

**NEBOSH DIPLOMA
IN OCCUPATIONAL HEALTH AND
SAFETY**

Unit A
Managing health and safety

rms 1

LEARNING OUTCOMES

- A1.1 Explain the moral, legal and economic reasons for the effective management of health and safety
- A1.2 Outline the societal factors which influence health and safety standards and priorities
- A1.3 Explain the principles and content of effective health and safety, quality, environmental, and integrated management systems with reference to recognised models and standards
- A1.4 Outline the role and responsibilities of the health and safety practitioner

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- A1.2 Societal factors which influence health and safety standards and priorities
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- A1.4 Role and responsibilities of the health and safety practitioner

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**ELEMENT A1
PRINCIPLES OF HEALTH AND SAFETY
MANAGEMENT**

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Reasons for the effective management of health and safety

MORAL

- Duty of reasonable care
- Unacceptability
- Society's attitude to moral obligations
- National accident/incident and ill-health statistics
- Higher-risk industries
- Effect of size of organisation on accident/incident rates




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Reasons for the effective management of health and safety

LEGAL

- Preventive (by enforcement notices)
- Punitive (through criminal sanctions)
- Compensatory effects of law
- Principle of self-regulation



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Reasons for the effective management of health and safety

MORAL

Fatal injuries in high risk industries

Main Industry	Fatal Injuries	Rate per 100,000 workers	Average rate last 5 years 2009/10
Construction	42	2.2	32% below
Services sector	41	0.2	43% below
Agriculture	38	8.0	4% below
Manufacturing	25	0.9	24% below

Source: HSE




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Reasons for the effective management of health and safety

ECONOMIC

- Impact on society and organisations
- Insured and uninsured costs
 - Direct costs
 - Indirect costs
- Financial benefits of effective health and safety management



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Reasons for the effective management of health and safety


MORAL

Fatal injuries by class of worker

Year	Employees		Self-employed		Workers	
	Number	Rate (a)	Number	Rate (b)	Number	Rate (c)
2009/10	111	0.4	41	1.0	152	0.5

(a) per 100,000 employees, (b) per 100,000 self-employed, (c) per 100,000 workers

Source: HSE

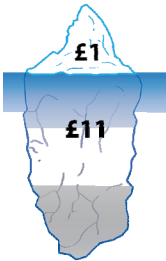


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Reasons for the effective management of health and safety

ECONOMIC

Costs incurred by the main contractor (1.11) during the building of a supermarket




INSURED COSTS

- Employer's Liability
- Public / Third party liability
- Contractors all risks
- Plant and building damage
- Tools and equipment

UNINSURED COSTS

- Product and materials damage
- Emergency supplies
- Production delays
- Overtime and temporary labour
- Investigation time
- Supervisors' time diverted


Source: RMSHS006



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Societal factors which influence health and safety standards and priorities

- Economic climate
- Government policy and initiatives
- Industry/business risk profile
- Globalisation of business
- Migrant workers
- National level of sickness absence and incapacity
- Principle of 'corporate social responsibility'




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Effective health and safety management systems

DEFINITIONS

- Hazard
- Risk
- Danger




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Societal factors which influence health and safety standards and priorities

PRINCIPLE OF 'CORPORATE SOCIAL RESPONSIBILITY'

- Employees
- Suppliers
- Customers
- Local community
- Impact on the environment



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Effective health and safety management systems


DEFINITIONS

Hazard

"Something that has the potential to cause harm (loss)"

"The potential to cause harm, including ill-health and injury, damage to property, plant, products or the environment, production losses or increased liabilities"

Source: Successful Health and Safety Management, HSG66, HSE.



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Effective health and safety management systems


DEFINITIONS

Risk

“The likelihood of potential harm from a hazard being realised”

“The likelihood that a specified undesired event will occur due to the realisation of a hazard by, or during, work activities or by the products and services created by work activities”

Source: Successful Health and Safety Management, HSG66, HSE




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Effective health and safety management systems

LEGAL REQUIREMENTS FOR A WRITTEN HEALTH AND SAFETY POLICY

Components of a health and safety policy document

- **Statement of intent** - overview, safety goals & objectives
- **Organisation** - duties & responsibilities, organisational structure in relation to H&S, specific employees
- **Arrangements** - scope, detail, systems, rules, procedures, standards, cross-reference to key documents, communication




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Effective health and safety management systems

DEFINITIONS

Danger

“Imminent contact with a hazard”

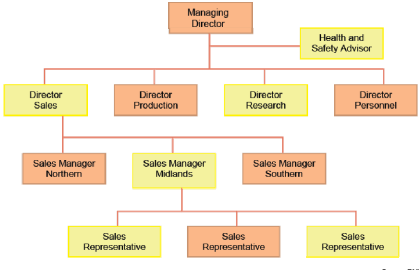


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Effective health and safety management systems

ORGANISATIONAL STRUCTURE IN RELATION TO H&S

Organisational structure example



Source: RMS




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Effective health and safety management systems

LEGAL REQUIREMENTS FOR A WRITTEN HEALTH AND SAFETY POLICY

- Role of the health and safety policy
- HASAWA 1974 ACT - Section 2(3)
- Management of health and safety at work regulations (MHSWR) 1999 - Regulation 5
- Components of a health and safety policy document




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Effective health and safety management systems

ORGANISATIONAL STRUCTURE IN RELATION TO H&S

Arrangements

- Scope
- Detail
- Systems
- Rules
- Procedures/standards
- Cross reference to key documents
- Communication



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Effective health and safety management systems
MAIN ELEMENTS OF AN EFFECTIVE HEALTH AND SAFETY MANAGEMENT SYSTEM
 Main elements of a health and safety management system

Source: RM2

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Effective health and safety management systems
REVIEW OF HSG65 – SUCCESSFUL HEALTH AND SAFETY MANAGEMENT

- The HSE has revised the occupational safety guide HSG65
- Introduced online guidance
- Change from the POPIMAR (policy, organisation, planning, implementation, monitoring and review) to the PDCA 'plan, do, check, act' model
- Reflects the structure of the OHSAS 18001 standard

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Effective health and safety management systems
STRUCTURE AND CONTENT OF MANAGEMENT SYSTEM MODELS HSG65 AND BS OHSAS 18001
HSG65

- Policy
- Organising
- Planning
- Measuring performance
- Auditing and reviewing performance

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Effective health and safety management systems
REVIEW OF HSG65 – SUCCESSFUL HEALTH AND SAFETY MANAGEMENT

Economic benefits:

- Increased productivity
- Improved morale
- Reduction in down time
- Lower absence rates
- Enhanced corporate image
- Lower insurance costs
- Less chance of legal actions
- Lower staff turnover

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Effective health and safety management systems
STRUCTURE AND CONTENT OF MANAGEMENT SYSTEM MODELS HSG65 AND BS OHSAS 18001
 Main elements of successful health and safety management

Source: HSG65

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PART ONLY OF THE COMPLETE ELEMENT A1 – PRINCIPLES OF HEALTH AND SAFETY MANAGEMENT

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