
Corporate Responsibility

The HSE Perspective

Neil Hunter

HM Inspector of Health & Safety

HSE, Leeds

Introduction



- Current h&s context
- What we **all** really want
- IoD guidance
- How an inspector will assess compliance
- Does it work?
- Help available to put it into practice
- How else can HSE help you?

The Context



- New corporate manslaughter law
- HSWA Sections 7, 36 & 37
- Company Directors Disqualification Act 1986
- Corporate accountability and responsibility
- The Baker report – Texas oil refinery explosion
- “ ‘elf n’ safety” image

The Context



In 2006/07

- 241 killed at work
- >28,000 major injuries
- >113,000 over 3 Day injuries

- 2.2m work related ill health

- 36m working days lost (1.5 days/worker)

- High cost to business

The Context

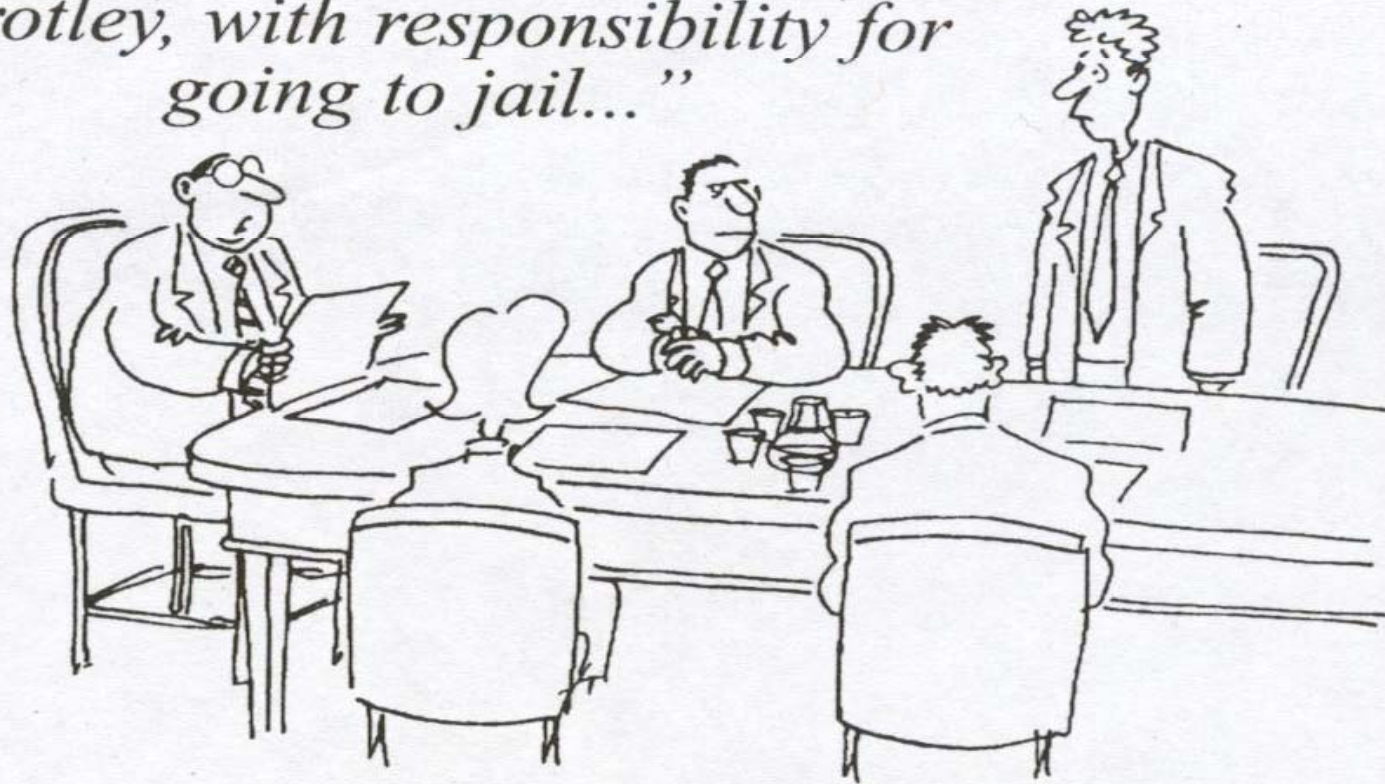


Right to return home from work unharmed

Sensible Health and Safety ?



