



KEEP IT SAFE

BFFF QUARTERLY HEALTH & SAFETY NEWSLETTER

JANUARY 2020



British Frozen Food Federation

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UPCOMING EVENTS

Two great conferences brought to you by the
British Frozen Food Federation

TECHNICAL

Confirmed speakers include:

The Government Chemist
'Priorities for the industry and the work programme for 2020 - 2023'

Nadim and Tanya Ednan-Laperouse,
Natasha Allergy Research Foundation
'Working together for a better future'

The National Food Crime Unit - 'The increase in food fraud in a global market'

Other topics include:

- Food Waste
- Cybercrime
- Artificial Intelligence

For more information email:
deniserion@bfff.co.uk

HEALTH & SAFETY

Confirmed speakers include:

Dr Shaun Lundy
'Challenges of the Health and Safety Practitioner'

Sam Bradbrook, Futurist
'The Future World of Work'

Terry Mallard
The Black Museum (Enforcement Stories)

Other topics include:

- Mental Health
- Well-being
- Modern Slavery

For more information email:
simonbrentnall@bfff.co.uk

Thursday 14th May 2020

British Motor Museum, Warwickshire CV35 0BJ

To book tickets go to: <https://tickets.bfff.co.uk>

To book an exhibitor stand at either of these conferences contact
Kate Miller

Mob: 07793 499871 / Email: katemiller@bfff.co.uk



Inspirational Speaker:
Chris Moon, MBE
'Step Beyond'

While supervising mine-clearance in Mozambique in 1995, Chris Moon was blown up in a supposedly clear area of the safety lane. He lost his lower right leg and right arm and survived only through sheer determination. Less than a year after leaving hospital, he ran the London Marathon, raising money for charities assisting the disabled, defying all expectations for his own future. He has since completed more than fifteen other marathons, including the punishing Marathon des Sables, which is a 137 mile race across the Sahara.

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FOREWORD

Welcome to the January Edition of Keep It Safe

Since the last edition we are pleased to announce we have secured Primary Authority assurance for our guidance on RIDDOR reporting. This guidance was developed at the request of our members and clarifies which injuries need to be reported under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013. We believe the new guidance is unique to the industry and will be a major benefit for our members. Consultations with BFFF members and the enforcing authorities revealed that there was much confusion about what type of injuries should and shouldn't be reported. So, we set about writing detailed guidance supported with a structured reporting process. The guidance uses a decision tree methodology to establish if an accident needs to be reported. It has now received Primary Authority Assurance, meaning that members who follow the advice can be confident they are adhering to the requirements of the legislation and are following a consistent process across all their sites

In August the Health and Safety Executive released their RIDDOR figures for 2018/2019. It revealed there were 147 workers killed in 2018/2019, up from last year's 144 deaths. Of these falls from height was the largest cause accounting for 40 deaths, whilst the second largest cause was people being struck by a moving vehicle.

In line with these statistics BFFF is still promoting its preventing falls on mobile refrigeration vehicles guidance and is planning a stand-alone health & safety seminar on workplace transport and road risk.

BFFF Health & Safety Pledge

In 2020 BFFF would again like to invite members to sign up to the Health & Safety pledge for members in line with the HSE's (Health and Safety Executive's) revised strategy for the sector. We are delighted to have engagement from so many members to our current pledge. We would also encourage as many member companies as possible to get involved. It's free to join and helps to demonstrate commitment to reducing incidents and improving overall health and safety in the workplace.

HSE produced their revised strategy for our sector last year, which covers a five-year period from 2016 to 2021. The revised strategy builds on previous success by focussing on delivering measurable improvements against four key objectives. The outlined objectives aim to accelerate reduction in ill health and injury rates. Currently the food and drink manufacturing sector has over twice the average injury rate as other manufacturing sectors, and the BFFF pledge supports the HSE strategy in trying to combat this.

The full pledge can be found here: <http://bfff.co.uk/health-safety/pledge/>

Our sector needs to focus on effective workforce engagement and show commitment to leadership to reduce ill health and injuries in the workplace.

Please feel free to contact Simon 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 collation of our membership accident statistics or the benchmarking statistics or primary authority schemes.

Also, don't forget that all of BFFF's guidance is available on our website here: <http://bfff.co.uk/health-safety/guidance/> along with cases studies here: <http://bfff.co.uk/health-safety/hs-case-studies/> In the meantime, we hope that you enjoy this edition.



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FIRE SAFETY

FINAL EXITS

Building on last quarter's article on travel distances, the focus for this quarter will be on that last and final door before your employees reach that place of safety.

The HM Government Fire Safety Risk Assessment Guides define a final exit as: An exit from a building where people can continue to disperse in safety and where they are no longer at danger from fire and/or smoke.

You have already read about the benefits of having an alternative exit. During your fire risk assessment the Government guides suggest that you should consider the following when looking at any final exit.

- Final exit doors should be quickly and easily openable without a key or code in the event of a fire. Where possible, there should be only one fastening
- Final exit doors should not lead people into an enclosed area from which there is no further escape. Any door/gates from any enclosed area should be as easily openable as the final exit
- The width of the exit should be suitable for the number of occupants and at least 750mm wide
- The door should open in the direction of travel and be clearly signed as an exit.

The above considerations are fine where all of your exit doors are standard doors with push bars from ambient temperature rooms. Final exits in areas with very low temperatures should be fitted with a heater to keep the contact points free from frost. These doors must be checked regularly to ensure they can be used in an emergency. How often you check these doors will depend on how often people are working within the freezer. In an area where people are working all day, every day, they should be checked more regularly than those used for bulk storage of a single item where access is made once a month for example. This doesn't necessarily mean that you have to open every door, visual inspection of the door would be sufficient unless it was obvious the heater appeared to not be working effectively and further investigation was necessary.

Where you have sliding or roller shutter doors in use you need to consider the implications of how they are used and what constitutes "quickly and easily openable". In employee only areas a sliding door would not present a problem as you can train your staff how to use it, therefore overcoming any unfamiliarity with its use. You should also add a sign that says "slide open" with an arrow that shows the way the door moves.

For obvious reasons doors that can only be operated electrically cannot be considered as a means of escape. I am sure many of you are familiar with automatic opening roller doors. In most cases these are for forklift access only and you will have a pedestrian door adjacent to this. But in some cases the roller shutter may be the only exit from that side of a building. You should consider the following measures if you have a situation where a roller shutter/up door is the only exit.

- Manual override – in most situations a manual override would not be suitable. Where there are only a few people working however, it could be considered acceptable because the alternatives are prohibitively expensive, and you can train your employees how to use it. I would suggest however, that a long-term solution of an alternative door would be an improvement.



