

Health and Safety Bulletin

Health and Safety Training

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The HSE issued an interesting press release earlier this year (<http://press.hse.gov.uk/2018/hse-urges-employers-to-think-again-before-investing-in-off-the-shelf-manual-handling-training/>) that contained the quote “Off-the-shelf manual handling training should become a thing of the past.” The press release was issued following consultation with a variety of stakeholders including businesses, trade unions, trade bodies – but the conclusion was quite simple – “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.”

There are many different pieces of health and safety legislation that require employers to provide workers with a “safe system of work” (e.g. instructions on how to do a job) and training...and an equal number of different formats in which training can be provided. No one method of training is suitable for every training topic – so what are the common types of training available?

Face to face training – this consists of facilitators leading a group of attendees through training. It is probably the most expensive method of training, and can be difficult to organize (e.g. coordinating everyone’s availability), but has significant advantages when passing on information on practical skills, such as forklift truck driving or risk assessment, because the participants have the chance to practice the skills and learn from others experience at the same time as gaining the underpinning knowledge. It can also provide an opportunity to focus the training on applying the skills in the organization’s setting – for example applying manual handling techniques to loads they are likely to come across

Distance or e-learning – this form of learning is best used for underpinning knowledge, such as applying legislation or an overview of the prevention controls for particular hazards. This method of training can be very useful where it is difficult to get groups of employees together because it allows them to complete it at a time that is convenient for them (e.g. sitting in an airport). The major disadvantage of this training is that workers do not have the opportunity to ask questions about the content (unless they make the effort to follow up their concerns) and it tends to be seen as a burden – something people have to get through rather than an opportunity to learn

Blended learning – this combines distance/e-learning and face to face training – aiming to combine the advantages of both

Toolbox talks – these involve the line manager of a small group of people leading a short discussion on a health and safety topic with the aim of reminding them the standards that must be maintained. The advantage of these talks is they are short and so can be carried out regularly on a variety of topics. The disadvantage is that they are heavily reliant on the skill of the line manager to turn them into a discussion rather than a lecture

Conclusion

Employers have some difficult decisions to make while managing their resources – and this includes the provision of training. Training can cost a lot of money, take a significant amount of time to organise and take employees away from their normal role and so it is vital it is effective.

The best employers complete a gap analysis to identify the training required by groups of employees and then use this to create a training matrix which identifies:-

- The format in which the training will be provided
- The frequency of refresher training
- When each worker was last given the training

This training matrix can then be used to ensure training is provided as and when required.

Recently issued health and safety information:

- Workplace fatal injuries in Great Britain 2018
<http://www.hse.gov.uk/statistics/pdf/fatalinjuries.pdf>
- EU-OSHA's Annual Report 2017
<https://osha.europa.eu/en/tools-and-publications/publications/annual-report-2017/view>
- CONIAN - The Construction Industry Advisory Network
<https://webcommunities.hse.gov.uk/connection/coniac/groupHome>
- Guidance on applying a creeping change hazard identification (CCHAZID) methodology
<https://publishing.energyinst.org/topics/process-safety/risk-assessment/guidance-on-applying-a-creeping-change-hazard-identification-cchazid-methodology>
- Posture guidance for handheld devices
https://www.ergonomics.co.uk/res/Handheld_Devices_Posture_Guidance.pdf

Safetember is coming!

Forklift trucks are responsible for more fatal and serious accidents in workplaces in the UK than any other form of workplace transport – it is estimated that there are 1,300 every year – that equates to five per day!

In an attempt to raise awareness and reduce this number, the Fork Lift Truck Association (FLTA) holds an annual safety month "Safetember." In 2017, their campaign was called "Show your hand," encouraging forklift truck drivers to (politely) signal pedestrians walking too close to their truck – this was in response to the statistic that in 57% of accidents involving forklift trucks the victim was on foot.

This year's theme is "You don't walk away from a fork lift accident" – reflects that many forklift truck accidents are life changing.

The FLTA have resources including posters that can be printed out (<https://fork-truck.org.uk/fork-lift-safety/safetember/safety-posters>) and forklift truck fact sheets that could be used as the basis of in-house toolbox talks (<https://fork-truck.org.uk/best-practice-advice/fact-sheets>).

Case Law update

This issue focuses on recent cases involving training

A bakery director was sentenced to **12 months in prison**, suspended for two years, given a three-month 8:00pm to 7:00am **curfew** and ordered to pay a victim surcharge of £100 after a worker fell through a mezzanine floor while undertaking building repairs at a the bakery. The deceased worker, who was an Egyptian national, had no fixed abode and was not competent to carry out the work

A worker suffered severe lacerations to his hands while using a band saw to cut beef bones. The safety devices on the saw had been removed and he had not been trained to use it

saw. The butchers was fined **£18,000** and ordered to pay costs of **£1,343**

A worker sustained several broken bones and had to have his thumb and forefinger amputated after working on a ride on mower. During the first cut of the season, when the grass was long and wet, the grass box blocked repeatedly. When the employee reached into the chute to clear the blockage, his hand came into contact with a metal fan, which caused the injuries. The housing trust that employed him had failed to consider the risks from the work, provide professional training or to give clear instructions on what to do if the mower became

blocked. They were fined **£140,000** and ordered to pay **£70,000** in prosecution costs

A London based woodworking company was fined **£15,000** and ordered to pay **£3,203.80** costs following a serious accident - an employee cut off part of his right index finger while using a circular saw. While a HSE Inspector was on site investigating this incident, he also witnessed another employee using a spindle moulder without safety precautions in place. The courts found the company allowed their employees to use woodworking machinery without ensuring that they were adequately trained, informed of safe working practices, and supervised

Annual fatality figures

The HSE has issued the provisional data for 2017/2018 indicating that the number of workplace fatalities in Great Britain rose to 144. The average annual fatality rate between 2013 and 2018 is currently 141.

The industries with the highest fatality rate (deaths per 100,000 employees) are agriculture and the waste industries, although the construction industry had the highest number of fatalities based on the absolute count (38). Manufacturing and the transportation and storage sector

have a rate of fatal injury around 1.5 to 2 times the average rate across all industries.

Fall from height, being struck by a moving vehicle and being struck by a moving, flying or falling object accounted for the majority of the fatalities.

96% of the fatalities were to male workers, with nearly 40% involving workers aged 60 or over, even though workers of this age only make up about 10% of the workforce.

About Clwyd Associates...

We are a management consultancy, focusing on health and safety, and SAP based in the Midlands.

We employ consultants with at least 15 years practical experience backed up by recognised professional and academic qualifications - ensuring our clients receive first class service.

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