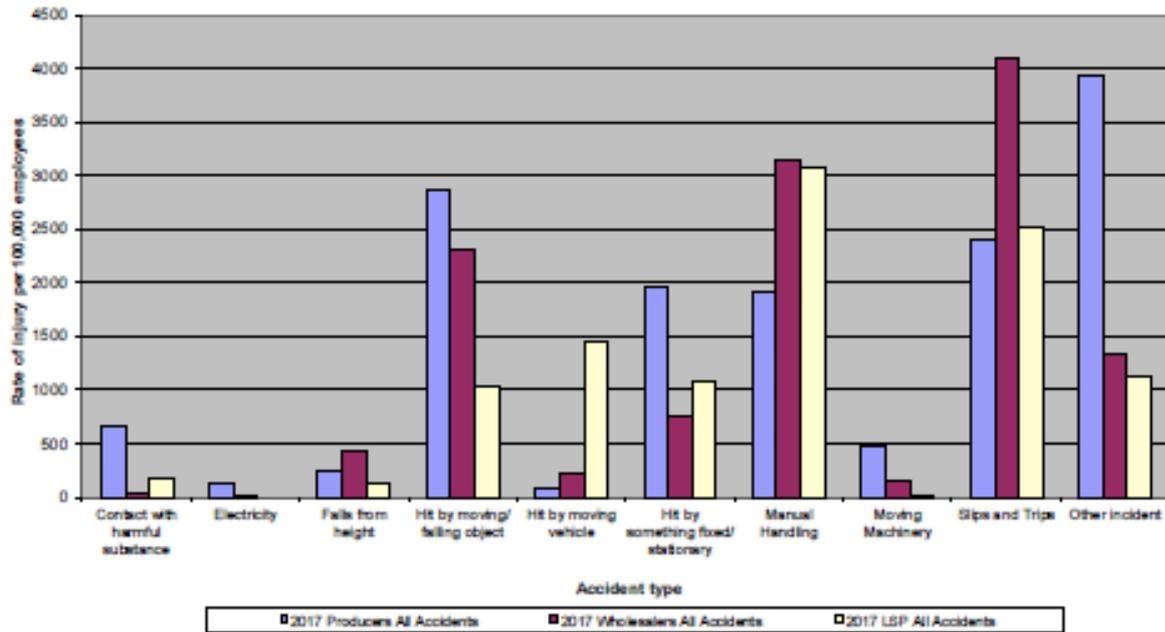
The following chart shows the trend of all accidents since 2009. There has been a significant reduction in all accident rates for the producers in 2017.

There is an increase for both the Wholesalers and Logistic Service Providers (LSP's) sectors of our industry showing RIDDOR's increasing from the previous year although this is still a reduction from 2015.

*Members collated Average H&S Injury Rate for 2009-2017 - All Accidents
38 Producers, 16 Wholesalers, 7 LSP's*



Members Collated All Accident Breakdown 2017
38 Producers, 16 Wholesalers, 7 LSP's



Food Producers

Encouragingly the ‘all accident rate’ has decreased even further to the lowest figure since we started to collate our members’ statistics and down by 13.7% from the previous year.

There has been significant reductions in the average rate of accidents in the following areas (per 100,000 employees):

- ‘Hit by moving vehicle’ reduced by 65%
- ‘Moving Machinery reduced by 45%
- ‘Slips and Trips’ reduced by 25%

There has been increase in the average rate of accidents in the following areas (per 100,000 employees):

- ‘Falls from height’ increased by 70%
- ‘Other incidents’ increased by 10%

The top three accident categories have remained the same as last year:

1. Other Incidents
2. Hit by moving/falling object
3. Slips and trips

Wholesalers

The wholesaler ‘all accident rates’ have increased by 11.4% in 2017

There has been an increase in the average rate of accidents in the following areas (per 100,000 employees):

- ‘Hit by moving vehicle’ increase by more than 100%
- ‘Slips and Trips’ increase by 45%
- ‘Hit by moving/falling object’ increase by 18%

There has been reduction in the average rate of accidents in the following areas (per 100,000 employees):

- ‘Contact with harmful substance’ reduced by 48%
- ‘Hit by something fixed/stationary’ reduced by 34%

Once again, the top three accident categories remain the same:

1. Slips and Trips
2. Manual Handling
3. Hit by moving/ falling object

Logistics Service Providers

The Logistic Service Providers 'all accident rate' have increased by 17% in 2017

There has been significant increases in the average rate of accidents in the following areas (per 100,000 employees):

- 'Hit by something fixed/stationary' increase by 57%,
- 'Manual Handling' increase by 57%
- 'Hit by moving/falling object' increase by 27%

There has been reduction in the accident rates for the following areas (per 100,000 employees):

- 'Contact with harmful substance' reduced by 52%
- 'Falls from height' reduced by 25%

The top three accident categories in this sector have changed and slips and trips have now been replaced by 'Hit by something fixed/stationary':

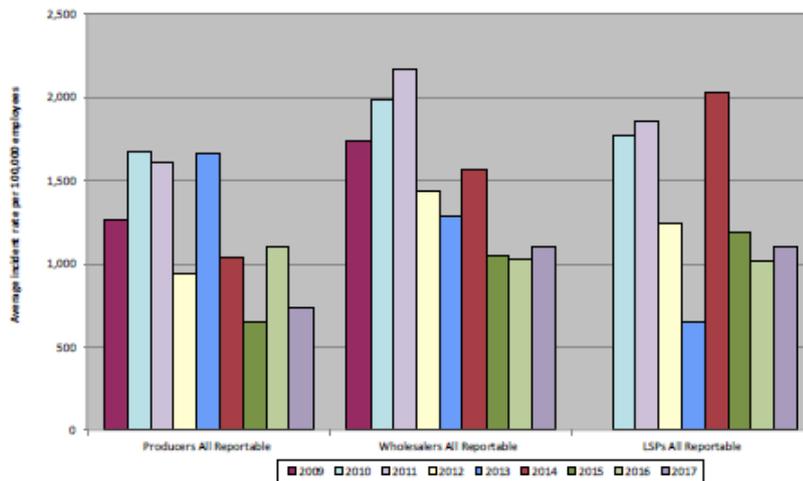
- 'Hit by something fixed/stationary'
- 'Manual Handling'
- 'Hit by moving/ falling object'

Reportable Accidents 2017

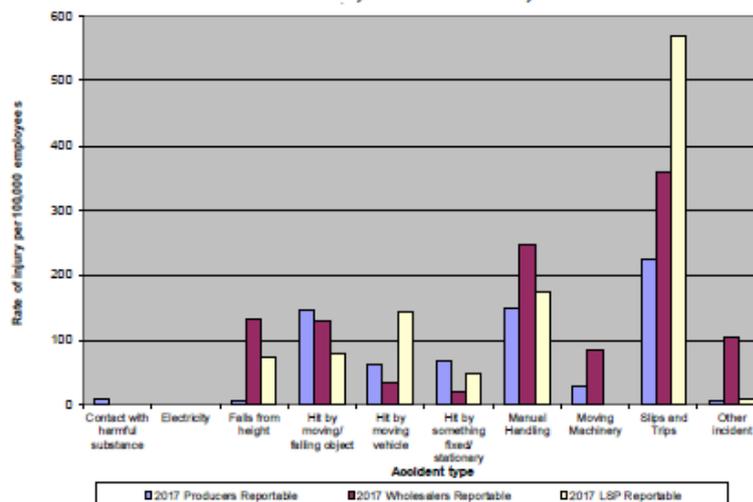
The following chart shows the trend of the reportable accidents since 2009. There has been a significant reduction in reportable accident rates for the producers in 2017.

There is an increase for both the Wholesalers and Logistic Service Providers (LSP's) sectors of our industry showing RIDDOR's increasing from the previous year although this is still a reduction from 2014.

*Members Collated Average H&S Injury Rate Statistics for 2009 to 2017 – Reportable
38 Producers, 16 Wholesalers, 7 LSP's*



*Members Reportable Accidents Breakdown 2017
38 Producers, 16 Wholesalers, 7 LSP's*



Food Producers

It is encouraging that the reportable accident rate for food producers has decreased by 49.9% from the previous year.

Increases have been identified in the following areas (per 100,000 employees):

- 'Manual Handling has increased by 65%
- 'Hit by something fixed/stationary has increased by 30%

Decreases have been seen across all other disciplines.

The top three accident categories are as shown below, this year 'hit by moving vehicle has been replaced by manual handling.

1. Slips and Trips
2. Manual Handling
3. Hit by moving/ falling object

Wholesalers

The reportable accident rate has increased slightly from last year by 7.1 % . Increases have been identified in the following areas (per 100,000 employees):

- 'Hit by Moving Vehicle' has increased by over 100%
- 'Slips and Trips' has increased by 45%
- 'Other Incidents' has increased by 42%

Decreases have been seen across all other disciplines.