- Wicket door - Ideally, they should have a minimum opening height of 1.5m. The bottom of the door should not be more than 250mm above the floor and the width should preferably be more than 500mm but not less than 450mm. Normally wicket doors will only be suitable for up to 15 members of staff; however, in areas of a higher fire risk this should be reduced to a maximum of three people.
- Speed roll up doors should not be used as a fire escape without the additional measure of including a weak point. This speed door would require some force to get it open. A suitable alternative is available on the market with a T shape cut in the door that can quickly be put back into operation once used in an emergency

The Regulatory Reform (Fire Safety) Order 2005 requires the Responsible Person to make such arrangements that everyone can get out of the building safely should a fire occur. Getting everything else right would mean nothing if the final exit cannot be opened. Routinely checking and pre-planned maintenance should be put in place to ensure that they operate as expected when needed.



BFFF HEALTH AND SAFETY INITIATIVES

In 2020 we have a busy year with a range of initiatives to deliver to the membership.

IOSH MANAGING SAFELY V 5.0

In March we intend to deliver some IOSH Managing Safely Courses, these are suitable for any line managers working for companies within the membership.

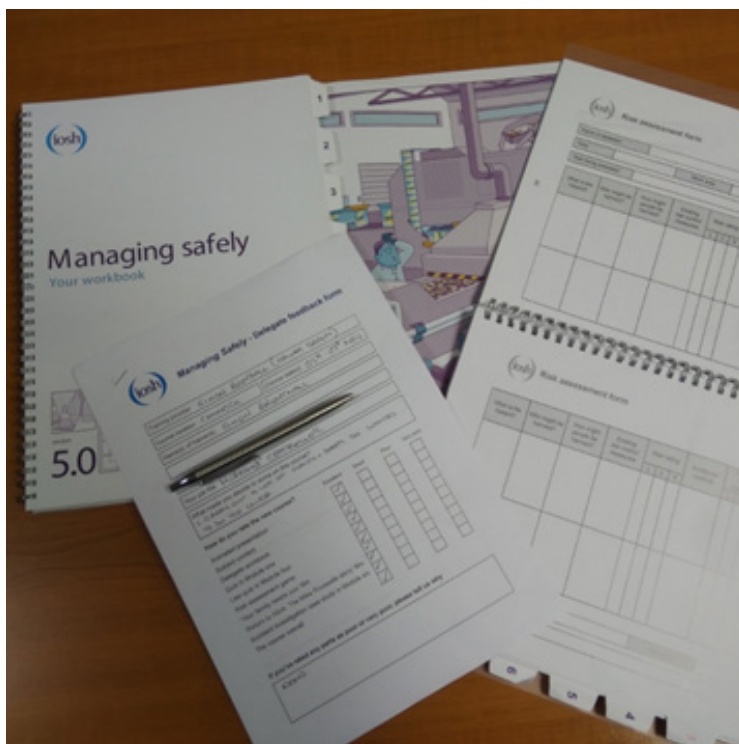
The course outlines manager responsibilities together ensuring they can:

- assess and control risks and hazards
- understand your own responsibilities for safety and health
- investigate incidents
- measure your own performance
- reflect on good practice

Places will be limited, and this will take place between the 23-25th March To be held at the Wakefield Council Offices, WF1 2EB

£450.00 per delegate - Limited places are available

Email carlabrown@bfff.co.uk to book or call 01400 664320



BFFF ANNUAL HEALTH & SAFETY CONFERENCE 2020

In May, we will be delivering our annual Health & Safety Conference, this will be held at the British Motor Museum in Warwickshire on the 14th May. The themes for this year include the future world of work and mental health and well-being. We have Sam Blackbrook attending from the HSE future department, Sam will provide insight of the world work in the next 8-10 years. We have also secured the services of Chris Moon MBE as our Keynote speaker, in 1995 he was blown up in a supposedly safe area of a minefield in remote East Africa losing an arm and a leg. He survived initially because he treated himself. Chris also survived being taken prisoner in Cambodia by the Khmer Rouge (one of the most brutal terror groups in history) and negotiated his release and that of two colleagues from threatened execution. Chris has survived several no-win situations and, as well as sharing his exceptional practical experiences his motivating story is filled with inspiring and uplifting learning examples which can be applied to the no-win situations we sometimes find in the world of health & safety.

To book tickets <https://tickets.bfff.co.uk/>

SAFETY FOCUS

WE WANT TO SHARE YOUR BEST PRACTICE EXPERIENCE!

BFFF are committed to supporting the Food and Drink Manufacture Forum (FDMF) and any initiatives made under the COMMON STRATEGY 2016-2021 for improving health and safety outcomes in the Food and Drink Industry. With a focus on visible and committed leadership and effective workforce involvement, the Strategy's objectives (in summary) are:



1. A year on year reduction in the overall industry rate of ill-health and injury by 10%.
2. Effective management of Musculoskeletal Disorder risks by member companies.
3. Effective management of Slip and Trip risks by member companies.
4. Member companies deploying an effective Occupational Health management system.

The case study initiative sits within this plan and BFFF has agreed to target these objectives through its membership.

BFFF has helped to develop a Case Study template with the FDMF. This provides a means for companies to anonymously share experience / knowledge & communicate successful ways of reducing injuries and ill-health; specifically, in line with the Strategy's objectives and related themes of leadership and worker involvement

We are asking all members to contribute in sharing experience and knowledge with others to communicate the best ways to further reduce the sector's injuries and work-related ill-health through best practice, leadership and workforce involvement.

We need you to complete the template (anonymously if you wish) and lessons learned within your organisations from previous accidents/incidents. The information will be shared with both members of the food and drink manufacturers forum and the health & safety executive.

Ideally you will share an experience relating to one of the key topics such as MSD's and how it was addressed together with what actions were taken to resolve and involving senior stakeholders and the workforce.

Please scan the below code with the QR Reader app on your smart phone, this will take you very quickly through the template.



Thanks for your continued support in this very worthy area. Please contact simonbrentnall@bfff.co.uk should you have any queries or require further information.

CASE STUDY

REFRIGERATED VEHICLE EMERGENCY RELEASE



In this edition we look at the requirement for emergency door release devices on refrigeration vehicles/ urban fleet. Solomon Commercials are specialists in temperature-controlled vehicles and supply vehicles to many of our members such as Brakes.