*“We’re appointing you to the board,
Grotley, with responsibility for
going to jail...”*



From Private Eye magazine

Sensible Health and Safety

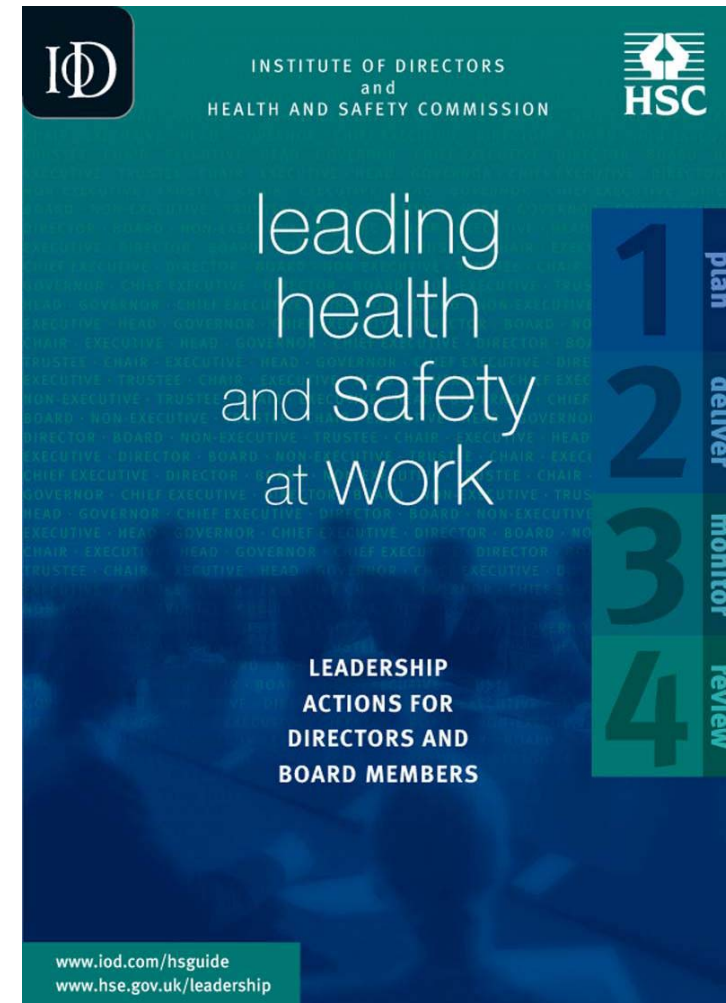


- **Knowing** you have an **effective** health and safety system
- Keeping people safe and healthy from your **significant** risks

Director leadership – how we can help you



- **Written by directors, for directors**
- **Structure and expectations**
- **How you implement it is up to you**
- www.hse.gov.uk/leadership



Essential principles

- Strong & active leadership from the top
- Worker involvement
- Assessing and managing risks
- Review

Deliver effective health and safety management through:

- **Planning** the direction for h&s policy
- **Delivering** effective h&s
- **Monitoring** h&s Performance
- **Reviewing** h&s Performance

What May Demonstrate Effective Planning ?



- Directors know and understand the key risks
- The safety policy, risk assessments and procedures are live and tailored to the risks of the business
- Planning ahead for changes
- Directors are **effectively** visible
- Board meetings **effectively** discuss h&s
- Employees are involved

What May Demonstrate Effective Delivery ?



- **Directors have ensured that the right precautions are provided and maintained because**
 - h&s advice is competent
 - h&s responsibilities assigned throughout management chain
 - Those charged with h&s responsibilities have competence time, and money to do the job
 - Adequate risk assessments are done for significant risks
 - Employees are involved
 - The relevant benchmarks are understood by all

What May Demonstrate Effective Monitoring ?



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- Evidence of periodic **effective** checks by Directors on **effectiveness** of structures, and use of precautions and procedures
 - Information on incidents and the above checks are gathered (including the underlying causes of failures) and used by the Board
 - Action is taken to remedy failures at the time, systems are amended, and the information fed into the review
 - Employees are involved

What May Demonstrate Effective Review ?



- Evidence of effective annual overall reviews of performance by the Board
- The review challenges whether the safety system remains adequate for the business
- The review should consider whether the right information is being given
- Changes are made to the system where needed
- Feedback is given to employees

Does It Work ?



- MTM Products Ltd
- British Sugar
- See [hse.gov.uk/leadership/case studies](https://www.hse.gov.uk/leadership/case-studies)

Where else can you get help?



- **Benchmarking**
 - www.hse.gov.uk/publications for free leaflets
 - list of priced publications – “Essentials of Health and Safety”
 - www.hsedirect.com/– subscription service
 - British & industry standards
 - Employer associations
 - Sheiiba - www.sheiiba.com
 - www.chaspi.info-exchange.com/
 - www.businesslink.gov.uk/bdotg/action/haspi
- **IoD Guidance/Case studies/FAQs/other resources**
 - hse.gov.uk/leadership
- **Other companies**



What more can HSE do to help you?

neil.hunter@hse.gsi.gov.uk