The top three accident categories are shown below accidents 'hit by moving vehicle' have replaced falls from height in 2017:

1. Slips and Trips
2. Manual Handling
3. Hit by Moving Vehicle

Logistics Service Providers

The reportable accident rate from last year has increased by 8.1%. Increases have been identified in the following areas (per 100,000 employees):

- 'Hit by Moving Vehicle' has increased by over 100%
- 'Hit by moving/falling object' has increased by over 100%
- 'Slips and Trips' has increased by 48%

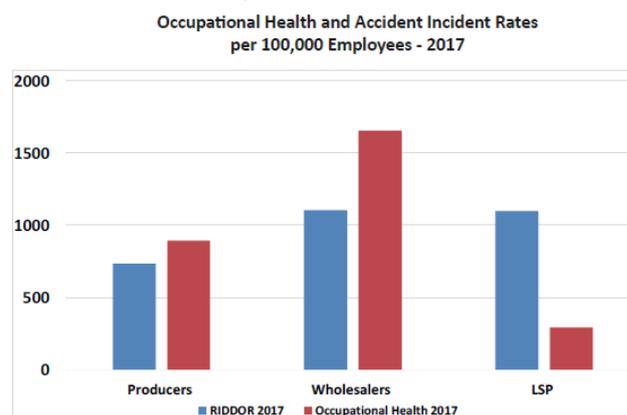
Decreases have been seen across all other disciplines.

The top three accidents have changed from last year 'slips and trips have replaced by 'other incidents'.

1. Slips and Trips
2. Manual Handling
3. Hit by moving vehicle

Occupational Health Reporting 2017

The below graph represents the data we did receive from all sectors in 2017, we have then compared these occupational incident/accident rates with RIDDOR reportable. This shows even with approximately a third of occupational health data not submitted by members, the occupational health incidents far exceed the RIDDOR reportable with producers and wholesalers. This gives confirmation that the HSE have highlighted a worthy subject matter for the industry to address.





WORKING AT HEIGHT SEMINAR

**Preventing Falls Whilst Working on
Mobile Refrigeration Units**

4th October 2018 - The Kube, Leicester Racecourse



Join BFFF and FSDF for practical solutions behind the industry leading guidance

In August 2017 the British Frozen Food Federation published new industry guidance on Preventing Falls Whilst Working on Mobile Refrigeration Units. Since then the BFFF and FSDF has been working together to provide evidence of best practice within the industry and definitive examples where this guidance is being put into practice.



A must attend for directors, health & safety professionals, managers, engineers working with or responsible for, working at height on mobile refrigeration systems

Join us for a range of theoretical and practical sessions of working at height including:

- HSE presenting the legal expectations of preventing falls from height
- Case studies of actual falls from vehicle accidents
- Legal and claims implications if the guidance is not followed
- Summary of BFFF Preventing falls guidance to ensure legal compliance
- Practical solutions to work on vehicles with refrigeration units with risk assessment concept of 'avoid', 'prevent' and 'minimise' - including 6 HGV vehicles with practical access solutions.



Price: £150+vat members / £180+vat non-members

Please email crystalholmes@bfff.co.uk for your booking form

FREE MOCK TRIAL EVENT - EXCLUSIVE TO BFFF MEMBERS

As part of the new member benefits launched by BFFF earlier this month, members are invited to attend a free mock trial event, hosted by our partners NFU Mutual. All the details for the event are below, there are 20 places available on a first come, first served basis. If you wish to book, please contact clairemathieson@bff.co.uk

EMPLOYER'S LIABILITY MOCK TRIAL EVENT



Thursday 20th September 2018, 10am – 3pm
The Royal Society 6-9 Carlton House Terrace, London SW1Y 5AG

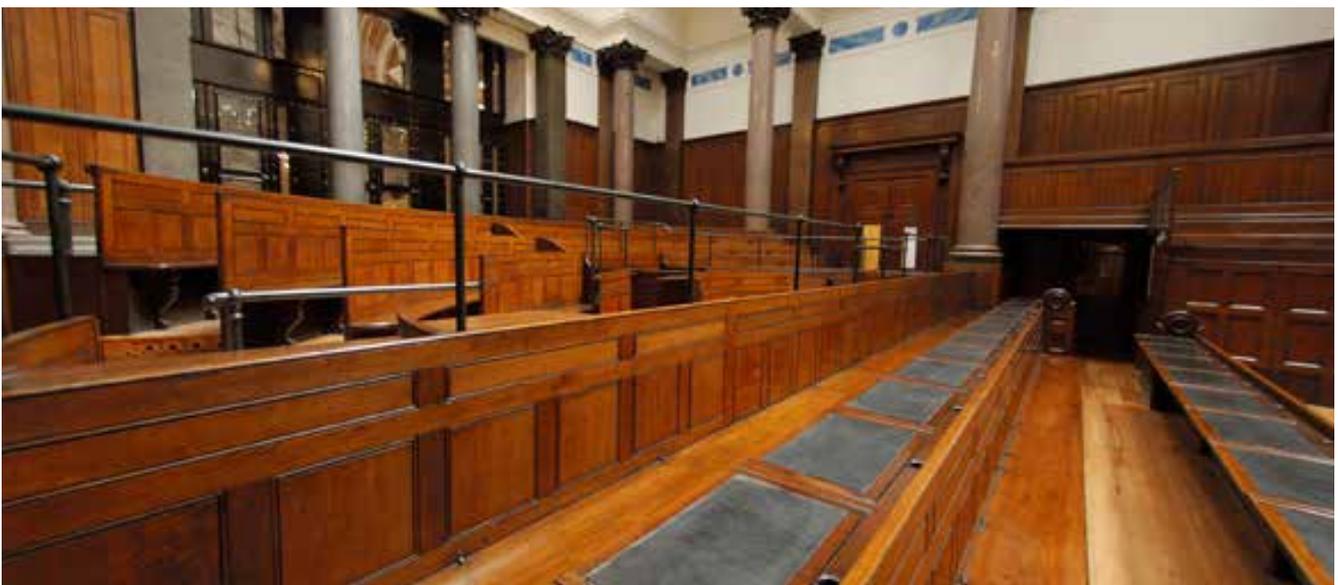
NFU Mutual Corporate Insurance, in conjunction with Langleys Solicitors, cordially invites you to a Mock Trial event. The day's schedule will provide you with a superb opportunity to experience how an Employer's Liability case can run in court.

Throughout the day, we will cover issues such as:

- What a real civil liability trial is like
- What evidence convinces a judge and what does not
- How real barristers present arguments on liability
- Improving your business processes to make claims more defensible

Our mock trial includes:

- A seat in the court to watch proceedings unfold
- Real barristers conducting proceedings
- A networking opportunity to discuss the learning points with other guests



NFU Mutual
CORPORATE INSURANCE

FIRE SAFETY

FIRE & RESCUE ATTENDANCE IN AN EMERGENCY

Many reading this will have experienced a fire crew's visit around their place of work. The Fire & Rescue Services Act 2004 places a duty on a local Fire & Rescue Service (FRS) to gather risk information within its area of authority. This information process allows each FRS to assess their available resources and develop procurement and training for the future. The aim is to ensure fire crews can meet the challenges faced when responding to requests for assistance in an emergency.



Businesses should use these visits as an opportunity to understand how best to assist the first attending fire appliance to an emergency at its premises. If you are involved with a fire crew visit get your emergency information ready for them to take a look at, discuss with the crew what information they would like to be included. The form that the crews fill out on their visit will be assessed using a risk matrix and if the risk is sufficient enough, a document containing information about the hazards and guidance on actions upon arrival at the scene will be issued to all fire stations in the area. As you would imagine the greater the risk the more detailed the document will be. It may include instructions for obtaining a water supply or specific measures to mitigate a perceived risk to the wider community. It is imperative that the crews are able to gather up to date and relevant information during the visit.

Prior to the fire crew's visit it would be prudent to practise your emergency procedures enabling a discussion about the learning points; this will improve the information that is handed to them at a real incident. Upon arrival at any incident the Incident Commander (IC) will complete a short period of information gathering to understand what is going on at the incident before making their plan.

The IC uses the firefighter maxim below when making decisions about their plan:

“At every incident, the greater the potential benefit of fire and rescue actions, the greater the risk that is accepted by commanders and firefighters. Activities that present a high risk to safety are limited to those that have the potential to save life or to prevent rapid and significant escalation of the incident.”



Weighing up the benefits against the risks to ensure that unnecessary risk is avoided is a skill, having the correct information available for the IC will not only expedite their decision making but also improve the outcome as the plan is put into practice quickly. The Fire Service as a whole has a culture of constant learning. A Government led project brings together representatives from all FRS called National Occupational Guidance. Learning from all FRS is collated and developed to produce guidance that is then used to train firefighters consistently across the country. One important piece of guidance is the Foundation for Incident Command guide; it includes understanding of the psychology of decision making to support commanders on how to use previous experiences without confusing them with the situation at the current incident. A large part of that is for the IC to take steps to ensure he has all the relevant information on the situation. This is where you can help by keeping up to date, accurate and relevant information available as soon as they arrive.