Solomon's Ian Lang tells us more:

'Since 1976 Solomon Commercials has grown to become a leading European manufacturer of refrigerated vehicle conversions. We build refrigerated bodies onto your truck and lorry chassis to meet your bespoke needs, converting distribution rigids, multi drop delivery vehicles, home delivery vehicles and drawbar and trailer bodies into high quality, reliable refrigerated vehicles. As a responsible company we made an active decision many years ago to fit emergency door release devices to all of the vehicle bodies manufactured as standard, we believe this is the right thing to do and a good example of industry best practice through safety innovation'



Simon Brentnall, Head of Health Safety at BFFF comments:

'Currently not all refrigeration vehicles have emergency door release systems fitted as standard; in many cases this critical safety feature is omitted and only made available as an optional extra. We urge all our members to check their fleet and consider retrofitting emergency door release systems where necessary. When ordering new vehicles or hiring in auxiliary transport it is paramount to specify this safety feature'

GUIDANCE

BFFF NEW ASSURED RIDDOR DETERMINATION GUIDANCE NOW AVAILABLE!

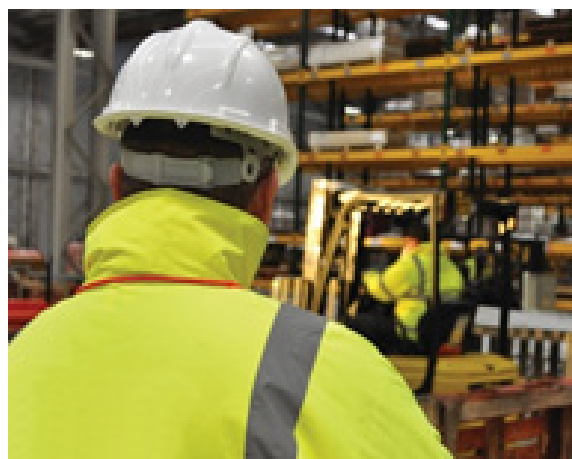


To request a copy please e-mail carlabrown@bfff.co.uk

THE MISSING LINK: MOTIVATING MANAGERS TO ENFORCE SAFETY POLICIES

Do you find that despite your company having operator training, risk assessments and relevant safe systems of work (SSOW) in place, forklift accidents, near misses and bad habits persist? Mentor FLT Training explains why skilled and confident managers are key when it comes to upholding safety in your operations.

According to a recent Mentor survey of businesses using forklift trucks, 1 in 4 respondents said their operators were either not aware of the SSOW in place at their company or didn't comply with them. Sadly, despite their basic training, human behaviour means that operators can soon forget or become complacent and develop bad habits, which soon leads to unsafe practice... if you let it.



Vital reinforcement

We hear from customers, safety professionals and even HSE Inspectors themselves that, too often, the safety message gets lost in translation between best practice documented at senior level and what's happening on the ground. There seems to be a missing link. The importance of following procedures put in place for their protection is simply not impressed upon the workforce. To bridge the gap, it is necessary to engage your supervisors and managers, so that they can steer complacent operators — who are either unaware or unconcerned of the risks — away from bad habits and poor practice.

What's holding managers back?

Proactive management makes a real difference to the safety culture of your business. But many face a number of barriers that stop them from effectively upholding safety procedures on site. What are they and, more importantly, how can they be overcome?

Lack of knowledge

Managers aren't legally required to be able to operate a forklift truck, so they might not have first-hand experience of the risks involved. "Even though managers don't necessarily drive the trucks themselves, it's still essential that they are able to identify where the dangers lie, so that they can spot unsafe practice and correct it. This is a requirement under the Approved Code of Practice (L117), which all managers should be familiar with," says Stuart Taylor, Managing Director of Mentor FLT Training.

Lack of experience

Nowadays, fewer managers have spent time working on the shop floor, so they may not be aware of common shortcuts or bad habits encountered day-to-day that should be monitored. But the latest sentencing guidelines for H&S offences mean the stakes are higher than ever — in the event of an accident, businesses (and responsible individuals) could face crippling fines or worse. Training your managers to understand the importance of regular monitoring will reduce the risk of accidents, and is ultimately a much more cost-effective use of resources than the hefty penalties that often follow an incident.

Lack of skills

Given the current skills shortage, it can be difficult to find the right people with the required knowledge to manage your operations. If you don't have the relevant managers in place, upskilling is a great alternative. Existing staff have an understanding of your business, so why not utilise this and supplement with additional knowledge so that they can fulfil the role.

Lack of time

Despite other responsibilities, it's vital that managers do not neglect their duty to monitor forklift operations. Stuart explains: "Your policies only work if they are enforced. To ensure best practice is followed, managers must see the importance of 'walking the floor' and correcting anyone that is not following safe systems of work. A big part of this is ensuring managers understand the potential consequences for themselves, their colleagues and the business, should bad practice be allowed to continue, and result in an accident."

Lack of confidence

Regardless of potential peer pressure, it's vital that standards are upheld, for everybody's sake — those on site will be kept safe from accidents and injuries, your managers (and your business) will be meeting their legal responsibilities, and your operations will remain productive. By ensuring that your managers have a firm grasp of what's safe and what isn't, they will feel confident in stopping bad practice in its tracks. Empowering them with the skills and knowledge to do so will also show them that they have your backing to make safety a priority.

The solution: flexible online training

Equipping your managers with the tools to fulfil their roles effectively is key to ensuring your H&S policies are put into practice day-to-day. But many companies struggle to find a relevant training course that doesn't require them to release senior staff for long periods away from the business.

Mentor's new e-learning course — Managing Forklift Operations — has been designed with these challenges in mind.

- Protect operational productivity — Managers can learn wherever and whenever suits them, rather than attending face-to-face training. They can fit training around production, daily deadlines and targets, so training them up needn't slow things down.
- Complete training in less time — The course is completed in a few hours, rather than a full day, and can be taken at a pace that suits the individual.
- Reduce travel time, costs and organisation – Online training eliminates any travel time, costs or associated administration to arrange for multiple colleagues to attend a face-to-face course.

The new Managing Forklift Operations e-learning course will be available in January 2020.

For further information contact Amy Alton of Mentor FLT Training on 01246 555222.

Please don't forget that BFFF has a range of assured guidance available such as the Materials Handling Equipment Observational Guidance. This guidance provides details of a methodology that can be adopted by organisations to carry out observation assessments of their operatives using MHE (materials handling equipment). It also provides additional information to ensure that supervisors are competent and knowledgeable about how to complete such an assessment. The guidance will assist organisations in meeting their obligations under Regulation 9 of PUWER and to achieve the aims of Paragraph 75 of the ACoP L117.

For further information contact simonbrentnall@bfff.co.uk

LONE WORKING

The Suzy Lamplugh Trust is calling on employers to sign up to its new charter to help keep lone working employees safer.



