



## TRAINING

Eastwood and Partners are capable of providing a number of courses.

Training is beneficial to any company whether large or small it helps employees to understand the approach taken by their employer in a number of areas. It equips them to undertake their work safer and in so doing reduces down time and can have an impact on waste and other losses.

We can provide health and safety training in the following CIEHO courses

Workplace health safety in the workplace level 1, 2 and 3

Risk assessment Principles and practice level 1 and 2

Principles of Manual Handling

We can also run bespoke courses to meet your own needs

## Eastwood and Partners Limited Insurance Brokers Young Person Employment



The Management of Health and safety at Work Regulations 1999 require employers to protect young persons from any risks to their health and safety.

Specifically regulation 3 requires an assessment to take account of the "immaturity of young persons".

So what is a young person and what should you look at?

A young person in this case is any employee under the age of 18.

The risk assessment should take into account the immaturity of the young person. They may be inexperienced with an inability to perceive danger. They may not fully be able to understand or follow instructions or

they may be physically immature in that muscles and bones may not be fully physically developed.

Employers should ensure that all young workers are trained and if necessary ensure they are accompanied by an experienced colleague.

Long hours and/or shift work may adversely affect the health and safety of young people.

They may be inexperienced in the use of specific work equipment, substances or the safe system of work that needs to be followed.

Alas, the young do not always help themselves—there is a higher likelihood of horseplay for instance.

So what needs to be done?

Look at your existing risk assessments and review them, noting the tasks that the young worker will be doing. Next look at the young person him/herself and judge their ability to do that task. Follow this by implementing any additional control measures needed to protect the young person and record all the above.

Also remember that certain items of machinery and some substances are not able to be handled by young persons under various regulations and it should be ensured that the young employee knows exactly what they can and cannot use within the workplace.

A sad fact of life is that young persons generally need more supervision than older experienced colleagues.

For more information please contact Mario here at Eastwood's or visit the HSE website.

## Building Sites Fail Blitz Checks

Surprise unannounced inspections by HSE inspectors were conducted on 2014 building sites in the month of March this year.

The main focus of attention was on refurbishment and roof work and examined whether:

- Work at height was properly planned
- Equipment was installed, maintained and used correctly
- Sites were well organised
- Slip and trip hazards were well managed
- Walkways and stairs were clear of obstruction
- Work areas were clear of waste and materials

**Of the 2014 sites visited, nearly a quarter failed the safety check.**

A total of 691 enforcement notices were issued at 470 sites with inspectors ordering work to cease immediately on 359 sites either for unsafe work being carried out at height or where sites lacked 'good order'

HSE Chief Inspector for construction Phillip White commented 'there is still a small number of employers or contractors who continue to put their own and other people's health and

safety at risk. This is unacceptable. I want to make it clear to these operators that we will not hesitate to take action where standards of health and safety are endangering workers lives and livelihoods.'

This years blitz followed similar campaigns in both 2008 and 2009 and it seems likely that further inspections will continue to take place.

Work at height is a favourite topic of the HSE as generally any accidents involving working at height are usually serious.



It seems likely that with a possible increase in the number of construction sites as the recession supposedly comes to an end the HSE will continue to place a large amount of resources into this area.

Not involved in construction?

The Work at Height Regulations 2005 apply to all employers irrespective of the nature of the business.

Examples could include:

It may be that you occasionally send an employee on to the roof to clear gutters—that's working at height.

It may be that employees climb a ladder to change a bulb in the warehouse—that's working at height.

It may be that employees climb onto the back of wagons to help off load goods—that's working at height.

What about standing on a raised loading bay? Or next to an excavation? That's right—working at height.

All work at height should be avoided if possible but if that is not practicable then the task must be risk assessed with means of preventing falls and the best equipment to use taken into account.

Ladders should only be used for short duration work and should be on a register and inspected at regular intervals.

Falls from height remain the greatest single killer of UK workers every year.

## HSE NOTICES

### Work Related Stress

The HSE has published figures for work related stress following research undertaken last year.