The types of information gathering required will include: asking for confirmation that all persons accounted for, questioning of a senior or nominated person who knows the site to identify the types and locations of hazards involved, a 360 degree view of the site, clear plans of the site, establishing the best route to the scene. Depending on the type of incident there could be other sources required but in any case whilst the IC is gathering this information the rest of the crew will be preparing by securing a water source, setting up cordons to prevent unauthorised access and getting equipment ready to work.

Every second counts, that is why fire crews practise this simultaneous activity. This ensures that by the time the IC has gathered information and made a plan, the crew are ready to put the plan into action straight away. By engaging with your FRS you can gain a good understanding of what the first attending crew to an incident will need and thus avoid unnecessary delays in the IC gaining a full understanding of the situation. This will make it more likely that their plan will reduce the impact to the business of the emergency event.

Useful items and information needed during the early stages of an incident include (this list is not exhaustive):

- Confirmation that all persons are accounted for
- Accurate and up to date plans of the site (especially ones that identify flammable and non-flammable composite insulated panels)
- Chemical datasheets with locations of storage and use
- Shut down procedures for complex or hazardous processes
- Locations of key utility isolation points
- Necessary keys or codes for accessing secure areas
- Contact information of people who could assist because of their knowledge of the site



SAFETY FOCUS

NO SUCH THING AS A LIFT TRUCK 'LICENCE': CONFIRMING DRIVER COMPETENCE

Provided by Mentor FLT Training Ltd.

Search the job adverts for lift truck operator vacancies and chances are you'll come across, "FORK LIFT LICENCE REQUIRED" or "NEEDS FLT LICENCE". That would be a perfectly understandable request for would-be applicants... if it wasn't for the fact that, in the UK, the forklift licence is a myth. There's actually no such thing. In fact, a review of advertisements undertaken by the Fork Lift Truck Association found that, despite this, 85% of adverts declared licences as a requirement for successful applicants.

But if there's no such thing as a lift truck licence, how do employers confirm an operator's skill levels? Well, when employers request a licence, they are likely referring to a certificate of training. In the UK, any operator undergoing formal training should receive a certificate demonstrating that they have successfully completed basic training on the specified category of truck. So the best way to confirm an operator's standards is by checking any certification that they hold, and supplementing this with an assessment of their current operator skills.

However, beware - not all certificates are as valuable as others. You see, any forklift training provider can issue such documents but – to ensure that the training carried out meets the standards set by the HSE – you should look for courses that meet an accredited standard.

Crucially, training accredited by any of the organisations that make up the Accrediting Bodies Association (ABA), such as AITT or RTITB, will meet the legal and safety requirements outlined by the Approved Code of Practice (L117). With this in mind, those needing to check operators' credentials might ask: "What are the real differences between a certificate and a licence for me, as an employer?"

Forklift licence vs certificate of training

Unlike licences, certificates don't have an expiry date. For this reason, L117 recommends that refresher training should be provided to operators every 3-5 years, depending on company policy (this will vary according to frequency of use, near misses, etc.)

This will ensure your operators' skills are kept 'fresh', limiting the development of complacency and dangerous habits. It also demonstrates to staff, tangibly, that you are investing in them, which benefits their motivation and your bottom line, since countless studies have shown that safe, skilled operators are the most productive. Another crucial difference between certification and licences is that licences ultimately belong to drivers, whereas employers, as the ones who fund staff training, are not obliged to issue copies of training certificates to operators to take with them to their next employer.

This, coupled with the array of substandard, non-accredited courses on the market, means there's no guarantee that a new starter to your company will come armed with suitable qualifications and documentation. So it's vital that you assess the credentials and the current skill levels of any operator, before allowing them to start using your MHE. And don't forget, this includes agency/temporary workers, as your duty of care is the same for them, as it is for permanent staff.

How to check operators' skills

Confirm new starters' skill levels in three ways:

- Check your new operator's qualifications – do they have a recent certificate of basic training to an accredited standard? If they've been trained but don't have a copy of their certificate, you can confirm this with the ABA
- Assess their current practical skills
- Ensure that all three elements of lift truck training detailed in L117 are completed; not just basic training but job specific and familiarisation, to ensure they are safe to start work on your site, with your equipment.

In summary, since there's no such thing as a lasting, universal forklift licence, it's critical, as an employer, that you confirm operator standards to ensure new employees understand how to work safely on your site, and provide regular refresher training to ensure they continue to do so.

For more information please contact Pete Kerfoot at Mentor on 01246 555222 or Further information can also be found at www.mentorflttraining.co.uk

CASE STUDY

GREENYARD FROZEN UK LTD.

GREENYARD

In this edition, Rob Ironmonger (Health, Safety and Environment Manager) for Greenyard Frozen UK Ltd talks about the environmental monitoring for Electromagnetic Fields (EMF's) radiated from electric motors and cables.

The legislation which covers this subject is The Control of Electromagnetic Fields at Work Regulations (CEMFAW) 2016 together with Health and Safety Guidance HSG281.

The guidance (HSG281) provides information on:

- identifying sources of electromagnetic fields (EMFs) in your workplace;
- assessing the exposure of employees to EMFs;
- Action Levels (ALs) and Exposure Limit Values (ELVs)
- deciding what, if anything, you may need to do to protect your employees from the risk arising from exposure to EMFs;
- assessing and controlling any risks from EMFs in the workplace;
- protecting employees at particular risk;
- exemption from certain aspects of the CEMFAW Regulations; and
- references and further reading.

Rob mentions that electromagnetic radiation exposure being harmful to workers at certain levels especially those 'at risk' workers including those with implanted metals, titanium plates/screws, electronic medical devices such as pacemakers and diabetes pumps. Employers have a legal responsibility to ensure that these limits are not exceeded.

During the monitoring at Greenyard, Rob was surprised by the fact smaller motors radiated higher levels than the larger shielded motors. In managing this risk Greenyard implemented exclusion zones in some areas. In addition, electric cables routed close to ground level were also found to require consideration.

For more information on this subject please contact simonbrentnall@bfff.co.uk



LEGISLATIVE UPDATE

HSE BUSINESS PLAN 2018/19

As a modern regulator, the HSE's purpose of preventing work-related death, injury and ill health is delivered through a broad range of regulatory actions – such as influencing behaviours across whole industries through and targeted interventions with individual businesses.

This business plan sets out priorities for HSE in 2018/19. It draws on the recently published sector plans and the Helping Great Britain Work Well strategy. It does not attempt to capture all that HSE do, but instead highlights specific priorities, within an overall framework that reinforces the regulator's ongoing commitment to:

- leading and engaging those who undertake or influence health and safety, for example through our engagement with stakeholders on priorities like health at work or through our award-winning campaigns
- ensuring the regulatory framework remains effective, bringing a greater focus on supporting small firms and helping dutyholders understand how to manage the risks they create in a proportionate way
- securing effective management and control of work-related risks through a range of proportionate approaches including face-to-face contact, licensing regimes in certain higher-risk sectors, dealing with reported concerns efficiently and effectively, and holding people to account by enforcing the law in a firm but fair way
- reducing the likelihood of low-frequency, high impact catastrophic hazards. We will continue to promote leadership throughout the higher-hazard industries and projects, as well as dealing with emerging risks such as cybersecurity.

It is noted that the year ahead will also be significant in terms of supporting the government in its preparations for the UK's exit from the European Union and any changes that may follow the Grenfell tragedy.

The Plan also includes the financial outlook for 2018/19. It can be found here: <http://www.hse.gov.uk/aboutus/strategiesandplans/businessplans/plan1819.pdf>



GUIDANCE

HSE'S HEALTH AND SAFETY TRAINING BROCHURE

The HSE has published its health and safety training brochure for 2018/19.

HSE training courses are delivered by scientists and health and safety experts who work in research and investigations every day, for the benefit of industry and government. The HSE comment that their training is built around current real-world expertise and is fully aligned with the requirements of the regulator.

The content of the brochure covers training courses that are available under the following topics:

- health
- human and organisational performance
- hazard and risk
- regulatory insight.

More information can be found here www.hsl.gov.uk/training and the training brochure for 2018/19 is available here: <http://www.hse.gov.uk/events/assets/training-brochure.pdf>

HSE WORKPLACE INSPECTIONS – Q3/Q4 (2018/2019)

The future HSE Workplan for inspections for 2018/19 were announced at the Food and Drink Manufacturers Forum. There are 900 future visits planned for food manufacturing during Q3 and Q4 aimed at those previously seen to be under performing or those not visited in the last 3 years.

Previously in 2017/18, the highest proportion of enforcement due to inspections were unsafe machinery and the control of substances hazardous (Lack of health surveillance for employees). Other topics for enforcement were working at height and manual handling.