A year in the making, [Suzy's Charter for Workplace Safety](#) aims to help employers and employees ensure that personal safety risks are identified and mitigated where possible. The charity, which was set up after estate agent Suzy Lamplugh disappeared while she was at work in 1986, worked with a variety of organisations including unions, large and small businesses as well as the police and employees themselves, to create the charter.

An estimated 374,000 adults of working age in employment experience violence at work annually, including threats and physical assault, [according to the Health and Safety Executive](#). The charter urges organisations to commit to:

1. Embed a workplace personal safety culture.
2. Implement robust risk assessments.
3. Provide robust reporting procedures.
4. Provide personal safety training.
5. Implement a tracing system.
6. Have a system in place for colleagues to covertly raise the alarm.
7. Offer staff a personal safety alarm according to their risk assessment.
8. Regularly consult on and review safety policies and procedures with employees.

“It is unacceptable that anyone should face violence and aggression in any form whilst at work,” said Suky Bhaker, acting CEO at the Suzy Lamplugh Trust. “We hope this charter will help employees and employers create safer workplaces and we would encourage all organisations to work through the charter a step at a time to make these important changes.

The full charter is available

<https://www.suzylamplugh.org/news/suzy-lamplugh-trust-launches-personal-safety-charter-to-keep-employees-safer>

ANTICIPATING AND TACKLING NEW AND EMERGING RISKS - NOW AND IN FUTURE

(Europe)

As EU-OSHA's 25th anniversary year comes to a close, the Agency has published its last article of the series looking at what it does to anticipate new and emerging challenges to workers' safety and health.

The article points out a fundamental part of EU-OSHA's mission over the past 25 years has been monitoring new developments in occupational safety and health (OSH) to help ensure effective prevention. The establishment of the European Risk Observatory in 2005 was a significant step in pursuing this goal. A new series of foresight studies helps EU-OSHA to anticipate future challenges.

Why was the European Risk Observatory created?

The European Commission's Communication on a Community strategy on health and safety at work (2002-2006) emphasised the essential role of risk anticipation in finding solutions to ensure healthy workplaces and sustainable working lives. It mandated EU-OSHA to set up the European Risk Observatory to identify new and emerging OSH risks.

In its pursuit of timely and effective prevention, the European Risk Observatory has collected and analysed high-quality data to:

- provide an overview of safety and health at work in Europe
- describe trends and underlying factors
- highlight risk factors
- anticipate changes in work and their likely impact on OSH.

It has communicated key findings to policymakers and researchers so that they could take appropriate action. The Observatory also aimed to raise awareness of how the changes it anticipates are likely to affect Europe's workforce by stimulating debate among OSH stakeholders.

Foresight: understanding future challenges

The article explains that work - how and where we work and the kind of work that we do - is constantly changing as a result of new technologies and new forms of employment facilitated by these and shifting economic and social conditions. New situations pose different risks and challenges for workers and employers and demand innovative solutions.

To complement the work of the Observatory and identify the risks associated with new and emerging technologies, new ways of working and societal change, EU-OSHA has embarked on a series of foresight studies. The areas addressed so far by these projects include:

- the impact of ICT and digitalisation on OSH
- the potential OSH risks for workers in 'green' jobs.

The foresight studies use literature reviews, expert consultations and scenario-building to evaluate potential future challenges to workers' safety and health. The aim is to help policy-makers create solutions and identify priorities for research and action.

What might the future hold?

The last 25 years have seen significant changes - both in the world of work and across the EU - and change will only accelerate in the next 25 years, owing to:

- technological advances
- changes in the economy and movement of people
- political and societal pressures
- changes in demographics, such as the ageing workforce.

Initiatives such as the foresight studies are therefore becoming increasingly relevant and represent a crucial source of reliable data on new and emerging risks and challenges. EU-OSHA's extensive network of focal points and partners and its strong relationship with the European Commission will also help the Agency to tackle future OSH challenges successfully. Furthermore, EU-OSHA will continue to embrace new technologies and develop innovative tools such as data visualisation to make sure that everyone has access to the resources that they need.

Whatever the next 25 years may bring, one thing will not change, notes the article: EU-OSHA will keep working together with its partners to make Europe a safer and healthier place to work.

MAPPING THE CHEMICAL UNIVERSE: LIST OF SUBSTANCES BY REGULATORY ACTION PUBLISHED

(Europe)

ECHA has published a list of over 21,000 REACH registered substances mapped in its 'chemical universe'. The substances have been divided into five pools based on the regulatory actions in place, initiated or considered for them. It also highlights that there are still thousands of substances for which possible actions have not yet been determined.

The mapping of registered substances, also called the chemical universe, is a planning and monitoring tool that helps Member States and EU authorities focus on substances of (potential) concern and identify appropriate regulatory actions, where needed. For companies and other stakeholders, publishing the mapping provides additional transparency on the work of authorities and the progress made in regulating chemicals.

Each substance in the universe has been assigned to a pool that indicates the regulatory actions in place, initiated, ongoing or under consideration. The five pools are:

1. regulatory risk management ongoing: substances with confirmed hazards for human health and the environment
2. regulatory risk management under consideration: substances that are currently being considered for regulatory risk management
3. data generation: substances that require additional information to conclude whether further regulatory action is needed
4. currently no further actions proposed: substances for which authorities have not proposed further regulatory action at the moment
5. not yet assigned: substances currently registered under REACH but not yet assigned to any of the other pools.

Jack de Bruijn, Director for Prioritisation and Integration says: "We are currently focusing mostly on the substances registered for volumes greater than 100 tonnes per year, where we aim to assign each substance to one of the pools by the end of 2020. For all registered substances, the work should be concluded by 2027. For many substances, further hazard data will need to be generated as non-compliant registrations are hampering progress. To that end, we have a joint action plan with the Commission to improve compliance of registrations to ensure they contain the necessary information to establish safe use."

The chemical universe does not indicate whether a substance's use is safe or not – it is mainly to help authorities focus their actions. The assignment to a pool is also not permanent – substances will move from one pool to another over time when new information becomes available or priorities change. Furthermore, the assignment is largely calculated by algorithms and is based on a snapshot of the data from August 2019. It is, therefore, not flawless and we encourage people to check the substances' infocards for the latest information. The links to the infocards are available in the list of substances.

The initial numerical mapping of REACH registered substances on the EU/EEA market was published in April 2019 with the publication of ECHA's first report on the implementation of its integrated regulatory strategy. An update of the substance list is foreseen in early 2021.



