

Maximising Resources using Cost Benefit Analysis

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Heather Beach

May 2010

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Health & Safety Under Review

Lord Young, who was trade and industry secretary in the 1980s, is to lead a review of health and safety, investigating concerns over the 'application and perception' of health and safety legislation and the 'rise of the compensation culture over the last decade.' Prime Minister David Cameron said it was time for 'a sensible new approach.' [more...](#)

Wind Turbine on Olympic site Scrapped

Plans to build a wind turbine in east London's Olympic Park site have been scrapped. The Olympic Delivery Authority has said that it was 'no longer feasible' due to new safety rules and design changes. The project was thrown into doubt when the appointed bidder's turbine supplier pulled out, saying it would not be able to comply with the newly-introduced regulations. [more...](#)

▼ Daily HSE News

- ▶ [Speak Up, Stay Safe – British Safety Council campaign](#)
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Latest Documents

Title	Series	Publisher	Publi Date
Ergonomic design of control centres control room layout - includes corr 12057 Nov 00	BS EN ISO11064-3:2000	BSI	16/06

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<input type="radio"/>	<input type="checkbox"/>	Cost benefit studies that support tackling musculoskeletal disorders. Prepared by Hu-Tech Ergonomics	Research report RR 491	HSE	2006
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Cost benefit studies that support tackling musculoskeletal disorders. Prepared by Hu-Tech Ergonomics

Document Summary (Provided by the Barbour Editorial Team)

Twenty-one case studies are set out in this HSE research report, representing the cost benefit analysis of ergonomic interventions to reduce the risks of musculoskeletal disorders (MSDs). It is noted that demonstrating that ergonomic interventions at the workplace can prevent MSDs and have financial business benefits is an important tool in persuading UK businesses to adopt good practice in tackling MSDs.

It is suggested that UK business owners, shareholders, managers and their advisers need to be persuaded that business investment is sound, will provide a good return on investment, and will form an integral part of their goal to meet good practice in social responsibility. Interventions to improve health and safety must therefore be considered.

The HSE estimate that in 1995/96, MSDs cost British society £5.7 billion, with one million people currently affected each year. This results in 11.6 million lost working days (2004/05). MSDs most commonly affect the lower back, the upper limbs or neck. Fewer people experience problems in their lower limbs.

Case studies

The case studies presented in this report have been drawn from a range of industries. It is suggested that, in many instances, the design or organisational ideas will be transferable to other industries, and

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Prepared by **Hu-Tech Ergonomics**

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S	B	Title	Series	Publisher	Date
		Commission of European Communities v United Kingdom of GB and Northern Ireland ('so far as reasonably practicable')	Judgement of the Court - case C-127/05	CJEC	2007
		Marshall v Gotham Co Ltd (mining, roof support, 'so far as reasonably practicable')	Weekly Law Report	ICLR	1954
		Offshore installations, safety case, regulations 2005 regulation 12 demonstrating compliance with relevant statutory provisions	Offshore information sheet 06/2	HSE	2006
		Legislating criminal code : involuntary manslaughter : item 11 of sixth programme of law reform : criminal law	Law commission 237	LAWC	1996
		Regina (B) v Calderdale Metropolitan Borough Council	Weekly Law Report	ICLR	2004
		John Summers and Sons Ltd v Frost (guarding dangerous parts of machinery, obstruction, wheel)	Weekly Law Report	ICLR	1955

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Violence in the Workplace: Director's Briefing



The Health and Safety Executive's definition of work-related violence is:

' Any incident in which a person is abused, threatened or assaulted in circumstances relating to their work'

The key risk factors causing violence are:

- Drink, drugs or inherent aggression/mental instability
- Resentment (having no right to appeal decisions)
- Impatience
- Frustration (due to lack of information or boredom)
- Anxiety (lack of choice, lack of space).

Recommendations for employers:

- Assess the risks to workers (including the risk of foreseeable violence), decide how significant these risks are, prevent or control the risks, and develop a clear management plan
- Consult with the workforce and their representatives about risk assessments and actions
- Ensure that everyone is aware of the violence prevention policy and their

Case Law

Cases of workplace violence can produce substantial awards for damages. Employers can be sued for negligence. A security guard who was severely traumatised in an assault received £180,000 in compensation.

Had the council carried out a thorough risk assessment of staff security before the assault the assailant would not have been able to gain access to the premises. Employers must do all they can to provide their staff with a safe working environment.

- Ensure that everyone is aware of the violence prevention policy and their responsibilities
- Establish clear grievance and disciplinary procedures.

Control methods or risk reduction techniques must be used to:

- Provide a clear statement to staff and service users that violence will not be tolerated and will be treated as a disciplinary offence (up to and including dismissal or, if appropriate, criminal action); together with information on how to report harassment and violence
- Be clear what constitutes unacceptable behaviour on the part of managers/other workers as well as service users or members of the public
- Provide a statement of the overall approach to preventing and dealing with the risks of harassment and violence, including training
- Provide advice to workers on relevant legislation applicable to them/their responsibilities within the workplace
- Advise that the victim keep a diary of all incidents (and possible witnesses) and copies of anything that is relevant
- Provide support to the victim
- Include information as to how the policy is to be implemented, reviewed and monitored
- Make clear that false (ie malicious) accusations will not be tolerated and may result in disciplinary action.

their staff with a safe working environment.

‘ Ensure that everyone is aware of the violence prevention policy’ .

Legal duties

Whilst there is no specific legislation covering violence at work, prosecutions may fall under the following (an example of this is in the box above):

- The Health and Safety At Work etc Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)
- Safety Representative and Safety Committees Regulations 1977
- Health and Safety (Consultation with Employees) Regulations 1996

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Toolbox Talks

In this section you will find presentations and PDF handouts covering the most important health and safety topics relevant to every work places. These informal, easy to use training tools are vital for low level training to ensure an understanding of all the key areas of health and safety within your workforce. The presentations, and handouts with Q and A pages, diagrams and pictures make guidance much more accessible to both the trainer and trainees.

Title	Publisher	Click To Download
An Introduction to Toolbox Talks	BARB	
Asbestos	BARB	
Atmosphere (Air)	BARB	
Company Vehicles	BARB	
Confined Spaces	BARB	
COSHH	BARB	
Demolition	BARB	

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 - Legislation, guidance, statistics and
 - Case law
- ...And communication
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 - Employee factsheets
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*“Intelligent Health and Safety,
Making Business Sense”*



Barbour Consulting Services

- 35 years in the market – relationships with specialist providers
- Best of breed but cost effective
- Focus on making business sense of health and safety

Barbour Consulting Services

Barbour Consult

- Safety Management Review
- Statutory Compliance
- Cost of Compliance
- Safety Culture
- Cost Benefit Analysis

Health & Safety Management

- Management systems
- Retained consultancy
- Policies and procedures
- Ask Barbour

Training

- Training Needs Analysis
- Bespoke Courses
- Blended Learning
- Behavioural Safety

Audit and Risk Assessment

- Fire Risk Assessment
- Health & Safety Risk Assessment
- Manual Handling Assessments
- COSHH Assessments

Barbour Consult

Barbour Consult

- Safety Management Review
- Statutory Compliance
- Cost of Compliance
- Safety Culture
- Cost Benefit Analysis

- Simply put we:
 - Review your current strategy and costs in relation to your
 - Premises
 - Processes
 - Activities

**Our goal is to ensure a cost effective approach to
H&S risk management**

<http://www.barbour-ehs.com/consultancy>

Questions and Answers

Stephen Hendrey