FIRST AID AT WORK GUIDANCE UPDATE

HSE have recently amended their first aid at work guidance and the key changes are:

1. The introduction of blended learning as an accepted method of first aid training delivery.
2. The addition of Automated External Defibrillator (AED) use to First Aid at Work (FAW) / Emergency First Aid at Work (EFAW) course content.
3. Haemostatic dressings/tourniquets have been added as examples of additional training/equipment that might be identified as appropriate in an employer's needs assessment.
4. Minor amends to clarify the removal of HSE's training approval status and the revision of links to other legislation that has changed over the last few years.

The following publications and web pages have been updated accordingly:

- The Health and Safety at Work (First Aid) Regulations guidance - L74
- First Aid at Work – Your questions answered -INDG 214
- Basic advice on first aid at work – Guidance – INDG 347
- Selecting a first aid training provider – a guide for employers -GEIS 3
- Basic advice on first aid at work – INDG 347
- Basic advice on first aid at work – Poster
- Electric shock – First aid procedures – Poster
- First aid FAQs
- First aid at work needs assessment case studies

All of the above documents and webpages can be accessed from: <http://www.hse.gov.uk/firstaid/index.htm>

VULNERABLE WORKERS: GUIDE TO PROTECTING STAFF AT GREATER RISK

The British Safety Council has published a guide which explains some of the steps employers should take to protect workers who could be particularly at risk of injury or ill health, such as new or young employees, new and expectant mothers and staff who have language or literacy difficulties.

It covers:

- new starters
- language and literacy
- young workers
- the law
- next steps
- work experience myths
- new and expectant mothers
- other steps
- older workers
- disabled workers
- violence and aggression
- lone workers.

The guide points out that employers have a legal duty to ensure that potentially vulnerable workers such as young, pregnant and migrant staff are not put at risk. In many cases, it is noted, all that is required is good planning, common sense and a little extra support and supervision. In this way, employers can keep everyone safe and healthy at work – regardless of their circumstances.

It is available to purchase for £4 here: <https://www.britsafe.org/products/vulnerable-workers/>

MAC TOOL INFORMAL CONSULTATION

As part of HSE's on-going review of external guidance, it has revised and updated INDG383 Manual handling assessment charts (the MAC tool).

The updates (outlined below) have been made following an extensive period of research to reflect the latest scientific knowledge and HSE's experience of how the tool is used in the workplace.

The main messages about the actions employers and workers should take to prevent risks have altered very little since the previous version, which was last revised in 2014. There is no change in policy or regulation.

A summary of the main changes:

- more emphasis on taking account of the needs of vulnerable groups
- strengthened advice on what to do if anything falls into the 'purple' unacceptable risk zone
- more emphasis on taking action after the risks have been identified
- advice to use the V-MAC tool if load weights vary significantly
- the first green image in Lifting – 'Vertical lift region' has been moved to amber to match the description
- a new image to show sideways bending in Lifting – 'Torso twisting and sideways bending'
- images added to all the 'Grip on the load' sections as well as two extra descriptions
- a new 'Other risk factors' category in all sections to align with the advice in paragraph 32 of the appendix in L23
- new images in Carrying – 'Asymmetrical torso or load' and carrying on the shoulder added
- red category changed from one-handed carrying (moved to amber) to two-handed carrying to the side in Carrying – 'Asymmetrical torso or load'
- green category changed in 'Obstacles on route' to 'No obstacles AND carry route flat or slopes gently'
- amber category changed in 'Obstacles on route' to 'One type of obstacle OR steep slope'
- red category changed in 'Obstacles on route' to 'Ladders OR at least two types of obstacle'
- in Team handling – 'Load weight', the weight limits have changed, and a full risk assessment is recommended for teams of 5 or more
- images added to Team handling – 'Torso twisting and sideways bending'
- the scores for amber and red in Team handling – 'Grip on the load' have been increased
- 'carry distance' and 'obstacles on route' factors added to Team handling section.

The draft paper version can be found here: <http://bfff.co.uk/wp-content/uploads/2018/06/Mac-Tool-DRAFT-5-June-2018.pdf> and the survey for that document can be accessed here: <https://tinyurl.com/ya5br9ot>;
The draft interactive version can be found here: <http://bfff.co.uk/wp-content/uploads/2018/06/MAC-Interactive-prototype-pdf-5-June-2018.pdf> and the survey for that document can be accessed here: <https://tinyurl.com/y9l7rekh> Submissions should be made by 20 July 2018.

HEALTH AND SAFETY LEADERSHIP: A GUIDE FOR DIRECTORS AND MANAGERS

A guide has been published by the British Safety Council which explains how effective health and safety leadership by directors can ensure a safe and healthy workplace.

It stresses that health and safety messages must be reinforced and supported from the ground up if they are to be successful. Front-line supervisors, department heads and the chief executive officer (CEO) all play a crucial role in ensuring the health and safety of employees and others such as contractors and visitors.

Leaders are responsible for many aspects of health and safety management, and adequate management of workloads, supervision of staff, legal compliance, incident investigation and health and safety communication should be key duties. Leaders also have many opportunities to reinforce, inspire and support employees to achieve high health and safety performance in the workplace, says the guide.

The way a leader acts and talks about health and safety broadcasts a distinct signal, which, in turn, informs employees' attitudes and behaviours at work. For example, a leader who emphasises 'production at all costs' is essentially role modelling a disregard for health and safety – and is increasing the likelihood of an incident occurring.

The guide covers important topics, such as: legal liability of board members in the UK, corporate manslaughter, translating leadership into practical steps, leadership in major hazard industries, training, and so on.

It is available to purchase for £4 here: <https://www.britsafe.org/products/health-and-safety-leadership/>

AN END TO 'OFF-THE-SHELF' MANUAL HANDLING ADVICE

Off-the-shelf manual handling training should become a thing of the past, according to new advice released by the HSE.

New musculoskeletal disorder (MSD) advice has been issued by the HSE, which aims to help employers decide what type of help they need to address MSD risks in their workplace. The web-based advice illustrates different approaches with examples and identifies who may be able to help address their needs.

The advice has been developed with the input and involvement of businesses, trade unions, trade bodies, training providers, professional bodies and safety professionals and consultants.

Launching the web-based advice at its inaugural MSD Summit last week [21 March], HSE's Health and Work Portfolio Manager Geoff Cox said: "Our research shows that simplistic training involving bending your knees to lift a cardboard box is just a waste of time and money, it just doesn't make any difference.

"The overall aim is to avoid and reduce manual handling, and that's where employers should start if their workforce faces manual handling risks. Don't start with training, start with re-organising and redesigning your working practices.

"If you do need staff training, and there are many residual risks where this is the case, then this needs to be customised and professionally delivered. Any such training should be based on observations of current working practices, and should be informed by the views and experience of the workforce."

Organisations involved in developing the web guide included EEF, Unite the Union, ROSPA, IOSH and BSIF among many others. Terry Woolmer, Head of Health and Safety Policy at EEF said: "The new web-based advice won't tell you how to resolve your MSD issues but it will help you decide what types of approaches suit your business and where to get the help you need."

National Health and Safety Advisor for Unite the Union, Susan Murray said "The key point from the web-based advice is the importance of involving workers in all aspects dealing with manual handling solutions – the people who do the work often come up with the best answers."

Health and Safety Consultant at RoSPA, Roy McKee said: "The web-based advice recognises training has a place in the hierarchy of controls for manual handling and also its limitations. It allows the risk profile of the company to dictate the level of competence and extent of help necessary rather than a person's accreditation or qualifications. Where previously, SME's might not know where to go for assistance in ergonomic interventions or workplace designs, hopefully the web guide will change this."

Commercial Director at Pristine Condition, Phil Bladon said: "The web-based advice should make employers think about what sort of help they need. Where a training need is identified, it's now broadly accepted that conventional approaches aren't particularly effective. Instead, the training must be practically-orientated, relevant and engaging for the individual, making it more likely that it's adopted at the "coal face", and critically, be part of a far more comprehensive system for changing manual handling behaviour in the long-term."

Chief Executive Officer of the BSIF, Alan Murray: "It's simple and straightforward – the web-based advice should set businesses in the right direction."

The full web-based advice is available here: <http://www.hse.gov.uk/msd/external-help.htm>



GDPR – IMPLICATIONS FOR THE HEALTH AND SAFETY PROFESSIONAL

The General Data Protection Regulation EU 2016/679 (“GDPR”) came into force on 25 May. Organisations which are not compliant with GDPR may face heavy fines of up to €20 million or 4% of annual global turnover, whichever is greater. But what does the GDPR actually mean for a health and safety professional?

Writing for SHP, Phil Crosbie from Eversheds Sutherland explains...

The initial reaction to GDPR has been somewhat of a ‘paper shredding’ exercise in order to minimise the amount of data that may be processed or stored. Your email inbox has likely been inundated with ‘opt in’ emails from organisations you barely recognise pleading to stay in touch via their mailing list. But how can data purging be aligned with a safety management system that requires the storage of competency records, disciplinary notes and health surveillance results? In the world of health and safety an often hailed maxim is ‘if it wasn’t written down, it didn’t happen’.