The British Safety Council has published a guide which sets out an overview of some of the steps to take to prevent and manage stress at work.

It notes that 12.8 million working days were lost due to work-related stress, depression or anxiety in Great Britain in 2018/19, and some 602,000 workers reported suffering from work related stress, depression or anxiety (new or long-standing cases) in Great Britain in 2018/19.

The guidance provides some basic advice on preventing and tackling the causes of work-related stress. It is generally based on guidance from HSE. It highlights that the HSE suggests there are six main areas that can lead to work-related stress if they are not managed properly. In its guidance on dealing with stress in the workplace, Acas summarises them as:

1. Demands - for example, employees can become overloaded if they cannot cope with the amount of work or type of work they are asked to do.
2. Control - for example, employees can feel disaffected and perform poorly if they have no say over how and when they do their work.
3. Support - for example, levels of sickness absence often rise if staff feel they cannot talk to managers about issues troubling them.
4. Relationships - for example, a failure to build relationships based on good behaviour and trust can lead to problems related to discipline, grievances and bullying.
5. Role - for example, staff may feel anxious about their work and the organisation if they don't know what is expected of them and/or don't understand how their work fits into the objectives of the organisation.
6. Change - for example, if change is not managed effectively it can lead to uncertainty and insecurity.

The guidance points out that work-related stress can trigger an existing mental health problem that an employee was otherwise successfully managing without it affecting their work, and stress caused by factors unrelated to work may also affect an employee's ability to do their job properly. Therefore, employers should carry out a risk assessment to determine if there is a risk of ill health caused by stress at work and, if so, put in place suitable measures to eliminate or control the risks.

The guidance covers the following in detail:

- signs and symptoms of stress
- management standards
- tackling stress
- manager behaviour
- helping employees suffering from stress
- promoting positive mental health
- mental wellbeing: recent developments.

The guidance is available on the British Safety Council website: <https://www.britsafe.org/search?term=stress>

KILLER ON THE LOOSE CAMPAIGN (FALLING OBJECTS)

Any tool at height can become a killer. It doesn't take much. A worker can slip and drop the tool they're holding. A screwdriver can be left on a gantry and be kicked over the edge. A tool can fall from a worker's belt. Once that tool is dropped, gravity takes over and turns it into a deadly projectile. You only have to be in the wrong place at the wrong time to become its victim. That might sound dramatic. But something needs to be done because the message still isn't getting through to everyone. Statistics show that dropped objects are the third largest cause of workplace fatalities. That's why the Killer on the Loose campaign was created about dropped objects.



Tool tethering systems are the best way of preventing these incidents. Here's why:

- They prevent tools from being dropped in the first place
- They're simple to use and roll out across your site
- They give you peace of mind you're doing everything you can to prevent dropped objects.

Use our range of resources to spread the word at your workplace. Download our drop prevention awareness pack to help educate your co-workers.

It includes:

- Killer on the Loose posters
- HSE facts and figures
- A deflection chart
- Target 0 Drops poster.

Find out more at:

<https://neverletgo.com/killer>

DISABILITY PAY GAPS IN THE UK: 2018

A report from the Office of National Statistics (ONS) presents the first analysis of disability pay gaps in the UK using newly reweighted earnings data from the Annual Population Survey.

It shows that:

- median pay was consistently higher for non-disabled employees than for disabled employees; in 2018, median pay for non-disabled employees was £12.11 an hour whilst for disabled employees it was £10.63 an hour, resulting in a pay gap of 12.2%
- the disability pay gap was wider for men than for women
- in 2018, London had the widest disability pay gap at 15.3% and the narrowest pay gap was in Scotland, at 8.3%
- disabled employees with a mental impairment had the largest pay gap at 18.6%, while for those with a physical impairment the pay gap was 9.7% and those with other impairments had the narrowest gap, at 7.4%
- around a quarter of the difference in mean pay can be accounted for by factors such as occupation and qualification.

To define disability, the ONS uses the Government Statistical Service (GSS) definition. This identifies “disabled” as a person who has a physical or mental health condition, or illness that has lasted or is expected to last 12 months or more, that reduces their ability to carry out day-to-day activities.

IOSH UNVEILS NEW COMPETENCY FRAMEWORK

A new competency framework to guide the development of occupational safety and health professionals and meet the needs of employers for a broader set of competencies, has been launched by the Institution of Occupational Safety and Health (IOSH).

Reflecting the findings of an extensive research project to ensure alignment with the needs of employers, as well as national and international standards and policies, the framework sets out 69 competencies across three categories, making it the most comprehensive competency framework for the OSH profession.

Professional standards for safety and health at work builds on all areas of the previous competency framework for Blueprint 1.0. During a six-month project, IOSH held focus groups and in-depth interviews with employers as well as a representative sample of IOSH members. Insight from these groups was combined with analysis of 250,000 data sets from more than 10,000 Blueprint 1.0 users in 111 countries.



Rapid change in the workplace is driving the need for a broader set of competencies. The research revealed there are many factors influencing change, including increased business complexity, technology, the gig economy and constantly evolving business processes. As a result, IOSH recognised the need for OSH professionals to possess both soft and business skills to complement their technical skills and equip them to influence and drive change at all levels.

“In line with IOSH’s Work 2022 strategy to enhance the occupational safety and health profession, we are committed to equipping OSH professionals with the skills, knowledge and behaviours they need. The updated competency framework is an essential step towards building capability in the profession” said Duncan Spencer, head of advice of practice, IOSH.

Almost half of the 69 competencies (34) are technical, highlighting the importance of OSH professionals understanding legislation, policy, risk management, incident management and the effect of health, safety and welfare on people. However, additional technical competencies have been added to the framework to reflect changes in the modern workplace, such as expertise in sustainability, ethical practice, human capital and community impact.

Seventeen are core competencies, covering the set of skills necessary to support and enable good decision-making. The remaining 18 competencies are behavioural, focused on building professionalism and enabling career opportunity.

Technical 34/69

Developing OSH policies that are consistent with business strategies, establishing and delivering effective quality management processes and designing and implementing audits are a few of the eight core competencies under ‘health and safety law’.

‘Risk management’ covers technical competencies such as horizon scanning for changes within the sector, controlling risk by developing mitigation strategies and establishing OSH risk reporting systems that align with the structure of an organisation. In total there are nine competencies under ‘risk management’.

‘Incident management’, which is made up of five competencies, includes the ability to apply procedures to deal with incidents of differing severity, prepare reports to meet organisational standards on incidents and being able to identify the full range of documentary evidence that would support a legal defence.

