



Health & Safety

INTRODUCTION

Every business that has employees has a legal, moral and financial obligation to organise, manage and control the welfare, safety and health of their employees and any visitors to their premises.

By organising, managing and controlling the risks that are present within the workplace, the business will not only ensure compliance but will assist in the reduction of the number and severity of accidents and help in the reduction in the cost of insurance claims.

BASIC PRINCIPLES

A business' responsibility for the health and safety of employees and visitors varies according to sector, however as a minimum, all business should follow some basic principles of:

- Risk Identification.
- Elimination of those risks that threaten the safety or wellbeing of an individual.
- Substitution of hazardous operations or activities.
- Control of activities.
- Provision of appropriate personal protective equipment.
- Education and training of persons exposed to hazardous operations.
- Discipline and enforce control procedures.

ACTION REQUIRED

A framework for a realistic and proportionate Health and Safety system in Small-Medium size businesses should incorporate the following:

- Appoint a person responsible for Health and Safety. This can be an internal, suitably experienced person or an external professional.
- Prepare a Health and Safety Policy which meets current legal requirements and best practice, ensuring the Policy is regularly reviewed to ensure it adequately reflects the activities of the business.
- Prepare and regularly review Risk Assessments of all activities that may affect the health and safety of employees and visitors.
- The development of Safe Working Practices.
- The recording of appropriate Health and Safety training for all staff.
- Recording of accidents and near misses.
- Regular auditing of Health and Safety systems and procedures.

Reviewing the resilience of your Health and Safety management programme begins with a visit by one of our risk management professionals. During the course of the meeting we will examine existing controls and help identify any potential weaknesses and suggest improvements.