How to manage the day-to-day

Any information that relates to an identified or identifiable natural person is considered ‘personal data’. That will most likely extend to driving licences, induction paperwork and PPE records.

Article 5 of the GDPR requires that personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals. It is unlikely that there will be any malice or unfairness in the use of data for health and safety purposes; the reason for using the data should be clear.

In choosing a ‘lawful basis’ for processing the data, most health and safety professionals are unlikely to obtain consent each and every time a record is generated. A simpler solution is to rely on two other bases:

- legal obligation – this will be particularly relevant for training records and health surveillance documents, where there is a statutory requirement to keep records, and be able to evidence and review health and safety systems
- legitimate interest – the interest in properly managing the health and safety of those connected with an organisation is evident, and should not require further explanation.

In the absence of consent, which may be too burdensome to be workable, a reliance on the two bases above will be unlikely to result in any significant change to normal practice. Health and safety practitioners should be clear as to what information they are collecting and why; as most health and safety policies and process documents already are.

Sensitive personal data

It is easy to see how ‘sensitive personal data’ could be collected by way of managing health and safety; particularly the health records associated with surveillance and occupational health regimes. Given the progress made in assessing and managing the health and wellbeing of employees, it would be wrong for practitioners to use the GDPR as an excuse to retreat.

In order to process this data, one of the bases of processing (as above) should be identified. This should not be a difficult task given the importance of health monitoring in a variety of industries. The second stage is to find a particular condition that allows the processing of this extra-sensitivities data. In the current scenario, the GDPR provides great assistance, with one particular category being that:

“Processing is necessary for the purposes of preventive or occupational medicine, for the assessment of the working capacity of the employee...”

Transparency

Not only does the GDPR require a lawful basis for the collection and use of personal data, it also calls for transparency. Individuals have the right to be informed about the collection and use of their personal data, and when this changes. Clear and transparent health and safety policies should achieve the requirement to ‘inform’.

Whilst previously employers may have relied upon a consent clause in the employment contract, genuine, stand-alone consent is now required and this will likely be achieved through the use of a privacy notice issued when employment commences. Health and safety practitioners may want to incorporate reference to this in the induction process.

Storage limitation

According to the storage limitation principle in the GDPR, personal data must be kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data is processed. An organisation that properly reviews its documentation, such as regularly reviewing training records and competencies, should not require any significant changes. Good safety management requires practitioners to be 'on top' of their records and avoid lapsed assessments and superseded documents from languishing in archives.

Health and safety incidents

Following any health and safety incident, it is standard practice to conduct an investigation to understand what happened, and how future incidents may be prevented. We do not consider that reference to personal data as part of that investigation will incur the wrath of the Information Commissioner.

Equally, the legal requirement to submit a RIDDOR report and comply with a formal document request from the HSE (under section 20 of the Health and Safety at Work etc Act 1974) will subvert any criticism that data is not being handled properly.

Health and safety professionals do need to consider, however, how their investigation reports are disseminated. If there is reference to personal data within an investigation report then practitioners should consider whether that data can be removed or restricted before any report is circulated around a business or provided to an insurer. Anonymisation through an easily identifiable key should also be viewed with caution.

It is often the case that the facts and learnings of an incident are more important than the identity of the individual(s) concerned. If it is necessary to share personal data as part of an investigation, recipients should be reminded to treat it appropriately and destroy it when no longer required.

Conclusion

The furore and publicity surrounding GDPR is akin to that experienced during the introduction of the Sentencing Council's Guideline for sentencing health and safety offences in February 2016. However, two years on from the Guideline, those organisations who already had a structured and transparent approach to health and safety management had little to fear. The same should be said of GDPR which really should be a reminder to organisations to reconsider their existing obligations under domestic data protection law.

£260 MILLION OF CLEAN AIR FUNDING LAUNCHED BY GOVERNMENT

A package of funding worth more than £260 million has been launched by the government to help improve air quality in some of the most polluted areas.

The UK Plan for Tackling Roadside Nitrogen Dioxide Concentrations was produced by the government in July 2017, and outlined that councils with the worst levels of air pollution at busy road junctions and hotspots must take robust action in the shortest time possible.

Fulfilling a commitment to support local authorities to deliver these plans, the government has launched a £220 million Clean Air Fund to minimise the impact of local plans on individuals and businesses. A range of options local authorities could consider to utilise this money such as new park and ride services, freight consolidation centres, concessionary travel schemes and improvements to bus fleets have been set out.

At the same time, more than £40 million from the £255 million Implementation Fund has been awarded to support local authorities take action as soon as possible to improve air quality.

Environment Minister Thérèse Coffey said: "We have been clear that local leaders are best placed to develop innovative plans that rapidly meet the needs of their communities. [This] funding demonstrates the government's commitment to support the local momentum needed and continue to improve our air now and for future generations.

"Improving air quality is about more than just tackling emissions from transport, so later this year we will publish a comprehensive Clean Air Strategy. This will set out how we will address all forms of air pollution, delivering cleaner air for the whole country."

The announcement is part of a £3.5 billion plan to improve air quality and reduce harmful emissions. More information can be found here: <https://www.gov.uk/government/collections/air-quality-grant-programme>

VIOLENCE AT WORK

A report has been published which sets out the findings from the Crime Survey for England and Wales (CSEW) and the Reporting of Injuries, Diseases and Dangerous Occurrences and Regulations.

The report suggests that the number of violent incidents at work has remained broadly flat over the last decade with annual fluctuations.

Findings from the 2016/17 Crime Survey for England and Wales (CSEW) produced on behalf of the Office of National Statistics show that:

- the risk of work related violence is similar in 2016/17 to the last five years, with an estimated 1.3 per cent of working adults the victims of one or more violent incidents at work
- in 2016/17 326,000 adults of working age in employment experienced work related violence including threats and physical assault
- there were an estimated 642,000 incidents of violence at work according to the 2016/17 CSEW, comprising 269,000 assaults and 372,000 threats. This compares to an estimated 698,000 incidents in 2015/16
- the 2016/17 CSEW found that 1.3% of women and 1.3% of men were victims of violence at work once or more during the year prior to their interview
- it is estimated that 58% of victims reported one incident of work related violence whilst 16% experienced two incidents of work related violence and 26% experienced three or more incidents in 2016/17
- strangers were the offenders in 55% of cases of workplace violence. Among the 45% of incidents where the offender was known, the offenders were most likely to be clients or a member of the public known through work
- the survey found 64% per cent of violence at work resulted in no physical injury. Of the remaining 36% of cases, minor bruising or a black eye accounted for the majority of the injuries recorded
- RIDDOR reported 4,941 injuries to employees, where the 'kind of accident' was 'physical assault/act of violence' in Great Britain (England, Wales and Scotland). This represents 7% of all reported workplace injuries. Of this figure, there were two deaths. (RIDDOR, 2016/17).

The full findings report is available here: <http://www.hse.gov.uk/statistics/causinj/violence/work-related-violence-report-2018.pdf>

LIGHTING REVEALED AS A KEY CONCERN

Over a third of workers are adversely affected by a lack of natural light in their office, according to the findings of a recent survey.

The survey conducted by lighting retailer, Lamp Shop Online, which quizzed employees about the difficulties associated with workplace lighting, revealed that headaches and dizziness were a problem for one in seven. Other employees reported finding the lighting too bright and dazzling (12.4%), while one in 10 said they had to strain their eyes due to a general lack of light.

A similar proportion said they were bothered by the position of the lights and by the 'stressful environment' created by their workplace lighting (9.3% each).

The findings come as reports of 'sick building syndrome' - a condition associated with office work that causes symptoms including headaches and respiratory problems - continue to hit the headlines.

Such symptoms are usually attributed to unhealthy or stressful elements of the working environment, such as poor ventilation and lighting.

And according to the latest figures, an estimated 137.3 million working days were lost due to sickness or injury in the UK in 2016 - or 4.3 days per worker - the most common reason for which was minor illnesses.

Many of the ailments synonymous with sick building syndrome, including headaches and dizziness, can be reduced through changes to lighting in the room.

Fluorescent tubes in offices are often cited as a source of complaint. Many companies now opt for LED panels, which produce light with a far lower Unified Glare Rating, reducing discomfort for employees.



Rob Holroyd, Digital Marketing Manager at Lamp Shop Online, said: “What many employers and facilities managers are continuing to neglect is that the fluorescent tube lights commonly used in offices are likely to be causing harm to employees, in one way or another, on a daily basis.

“Not only do they create glare and cause headaches, they’re seldom replaced when needed, forcing staff to work in darkness, which in turn strains their eyes.

“Where possible, natural light should be maximised in the workplace since it’s proven to benefit the health and wellbeing of employees. But thanks to advances in lighting solutions, such as the development of low-glare LED panels, poor office lighting need no longer be the cause of physical or mental health complaints.” Panels are also available in a range of ‘colour temperatures’ to suit different environments. The higher the colour temperature (in Kelvin), the cooler the light - or the closer to natural daylight.