Technical competencies such as employee welfare and understanding the needs of vulnerable workers fall under ‘culture’. While culture is a product of the design and implementation of a safety management system, the seven competencies provide the means to assist the development of a positive one.

‘Sustainability’ includes supporting the development and delivery of social sustainability programmes, identifying ethical issues that could compromise safety and health practice and playing a leading role in the financial sustainability of an organisation. There are five competencies under ‘sustainability’.

Core 17/69

‘Strategy’, which is made up of seven competencies, covers skills influencing internal and external stakeholders, building long-term relationships and leading and contributing to an organisation’s strategic direction.

‘Planning’ covers setting realistic objectives, effectively managing the collection and organisation of data and making decisions on strategic and tactical issues. In total there are four competencies under planning.

Six core competencies such as creating a positive working environment and demonstrating confidence and resilience to deliver on the health, safety and welfare requirements across a business come under the category of ‘Leadership and management’.

Behavioural 18/69

'Stakeholder management' covers three behavioural competencies such as negotiating solutions and being the 'trusted advisor' by demonstrating consistency, discipline and integrity.

Behavioural competencies such as self-motivation, problem-solving and developing fresh approaches to innovative and creative ways of working make up the six competencies under 'personal performance'.

The 'communication' section covers four behavioural competencies such as actively listening to other views and perspectives, providing constructive feedback and inspiring others to take responsibility for keeping themselves and others safe.

Honesty, transparency and ethical behaviour, showing empathy towards others and ensuring coaching and mentoring opportunities are provided to support wider learning are the five competencies under 'working with others'.

"IOSH's competency framework will have a game-changing impact on the profession," said Karl Simons, chief health, safety and security officer at Thames Water. "The need for us to have wider skills and behaviours beyond technical ability, and to understand what that means for business, is vital."

The release of the updated competency framework will be followed in 2020 by the launch of an enhanced suite of practical tools, including a new CPD scheme, new technical guides and a free Career Hub for members, with access to thousands of learning resources and career planning tools, according to IOSH.

"It is critical that safety professionals have their voice heard in the boardroom, now more than ever," commented Neil Lennox, head of group safety and insurance at Sainsbury's. "To do that, we need people to join our profession who can share the message that 'good safety is good business' and clearly articulate how we contribute to corporate governance and profitability."

THE FUTURE OF ALTERNATIVE REFRIGERANTS - HAVE YOUR SAY!



The Institute of Refrigeration (IOR) is involved in a European project to evaluate on-going issues and future barriers to the take up of flammable refrigerants such as hydrocarbons, HFOs and R32, as well as carbon dioxide and ammonia. We want to know what your current experience has been and anticipated future needs related to their use. Safety, training, availability of components? Complete this short survey. The results will be published by the IOR to all members. Click the link to [start the survey](#) or visit www.realalternatives.eu to find out more about free training resources on alternative refrigerant use for technicians

LEGISLATIVE UPDATE

HSE RELEASE MUSCULOSKELETAL SIGNPOSTING CHART FOR GUIDANCE

Work-related musculoskeletal disorders (MSDs) are one of the most commonly reported causes of occupational ill health in Great Britain. They include disorders of the back, upper limbs and lower limbs, the former two being the most common. MSDs are prevalent in all sectors but agriculture, fisheries, logistics and transport, construction and health and social care have significantly higher than average rates. Both physical and psychosocial factors can contribute to work-related MSDs, and they can be aggravated by people's activities outside work and their general health and fitness. Knowing what guidance to follow isn't always straightforward, so you can use this signposting chart to help you choose what is best for your business.

Download the signposting chart at:

https://books.hse.gov.uk/gempdf/MSD_Table.pdf



Topic	Entry level	Risk assessment level	Legal guidance/reference level	HSE training
Manual handling	Manual handling at work: A brief guide INDG143 Available in print and online 9780717664788  Making the best use of lifting and handling aids INDG398 Available online 	Manual handling assessment charts (the MAC tool) INDG383 Available in print and online 9780717667109  Risk assessment of pushing and pulling (RAPPL) tool INDG478 Available in print and online 9780717666577  Full manual handling risk assessment: Examples of assessment checklists CK5 Available online 	Manual handling. Manual Handling Operations Regulations 1992. Guidance on Regulations L23 Available in print and online 9780717666539 	Manual handling for assessors (1 day training course) Ergonomics (5 day training course) 
Upper limb disorders (ULDs)	Managing upper limb disorders in the workplace: A brief guide INDG171 Available online 	Assessment of repetitive tasks of the upper limbs (the ART tool) INDG438 Available in print and online 9780717663934 	Upper limb disorders in the workplace HSG60 Available in print and online 9780717619788 	Upper limb disorders (ART) risk assessment of repetitive tasks (1 day training course)
Display screen equipment (DSE)	Working with display screen equipment (DSE): A brief guide INDG36 Available in print and online 9780717664726 	Display screen equipment (DSE) workstation checklist CK1 Available in print and online 9780717665211 	Work with display screen equipment. Health and Safety (DSE) Regulations 1992. Guidance on Regulations L26 Available in print and online 9780717625826 	DSE risk management (1 day training course)

DIRECTOR STRUCK OFF AFTER SERIOUS SAFETY BREACHES

The director of a waste transfer company has been found guilty and banned from being a company director after knowingly exposing employees to serious unsafe working conditions.

In November 2018, despite a conviction for transport related health and safety offences following a fatal incident in 2013, and further enforcement action in 2017 for using a poorly maintained and damaged telehandler, Zarif Mohammed allowed the continued use of the same seriously damaged machine on the waste transfer site in Kensulate Park, Blackburn.

The HSE's investigation found the telehandler was being used without working reversing lights, a camera or mirrors, which presented a serious risk of people being struck and seriously injured as the driver would not be able to see adequately when reversing the vehicle.

Zarif Mohammed of Angela Street, Blackburn, pleaded guilty under Section 37 to breaching section 2(1) of the Health and Safety at Work etc Act 1974. Mohammed was sentenced to six months imprisonment suspended for 18 months, and 190 hours of unpaid work with a further six rehabilitation days. He was also struck off from working as a company director for five years.

Speaking after the hearing, HSE inspector Steven Boyd said: "Mr Mohammed had been previously convicted by HSE following a fatality at a previous company of which he was a director and then was served additional enforcement by HSE on a visit to a new company of which he was a director.

"Despite this, Mr Mohammed allowed serious unsafe conditions to prevail, presenting a high risk of persons being killed or seriously injured.

"Workplace transport incidents remain a major cause of fatal and serious injuries in the waste and recycling industry. It is important that vehicles are maintained in a safe condition."