A summary of the findings includes:

In 2008/9 an estimated 415,000 individuals believed that they were suffering from work related stress.

Around 16.7% of working individuals thought their job was very or extremely stressful.

11.4 million lost working days in Britain were as a result of work related stress, depression or anxiety.

The average length of time an employee is absent from work suffering from stress (which has been certified by a GP) is 26.8 working days.

Occupational groups with the highest incidence of work related stress issues included teachers, nurses, housing and welfare officers, medical practitioners, customer service workers and cer-

tain professional and managerial groups.

Public sector security based occupations such as police officers, prison officers and UK armed forces personnel also show an above average incidence rate for work related illness.



The HSE has put together information, including stress management assessment tools on its website at:

[www.hse.gov.uk/stress/](http://www.hse.gov.uk/stress/)

The full findings of the research is available at:

[www.hse.gov.uk/statistics/lfs/0809/swit3w12](http://www.hse.gov.uk/statistics/lfs/0809/swit3w12).

## News

### Assessment of Repetitive Tasks Tool

The HSE has launched a new tool to help organisations tackle the major risks from musculoskeletal disorders—such as repetitive strain type injuries.

The 'ART' tool is designed to help employers determine where the risks lie along with measures that should be taken to reduce the potential for injury.

The tool can be downloaded free at [www.hse.gov.uk/msd/uld/art](http://www.hse.gov.uk/msd/uld/art) or ordered in hard copy format (document number INDG438).

## Recent cases

### Lead Paint Poisoning Lands Builders In Court

A refurbishment firm has been prosecuted after two workers suffered acute lead poisoning during an £800,000 project to restore a 19th century estate in Perthshire in Scotland.

Blairish Restorations had been contracted to turn Findynate castle and estate into a shooting lodge. The company had not been renovated since 1907 but the company did not check the buildings for lead paint or provide workers with protection before work began on the walls.

While sanding down old paintwork in Findynate House in 2008, two sub contractors inhaled and ingested lead dust and were taken to hospital with acute poisoning. Following an investigation, the HSE issued Blairish with an Improvement Notice for contravening the Control of Lead at Work Regulations.

HSE inspector Gary Stimpson noted that lead exposure can cause anaemia, nausea and constipation and even nerve, brain or kidney damage.

'There may be a view that lead is an historic problem, which was dealt with a long time ago', Stimpson said. 'This prosecution shows that this is not the case. Those involved in renovating old buildings need to be particularly vigilant'.

At Perth Sheriff Court, Blairish pleaded guilty to a charge under Section 3(1) of the Health and Safety at Work Act, of failing to protect sub-contractors.

The company was fined £10,000.

### Firework Fine

A newsagent in Morrision near Swansea has been fined £20,000 for breaching safety standards after trading standards officers found fireworks hanging from power cables above the shop floor.

The fireworks were suspended from live wires, stapled to the wall or stored beneath boxes of lighter fuel.

Swansea Council prosecuted Tudor Harries, who owns and runs the shop, for failing to ensure the safety of staff and customers.

He was fined £10,000 for each of two offences and charged £1000 in prosecution costs.

### Grocers Liability

Belington magistrates have fined Northumberland fruit shop owner Ian Gray almost £4000 for trading without employers liability insurance,

The HSE investigated I Gray Fruiterers in May 2009 after being told he did not hold the compulsory insurance to meet costs arising from employees' work related injuries or illness.



### Ladder Complacency

The Ladder Association has launched a campaign to fight the 'over-confident and risky mentality' of ladder users who rely solely on learning on the job.

The Association believes training is the key to better ladder safety in the workplace.

For more info visit: [www.ladderassociation.org.uk](http://www.ladderassociation.org.uk)

## MYTH OF THE MONTH



**Myth:** You don't have to secure your load if you're just driving down the road.

**Reality:** If not properly secured, vehicle loads can become unsafe, even over a short distance.

Unsecured loads increase the risk of vehicle roll over and risk the lives of drivers and other road users as well as causing traffic disruption.

More than 1200 people a year are injured as a result of unsafe loads.

Don't take the risk—make sure your load is restrained and contained.