COMPANY CULTURE A BARRIER TO TALKING ABOUT WORKPLACE WELLBEING

Company culture and a lack of education are among the main barriers to talking about mental health in the workplace, a new report has warned.

The Red Report, published by insurance firm Legal and General, highlights a number of barriers, which it claims are holding back open, honest discussions around mental wellbeing at work.

These barriers include a lack of education and understanding, the company’s overall culture and the lack of role models within a business.

The report follows a mental health forum organised by the insurance company last year, where nearly half (48%) of people who attended said they did not feel their employees would confide in a colleague if they were struggling with their own mental wellbeing.

But the vast majority (85%) of attendees also reported seeing improvements over the last five years with regards to discussing mental health in the workplace.

Mental health ‘taboo’

The new report also notes that much has been done in recent years to raise awareness of mental health conditions and reduce the stigma attached to them, for many people, talking about mental health in the workplace “still remains a taboo”.

Research carried out by Legal and General last year found only 4% of employees who have experienced depression and 5% who have experienced anxiety felt able to talk to their manager about it.

This is in comparison to 21% and 27% respectively, who said they would talk to their friends about these issues, and the 23% who said they would talk to their manager about a physical health issue.

“Understanding the barriers to discussing mental health in the workplace is the key to improving the quality and quantity of these conversations,” said Legal and General’s chief executive, Nigel Wilson.

“Our Not a Red Card campaign launched last May, used the power of sport and iconic sports people to tackle the issue head on, and we were able to engage with 3.5million people on social media alone.

“Our Red Report is the next step to identify what is discouraging employees from being open and honest about mental health. I firmly believe that business leaders can learn a lot from talking to each other more about mental health and also by engaging across different sectors,” added Mr Wilson.

More about the Not a Red Card campaign is available here: <https://www.legalandgeneral.com/notaredcard/about/not-a-red-card/>



ASBESTOS: NO TIME TO LOSE CAMPAIGN

Nearly one in four UK construction workers believe they may have been exposed to asbestos fibres, placing them at higher risk of contracting terminal cancers later in life.

With potentially half a million buildings containing the lethal mineral, employees across many sectors risk being exposed every day – continuing the trend of Britons having the world's highest chances of dying from mesothelioma, the deadliest asbestos-related cancer.

The Institution of Occupational Safety and Health (IOSH) is revealing the findings of a survey it commissioned to find out how much construction workers know about this hazard, on the day it launches its campaign to tackle asbestos exposure in the world's workplaces.

While the majority are familiar about the risks posed, a third of survey respondents have never checked the asbestos register before starting work on a new site – with nearly half of those not even knowing there is a register. Almost one in five respondents said if they discovered asbestos they wouldn't be clear about what to do.

Leading scientists and safety and health experts have expressed concern about the findings. Along with IOSH, they are calling on employers across all sectors to ensure they do not expose employees.

Dr Lesley Rushton, the new Chair of the UK's Industrial Injuries Advisory Council and a leading expert on workplace carcinogens, said: "What these new survey results confirm is that, while people have heard of asbestos and know what the effects of being exposed to it are, they're not sure how to check if it's present and they may not know what to do if they find asbestos.

Invisible

"Uncertainty and ignorance surrounding how to prevent workers from breathing in the fibres is deeply worrying. "This is particularly the case among small companies, sole traders and older workers. It is crucial that we reach them, to inform them of the risks and how these can be managed, to ensure their future health is not compromised."

Asbestos is banned in 62 countries. The UK banned it in 1999, but many buildings constructed before this time contain it. It can be found in many products including roofing, spray coatings, lagging, insulating boards, ropes, yarns and cloth.

Asbestos fibres are invisible to the naked eye. When breathed in, they can stick into the lining of the lungs, causing serious illnesses over time, including fatal cancers like mesothelioma.

According to the HSE, at least 5,000 people die every year in Britain alone from an asbestos-related cancer caused by exposure at work.

Survey

Ahead of the launch of the fourth phase of its No Time to Lose occupational cancer campaign, IOSH commissioned Opinium to survey 500 construction workers to understand the scale of the issue.

Key findings include:

- 59% have been informed of the asbestos risks and have had this reinforced regularly with training; 15% have never been informed
- 23% say they have been exposed to asbestos; with only 27% saying they haven't been exposed
- 32% have never checked the asbestos register before starting work on a new site, with 15% of these not knowing about the register
- 18% said that if they found asbestos they would either be unsure or have no idea what to do.

While the survey was conducted among construction workers, the risks of asbestos exposure are present across many workplaces.



Craig Foyle, IOSH President, said the survey also demonstrates that not enough is being done to protect workers.

He said: “Asbestos is banned in the UK and other countries for a good reason: it is dangerous. It is staggering to see how many people die from exposure to asbestos every year. That is well over 100,000 families suffering the devastation of a lost loved one.

“It is unacceptable, therefore, for anyone in any workplace to be exposed to asbestos. Clearly, though, people are being exposed to it. In the decades to come, it is likely that these people and their families will still be suffering unless we all do something about it.

“We are calling on everyone, including employers, to do the right thing; to protect the people who work for them. IOSH has an array of resources designed to assist employers put measures in place which protect their workforce.”

The following resources are available from the campaign:

- Asbestos: Fast Facts - <https://www.notimetolose.org.uk/wp-content/uploads/2018/04/CD0080-NTTL-Asbestos-FastFacts-WEB.pdf>
- Protect yourself from asbestos dust – <https://www.notimetolose.org.uk/wp-content/uploads/2018/04/CD0080-Asbestos-zcard-WEB.pdf>
- Fast forward: If you could see the future, you wouldn't take risks with asbestos today - <https://www.notimetolose.org.uk/wp-content/uploads/2018/04/CD0080-NTTL-Asbestos-Poster-WEB.pdf>

STRESS MAIN CAUSE OF SHORT-TERM ABSENCE

Stress-inducing situations are one of the biggest reasons behind why employees are unable to go to work, according to research.

A survey of 500 HRs by Group Risk Development (GRiD) found stress and stress-inducing situations as the main reason for short-term absences of up to 26 weeks. The research also found more than a quarter (27%) of HRs believe work-related stress contributes to a higher-than-average absence rate in their organisation.

Dealing with staff shortages (29%), poor work/life balance (20%) and low morale (19%) were also given as reasons for high staff absences.

Importance of health and wellbeing initiatives

However, the research also showed employers also recognise the extent to which health and wellbeing initiatives and group protection can support better attendance.

One in five (22%) said that not having health and wellbeing initiatives in place was the reason for having worse absence than others in their industry, and 14% said not having income protection in place was a reason for worse absence.

And the research shows companies that believe their absence is lower than others in their industry point to offering support for stress.

Those that believe their absence is lower than others said this is because they had good staff morale (57%), good work/life balance (50%) and offer flexible working initiatives (34%). All things that contribute to reduced stress.

“The figures show that stress is not something that individuals deal with in isolation, it is a key reason for absence and has a major impact on employers,” said GRiD spokesperson, Katharine Moxham.

“We're pleased to see that employers recognise that not having income protection in place also contributes to higher absence. Group income protection does so much more than simply provide financial support when people are unable to work. Providers recognise that stress is a big issue, and specifically offer a lot of support for stress within their products, such as fast-track access to counselling, access to mental health specialists, support tailored for carers, and much more,” she added.

“When stress is an issue for employees, it's an issue for employers too. Poor absence means poor productivity. The support is there and we want people to know about it and use it.”



E-RETAIL AND PERFORMANCE-ENHANCING DRUGS POSE NEW RISKS

Two publications from EU-OSHA have been published which look at the occupational and safety risks emerging in Europe's workplaces as a result of the rapid growth of e-retail and the increasing use of performance-enhancing drugs.

E-retail is fast paced and highly competitive, with a focus on efficiency and low costs. With this sector set to grow even more, the publication looks at the implications for worker well-being, highlighting the need for proactive management.

The use of performance-enhancing drugs in the workplace is also on the rise. The publication explores the contextual factors for such drug use and emphasises the need to raise awareness and to understand attitudes and drivers.

The future of the (e-)retail sector from an occupational safety and health point of view

The article on e-retail can be found here: <https://tinyurl.com/y9douz3z>. It explores the safety and health implications that workers in the e-retail sector face and considers what is being done to manage their safety and health.

The difficult working conditions associated with the sector as a result of the high value employers place on efficiency — such as long working hours and fast picking rates — have become well known.

EU-OSHA has previously reported that service and retail workers are particularly at risk from musculoskeletal disorders (MSDs), such as:

- muscle strains and back injuries
- tendonitis
- carpal tunnel syndrome
- rotator cuff injuries.

These issues are attributed to common MSD risk factors observed in retail:

- awkward and static postures:
 - bending or twisting torso while lifting or holding heavy items
 - lifting out of or putting objects into cramped spaces
- heavy lifting:
 - heavy lifting done with one hand or without the assistance of mechanical devices
 - heavy lifting while bending over, reaching above shoulder height or twisting.