Reported Road Casualties in Great Britain, Provisional Estimates: Year Ending June 2019

Issued by the Department for Transport, this document sets out personal injury accident and casualty statistics on public roads in Great Britain for the year ending June 2019.

It shows there were 1,870 reported road deaths. This is a slight increase compared to the year ending June 2018, however, this change is not statistically significant, says the DfT.

In addition, there were:

- 27,820 people killed or seriously injured.
- 157,630 casualties of all severities, a decrease of 5%.
- Motor vehicle traffic increased by 0.3% over the same twelve months. The fatality rate per billion vehicle miles increased by 4% to 5.6 and the overall casualty rate per billion vehicle miles decreased by 5% in the year ending June 2019 to 476.

It is concluded that, although there has been an increase in fatalities and decrease in total casualties in the year ending June 2019, these changes should be interpreted with caution. The increase in fatalities in the year ending June 2019 is likely to be natural variation around the longer term flat trend since 2010.

NEW VEHICLE SAFETY REQUIREMENTS APPROVED

(Europe)

New minimum vehicle and pedestrian safety standards have been formally approved by EU Member States, following a political agreement reached with the European Parliament in March.

The legislation was formally signed by representatives of the European Council and Parliament at a ceremony on 27 November. New cars, vans, lorries and buses sold in Europe will be fitted as standard with a range of new vehicle safety features, starting in 2022, according to the updated “General Safety Regulation” requirements.

The new rules include requirements for new technologies, such as Automated Emergency Braking which can detect pedestrians and cyclists, as well as over-ridable Intelligent Speed Assistance, to be fitted as standard for the first time. New lorries will be required to have improved levels of “direct vision” to give drivers a greater chance of seeing vulnerable road users such as pedestrians and cyclists around the vehicle.

The legislation also tackles drink driving, making it easier to retrofit an alcohol interlock device – a technological solution for tackling repeat drink driving in use in a number of EU Member States. The European Transport Safety Council (ETSC) has pointed out that a number of UK-based media outlets inaccurately reported that this would lead to breathalysers in all new cars. But the ETSC point out that the rules only require an interface, which would enable an alcohol interlock to be fitted when required by law enforcement or a fleet manager.

New vehicles will also be required to be fitted with Electronic Data Recorders that store vital data on the car’s status in the moments immediately before a collision. Such information is vital to understanding why crashes occur and for preventing future collisions.

ETSC advocated for the new vehicle safety standards for more than five years, culminating in the “Last Night the EU Saved My Life” social media and advocacy campaign which ran throughout the political negotiations over the proposed rules. ETSC continues to be involved in ongoing discussions over the technical requirements for the new vehicle technologies.



ENFORCEMENT

FORKLIFT TRUCK OVERTURN RISKS IGNORED

Chorley based firm Staveley's Eggs Ltd has been fined after a forklift truck (FLT) overturned on a slope, trapping the driver.

On 1 December 2018 an employee of the firm had been driving the FLT at the company's premises at Goosnargh Near Preston, when the truck overturned, trapping the driver between the truck and the ground. He sustained serious life changing crush injuries as a result.

Investigating, the HSE found that the areas where FLT's were driven had significant changes in gradient which were not a suitable surface for the type of FLT's in use. The company failed to both identify and control the risk of FLT overturn.

Staveley's Eggs Ltd of Coppull, Chorley pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work etc. Act 1974. The company were fined £60,000 with costs of £4,259.42.

After the hearing, HSE inspector Steven Boyd commented: "This incident could so easily have been avoided by ensuring the area where FLT's were driven was free of slopes and damage, and that a suitable FLT was used for the site."

SERIOUS CORPORATE FAILURE' LANDS DHL WITH £2.6M FINE

The death of an employee at the Coventry tyre distribution centre of logistics company DHL has resulted in a multi-million-pound penalty.

Robert Baynham was crushed when a stack of tyre stillages toppled and fell through an internal office roof where he and three colleagues were working.

An investigation by Coventry City Council found that the tyre warehouse was principally used for the bulk storage and distribution of Bridgestone tyres, however it also handled 'cross-stocked' tyres, which were stored temporarily and ranged in size from small car tyres, right up to extra-large agricultural tyres.

Warwick Crown Court was told that in the early hours of 2 February 2016, a tall stack of eight cross-stocked stillages had been placed next to an office in which Baynham, John Knight, Bernard Halpin and Jason Gordon were working.

The stack toppled, possibly after being knocked as a second stack was being put next to it, and the top two stillages, each weighing 578 kilos, fell through the office roof.

According to the Coventry Observer, prosecutors said there was no guidance that different stillages should not be mixed – but Bridgestone had indicated for its tyres that if they were, the heaviest should be at the bottom.

Investigators found DHL had failed to complete a comprehensive health and safety audit after taking over the site from another company in September 2015. They told the court tyres were stacked too high and too close to the internal office – an inherently dangerous practice which had become a common occurrence and was not a practice that staff had ever been told not to do.

The court heard similar incidents had happened previously, so DHL was well aware of the risk.

The company – which has a turnover of £1.4bn – was fined £2.6 million for what Mr Justice Jeremy Baker described as its "serious corporate failure".

"Although there may have been an individualised failure to make a proper risk assessment, there was a corporate failure to do so," he said.

“The cause and effect of those failures is that a stack containing an excessive number of stillages had been placed in an area where people were working.

“When the driver was in the process of making a new stack, contact with the first stack caused it to topple over and fall onto those working in the office. There is no question that these failures have led to a human tragedy.”

Commenting after sentencing, Cllr Abdul Khan, cabinet member for policing and equalities, said: “DHL has received a significant fine and probably the largest following a health and safety prosecution by the council. Most importantly lessons have been learned by DHL and safety management at the warehouse has improved.”

Last year DHL was fined £2m after Krzysztof Sontowski suffered fatal injuries when he was crushed between a large goods lorry and the wall of a loading bay.

And in 2017 the logistics firm was ordered to pay £266,000 after Michael Addison was crushed when a 770kg unstable load fell on top of him.

DOUBLE SENTENCE FOR LEGIONELLA FAILURE

TWO PEOPLE have been sentenced after failing to control the risk of exposure to Legionella bacteria in the cooling tower at their business premises in Spring Hill, Birmingham.

Birmingham Magistrates’ Court heard that, between June 2017 and February 2018, Kulwant Singh Chatha and partner Satpaul Kaur Chatha of Isher Hangers failed to put suitable measures in place to control the risk of Legionella bacteria from the cooling tower on their premises. Concerns raised by their own water treatment consultants were ignored, and no Legionella risk assessments were in place.