Proactive management of health and safety is an essential role in enabling the growth of e-retail, and should be accepted by, and promoted within, the e-retail sector, says the article.

Managing performance-enhancing drugs in the workplace: an OSH perspective

The article on performance-enhancing drugs is available here: <https://tinyurl.com/yb8u2oy7> and provides an update on the latest developments regarding occupational safety and health risks posed by performance-enhancing drugs in the workplace.

It seeks to understand the broader context in which workers use performance-enhancing drugs, for example by exploring the social and economic circumstances in which someone is likely to take such drugs, and by considering how they are reported on in the media.

The findings aim to stimulate discussion, and they address the implications for managers and policy-makers.

The first section of this discussion paper examines the latest developments in relation to performance enhancing drugs. This is followed by a section that looks in more detail at the changing conditions of work within which performance enhancers are likely to be used. It also applies the 'normalisation of drugs thesis' to performance enhancers to better understand the context of their use. The final section outlines the implications for monitoring and policy.



LINE WORKERS AT HIGHER RISK OF HEART RHYTHM DISORDERS

Assembly line workers, bus drivers and nurses are among the workers most at risk of developing heart rhythm disorders, according to a major new study.

The study, 'Job strain and atrial fibrillation', published in the *European Journal of Preventative Cardiology*, found being stressed at work was associated with a 48% higher risk of atrial fibrillation, which is the most common form of heart rhythm disorder.

The study also claimed the most stressful jobs are often psychologically demanding, but give staff little control over their work situation, and cited assembly line workers, bus drivers, secretaries and nurses as prime examples.

The study examined more than 13,200 people who enrolled into the Swedish Longitudinal Occupational Survey and Of Health.

"We need people to do these jobs, but employers can help by making sure staff have the resources required to complete the assigned tasks," said study author and Associate Professor of Epidemiology at Jonkoping University in Sweden, Dr Eleonor Fransson.

"Bosses should schedule breaks and listen to employees' ideas on how the work itself and the work environment can be improved."

Atrial fibrillation causes between 20-30% of all strokes and increases the risks of dying prematurely.

According to the study, one in four middle-aged adults in Europe and the United States will develop atrial fibrillation, and by 2030 there will be between 14 and 17 million patients with the condition in Europe alone.

The findings of the study correlate with several others, including a Danish study of more than 12,000 female nurses, that suggested the association between work pressure and ischaemic heart disease (IHD) was strongest among the younger nurses (those aged under 51).

"In the general working population in Sweden, employees with stressful jobs were almost 50% more likely to develop atrial fibrillation," added Dr Fransson.

"The estimated risk remained even after we took into account other factors, such as smoking, leisure time physical activity, body mass index and hypertension.

"Work stress has previously been linked with coronary heart disease," she added. "Work stress should be considered a modifiable risk factor preventing atrial fibrillation and coronary heart disease.

"People who feel stressed at work and have palpitations or other symptoms or atrial fibrillation should see their doctor and speak to their employer about improving the situation at work."



TRANSPORT & ROAD RISK

DVSA: COMMERCIAL DRIVERS 'STILL' BREAKING THE LAW ON HOURS

More than 5% (one in 20) commercial vehicles stopped last year had breached drivers' hours rules.

New figures published by the Driver and Vehicle Standards Agency (DVSA) reveal that in 2016/17 it made nearly 90,000 checks to ensure that commercial drivers weren't driving for longer than allowed, risking fatigue-related accidents.

The agency found more than one in 20 of drivers had broken the rules on maximum driving hours.

The figures have fallen since 2015/16, when the overall offending rate was 7.3%, but still includes breaking of the rules by:

- 5.1% of GB lorry drivers
- 5.9% of foreign lorry drivers
- almost one in 10 (9.4%) of foreign LGV drivers.

Bus and coach drivers checked do slightly better, but 3.7% of UK bus drivers and 4.9% of those in foreign vehicles are still putting their passengers, and other road users, at risk.

DVSA chief executive Gareth Llewellyn said: "The figures might be going in the right direction but, with more than one in 20 drivers checked committing an offence, they are still far too high.

"Tougher penalties will help us to take stronger action against any drivers or operators who break the law, helping make our roads safer."

The Royal Society for the Prevention of Accidents (RoSPA) says driving while tired may be responsible for one in five of all accidents and up to a quarter of serious and fatal crashes on Britain's roads.

The risk is particularly high for commercial drivers, who tend to drive longer distances and spend more time on the road.

According to the Government's road safety campaign Think, almost half of sleep-related accidents involve commercial vehicles. And, almost a quarter of injuries from accidents involving lorries are fatal or serious, compared to one in eight of all crashes.



That's why, from the beginning of March 2018, DVSA has been issuing fixed penalties of up to £300 not just for drivers' hours offences committed on the day that drivers are checked, but for up to five offences committed over the preceding 28 days.

Llewellyn said: "DVSA's priority is to protect you from unsafe drivers and vehicles.

"There's no excuse for driving while tired. The results of falling asleep at the wheel can be devastating. Any driver or operator breaking these rules is putting other road users at risk."

DRIVING FOR BETTER BUSINESS – NEW RESOURCES

Driving for Better Business (DfBB) have launched their new website and a lot of effort has gone into making it simpler to use, and for those responsible for managing work-related road risk to see what has been achieved by others in the way of cost reductions and business efficiencies, and how easy it is to start to emulate them.

To start accessing these resources just to create your own personal login to the DfBB community. It's free to join and the resources are all free too.

The aim of DfBB is to build the Inner Circle membership to a level where members are collectively responsible for over 1 million drivers, sharing best practice and supporting each other.

For more information, or to sign up go to: <https://www.drivingforbetterbusiness.com/>

TYRE-RELATED DEATHS AND INJURIES PREVENTABLE

Almost three quarters of motorway incidents related to tyre failure could be prevented if drivers carry out simple checks, according to new research from Highways England and tyre company Bridgestone.

More than 30 people were killed or seriously injured in motorway accidents in 2016 due to illegal or faulty tyres. But an 18-month study says commuters, commercial drivers and other road users can do a lot more to help reduce accidents through regular checking.

Richard Leonard, Highways England's head of road safety, said: "England's motorways are the safest in the world but we're determined to reduce the number of people killed and seriously injured on them.

"This important research confirms our view that road users must play a bigger role and get into the habit of checking tyre pressures and tread depths and looking out for nails and other debris stuck in tyres before setting out on journeys. These simple checks could save lives."

Tyresafe

Unveiled at the annual Commercial Vehicle Show at Birmingham's NEC, the research reveals that almost three quarters of tyre failure samples analysed by Bridgestone involved poor inflation or debris penetration issues – problems which could be potentially avoided with better tyre husbandry.

Both Bridgestone and Highways England, the government company for operating, maintaining and improving the country's motorways and major A roads, are partners in the multi-agency road safety charity Tyresafe. They worked together to carry out the research over 18 months between the beginning of 2016 and last summer.

During the project, staff working for Highways England at depots across the West Midlands provided more than 1,000 pieces of tyre debris from motorways to a technical engineering team from Bridgestone to analyse.

The findings from 1035 tyre segments retrieved from the M1, M6, M40, M5 and M42 revealed:

- 56% of tyres failed due to road/yard debris penetration
- 18% failed due to poor inflation
- 8% failed due to poor vehicle maintenance
- 1% of tyres failed due to manufacturing defects
- 1% of tyres failed due to excessive heat
- 16% of the tyres couldn't be specified to one particular problem.

The tyre debris was taken from cars, vans, commercial vehicles and motorbikes, with under-inflation of tyres a key theme, along with poor vehicle maintenance, both of which accounted for 26% of the entire sample. When considering that 32 people were killed or seriously injured in motorway road traffic accidents in 2016 due to 'illegal, defective or underinflated tyres' Bridgestone and Highways England say simple tyre checks save lives.

In addition, the cost to the economy from a 2-hour delay on a busy stretch of motorway following a 2-lane closure stands at £135,360 and a massive £1,488,960 for a 3-lane closure lasting up to four hours.

Tyre Pressure Monitoring Systems

Some of the samples were particularly alarming, with a temporary 'space-saver' spare tyre being run to destruction, while a number of potentially lethal and illegal 'string' repairs were also found on car tyres, which are completely unsuitable at any speed, let alone 70mph speeds on motorways.

Bridgestone technical manager Gary Powell, who oversaw the analysis of the debris with field engineer Peter Moulding and the rest of the firm's technical department, said: "This report has taken a great deal of time and effort, involving a painstaking process of collecting tyre debris over 18 months and analysing it in depth thereafter. In conclusion, some simple tyre checks can save lives, not to mention reduce the risk of a stressful breakdown on a motorway.

"With proper vehicle inspection and maintenance programs, many of the failure methods noted should be detectable and preventable. In light of these results, we would also advise that tyre pressure monitoring systems (TPMS) are fitted to vehicles which don't benefit from this technology already. It will assist with the detection of penetrations and deflations."

CLEANEST LORRIES WILL PAY LESS TO USE UK ROADS

From February 2019, lorries meeting the latest Euro VI emissions standards will be eligible for a 10% reduction in the cost of the Heavy Goods Vehicle (HGV) levy.

The cleanest lorries generate 80% less nitrogen emissions than dirtier ones. Those lorries that do not meet the latest emissions standards will be expected to pay 20% more.

Roads Minister Jesse Norman said:

“This government is committed to improving the air we breathe and delivering a green revolution in transport.

“Heavy goods vehicles account for around a fifth of harmful nitrogen oxide emissions from road transport, but they only travel 5% of the total miles.

“That’s why we’re changing the HGV levy to encourage firms to phase out the most polluting lorries and bring in the cleanest ones.”

The HGV Road User Levy, introduced in 2014, was brought in as a first step to ensure lorries pay a charge to cover the greater wear and tear they cause to road surfaces than other vehicles. This change to the levy will further incentivise the industry to choose less polluting lorries.

When the change comes into effect, more than half of UK vehicles will pay less. As increasing numbers of companies move to cleaner lorries, the UK haulage industry overall will pay less.

Environment Minister Thérèse Coffey said:

“Air pollution has improved significantly since 2010, but we recognise there is more to do which is why we have put in place a £3.5 billion plan to improve air quality and reduce harmful emissions.

“Poor air quality affects public health, the economy, and the environment, and all motorists, including hauliers, must play their part if we are to clean up our air for the next generation.”

The HGV levy is just one element of the government’s £3.5 billion programme to clean up the air and reduce emissions, which includes £255 million for councils to improve air quality and a dedicated Clean Air Fund of £220 million for those local areas with the biggest air quality challenges.

More information on the HGV road user levy can be accessed here: <https://www.gov.uk/government/collections/hgv-road-user-levy>

CAN'T SPEAK, CAN'T TYPE, CAN'T READ... I'M DRIVING!

The road safety charity Brake, has published a report aimed at helping fleet managers reduce their road risk. It is based on a series of presentations given at a webinar that covered effective strategies to address the risk of driver distraction. It is noted that the content is relevant for fleet operators based anywhere in the world.

According to the report, driver distraction is caused by ‘any action or function that takes the driver’s attention away from their primary task, which is to stay safe on the road.’

Studies suggest that the most common types of distraction are voluntary, non-driving-related distractions originating from within the vehicle, such as interactions with a passenger. However, distractions can also come from outside the vehicle, for example behaviours of other road users.

The report lists and differentiates types of driver distraction, namely:

- visual
- auditory
- mental
- tactile.

Fleet managers, says the report, need to limit distractions within their vehicles to prevent drivers from being overloaded with information. For example, although adding more mirrors could improve a driver’s field of vision, it could also result in that driver becoming overwhelmed with information and increase their risk of being involved in a crash.

The full report is available for a charge of £2 here: <https://shop.brake.org.uk/products/cant-speak-cant-type-cant-read-im-driving>

ENFORCEMENT

£373K FINE FOR WORKPLACE TRANSPORT FAILURES

A logistics company has been fined after a worker suffered crush injuries while unloading a vehicle from a visiting delivery lorry.

Southend Magistrates' Court heard how, on 14 December 2015, an agency worker was unchaining a vehicle ramp from a delivery lorry when the lorry moved forward with one chain still attached to the ramp, crushing the worker between the ramp and a barrier. Injuries sustained included multiple fractures to the pelvis, nerve damage in both legs and internal injuries.

Investigating the incident, the HSE found that the company had failed to fully control the risks arising from the operation of vehicle loading and unloading ramps. Furthermore, the company:

- did not implement suitably robust systems of work;
- did not provide sufficient training to allow workers to safely unload vehicles; and
- failed to appropriately brief visiting drivers on their role in this activity.

The logistics company pleaded guilty to breaching Section 3(1) of the Health and Safety at Work Act 1974 and was fined £373,000 and ordered to pay costs of £8,333.

Speaking after the case, HSE inspector Tim Underwood said: "This incident could have been avoided if the company had created a more detailed risk assessment and introduced a fully considered safe system of work.

"Removing the visiting lorry driver's keys until the procedure was safely completed, is one such method which could have prevented such an occurrence.

"Companies have a responsibility to provide sufficient information, instruction and training to all those involved in workplace transport operations (including visiting delivery drivers), in order to control the risk of serious personal injury."

COMPANY FINED AFTER WORKER SUFFERS LIFE-CHANGING INJURY

A grain milling company has today been fined after a worker lost his right leg after being struck by a fork lift truck.

Chester Crown Court heard how, on 1 September 2015, two employees were emptying a warehouse which contained old electrical equipment. One forklift truck was in operation to remove the redundant equipment by loading it onto pallets and taking it across the yard to be sorted into skips. A second was working separately to stack pallets of ingredients onto a trailer. On the day of the incident, Mark Johnson attempted to cross the yard to reach the pallets and skips but was struck by the second fork lift truck, injuring his right leg which later required amputation below the knee.

An investigation by the Health and Safety Executive (HSE) found that no measures had been taken to separate pedestrians from circulating vehicles and that the company could have installed temporary control measures to reduce the risk of collisions with moving vehicles.

The business pleaded guilty to breaching Regulation 17 (1) of the Workplace (Health, Safety and Welfare) Regulations 1992 and was fined £30,000 and ordered to pay costs of £35,000.

Speaking after the incident, HSE inspector Jennifer French said: "Those in control of work have a responsibility to devise safe working methods and to provide the necessary information, instruction and training to their workers, in the safe system of working. If a suitable system of work had been in place prior to the incident, the life changing injuries sustained by the employee could have been prevented."



PARTNERS FINED AFTER WORKER'S ARM DRAWN INTO MACHINE

Two partners in a farming company have been fined after an employee received serious injuries when his arm was drawn into the rollers of a potato grading machine.

Lincoln Magistrates Court heard how an employee was cleaning and emptying a potato grading machine when his right arm was drawn into the unguarded contra-rotating haulm rollers. In order to check that the grader was emptying, he climbed onto the side of the grader and reached across in an attempt to move the remaining potatoes. His glove was caught by the rollers, drawing his arm in and it took 45 minutes to release him.

An investigation by the Health and Safety Executive (HSE) identified that a safe stop procedure could have been followed, and that the contra-rotating rollers should have been guarded.

The partners pleaded guilty to breaching Regulation 3 (1) of the Management of Health and Safety at Work Regulations 1999, and Regulation 11 of the Provision and Use of Work Equipment Regulations 1998. They were each fined £5,000 and each ordered to pay costs of £892.10

Speaking after the hearing, HSE inspector Martin Giles said: "This injury could have been easily prevented and the risk should have been identified. Employers should make sure they properly assess and apply effective control measures to minimise the risk from dangerous parts of machinery."

MANUFACTURER FINED AFTER EMPLOYEE KILLED

A company which manufactures freshly prepared meals was fined £176,000 when an employee was killed after being struck by empty food trays.

Falkirk Sheriff Court heard that an employee was assisting in the task of unloading and moving empty food trays. The trays the fork lift truck was carrying made contact with a stack of empty food trays, which then collapsed and struck the employee, causing him to fall to the ground and strike his head. He died from his injuries approximately two weeks later. An investigation by the Health and Safety Executive (HSE) found that the business had failed to ensure there was sufficient segregation between the fork lift truck and the employees.

The business pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974 and was fined £176,000.

Speaking after the hearing, HSE inspector Stuart Easson said: "This was a tragic and wholly avoidable incident caused by the failure of the host company to implement safe systems of work.

"This risk was further amplified by the company's failure to undertake safety measures including segregating vehicles and employees".

COMPANY FINED AFTER APPRENTICE SUFFERS FRACTURED SKULL

A Birmingham based motor vehicle company has been fined after an apprentice suffered head injuries whilst undertaking maintenance work on a commercial vehicle.

Birmingham Magistrates' Court heard how the apprentice employee was working alongside an experienced mechanic replacing air suspension bags beneath a 39,000kg trailer. The air suspension bag was still under pressure and ejected sideways striking the injured person. The employee suffered a fractured skull and was placed in an induced coma as a result of this incident.

An investigation by the Health and Safety Executive (HSE) into the incident, which occurred on 5 June 2017, found there was a failure to assess risk, a failure to implement a safe system of work and a failure to ensure that employees were appropriately trained and monitored to ensure the task could be carried out safely.

The Birmingham company pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc Act 1974 and has been fined £20,000 and ordered to pay costs of £921.40.

Speaking after the case HSE inspector Christopher Maher said: "If a suitable safe system of work has been in place prior to the incident, the life changing injuries sustained by the employee could have been prevented."

For further information or to download a copy of this newsletter, please visit www.bfff.co.uk.



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