An investigation by the Health and Safety Executive (HSE) found that the cooling tower was not being managed to control the risk from Legionella bacteria. This failure exposed employees of Isher Hangers, as well as members of the public, to Legionellosis – a collective term for diseases caused by the bacteria including Legionnaires’ disease, which can be fatal. People who have underlying or current medical issues are especially susceptible to infection, which was a particular concern as Isher Hangers’ premises are in the vicinity of two major hospitals.

Kulwant Singh Chatha and Satpaul Kaur Chatha pleaded guilty to breaching section 2(1) and 3(1) of the Health and Safety at Work etc Act 1974 and were each sentenced to serve 12 weeks in prison, suspended for 12 months, and ordered to pay costs of £12,115 each, including a victim surcharge of £115.

Speaking after the case, HSE inspector Karen Sweeney said, ‘Isher Hangers were operating a cooling tower without biocide, ignoring the advice of their own consultants. Cooling towers have the potential to spread bacteria that can cause serious illness or death, if not maintained in accordance with the published guidelines.

SIX-FIGURE FINE FOR PACKAGING COMPANY

A PLASTIC packaging manufacturer has been fined after an accident at its site resulted in an employee suffering multiple fractures to their pelvis and legs.

Peterlee Magistrates' Court heard that, on 12 September 2017, the employee of Sirap UK Ltd, of Salters Lane, Sedgefield was operating a forklift truck near to a row of Flexible Intermediate Bulk Containers (FIBCs). FIBCs are more commonly known as bulk bags or dumpy bags and are used in many industries, including construction and manufacturing, to transport products or materials.

The Health and Safety Executive (HSE) investigation found that the FIBCs were stacked in an unsafe manner at a height of approximately 2.2 metres. The employee reversed the forklift truck and it caught one of the lower FIBCs causing it to tear and spill its contents. The employee attempted to repair the tear but the top FIBC, weighing about 1 tonne, fell and struck the employee.

HSE considered arrangements at the site, for the everyday use such as storage, reuse and repair of FIBCs, created a risk of injury.

Sirap UK Limited, pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974 and Regulation 10(4) of the Work at Height Regulations 2005; and was fined £150,000 and ordered to pay £1061.47 costs.

After the hearing, HSE inspector Clare Maltby said, "There are many companies using this type of container and they should note that the use of FIBCs requires safe stacking formations and safe systems for reuse and repair. Had the company adopted the correct standards this worker would not have been injured".

FARMING PARTNERSHIP FINED AFTER MEMBER OF PUBLIC FATALLY INJURED

Farming partnership B A L Ackroyd has been sentenced for safety breaches, following a fatal incident involving a member of the public.

Leeds Magistrates' Court heard that, on 22 February 2017, the deceased was struck by a telescopic loader being driven by farmer Anthony Ackroyd. The incident occurred at Waller House Farm in Wighill, Tadcaster when Mr Ackroyd was driving the JCB telescopic loader carrying three bales of hay on the front, severely restricting forward visibility. He could not see the deceased and drove over him, killing him instantly.

An investigation by the Health and Safety Executive (HSE) found the deceased had been previously employed on the farm before his retirement and lived in a cottage adjacent to the farm. He was a regular visitor to the farm, carrying out work such as gardening. In addition, Mr Ackroyd was carrying an employee of the farm who was standing on the mounting step of the vehicle in such a way that had he slipped off the step, he would have fallen directly under the wheels of the machine.

B A L Ackroyd of Waller House Farm, Wighill Park, Tadcaster, North Yorkshire pleaded guilty to breaching Section 2 (1) and Section 3 (1) of the Health & Safety at Work etc Act 1974. The company has been fined £18,000 and ordered to pay £10,690 costs.

Speaking after the hearing, HSE inspector Julian Franklin commented: "This was a tragic and wholly avoidable incident. Drivers should ensure that they can always see in front of them or take equally effective precautions.

"Vehicles at work continue to be a major cause of fatal and major injuries; every year there are over 5000 incidents involving transport in the workplace. About 50 of these result in people being killed"

WORKER PERMANENTLY PARALYSED AFTER FALL

A Northamptonshire painting and decorating employer has been sentenced after an employee sustained serious, life changing injuries after falling from height.

On 7 August 2018, an employee of Ian Ramsay was severely injured when he fell from height whilst installing a roof ladder on a pitched roof at a property in Mawsley, Northamptonshire. The fall resulted in the employee being permanently paralysed from the chest down.

The homeowners hired Mr Ramsay to paint the exterior windows and soffit boards of their property, including the painting of dormer windows within their roof. The employee was in the process of setting up ladders to access the dormer windows when he fell from height.

Investigating, the HSE found that the incident could have been prevented if the work at height hierarchy had been followed in the planning process and if appropriate equipment had been provided to employees, such as fully compliant scaffolding. The risk assessment should have identified that this work was not short duration and that the use of ladders was not appropriate.

Ian Ramsay of Padmans Close, Mawsley, Northamptonshire, pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974. He was sentenced to a 12-month community order, 160 hours of unpaid work and ordered to pay costs of £2,124.28 with a surcharge of £85.

Speaking after the hearing, HSE inspector Rachel Grant said: "Employers and those in control of any work at height activity must make sure work is properly planned, supervised and carried out by competent people.

"This includes using the right type of equipment for working at height. In this instance, the painting of the soffits and windows was not short duration work and should have been done from appropriate work platforms. Ladders were not the appropriate equipment."

A PARCEL CARRIER HAS BEEN FINED FOR WORKPLACE TRANSPORT BREACH

In the early morning of 2 November 2017, an employee was walking across the depot at Burntwood Business Park, near Cannock, Staffordshire when he was struck by a reversing fork lift truck. The worker was trapped on the ground by the fork lift truck and had to be freed by colleagues using a pallet truck. He suffered serious fractures to his arm and soft tissue injuries to his legs. He was off work for several months.

Investigating, the HSE found there was inadequate segregation of fork lift trucks and pedestrians within the workplace. A risk assessment had been carried out but had not identified the importance of achieving robust segregation in an area where frequent fork lift truck movements took place.

Fedex UK Ltd of Express House, Holly Lane, Atherstone pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work Act 1974 and has been fined £533,000 and ordered to pay costs of £10,033.39.

After the hearing, HSE inspector Wendy Campbell said: "Those in control of work have a responsibility to provide safe methods of working and a safe working environment. Collisions between vehicles and pedestrians can be avoided if the workplace layout is properly planned, effectively segregated and suitable systems of work are introduced. If physical barriers and a suitable system of work had been in place the injuries sustained by this employee could have been prevented."

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