International Health and Safety at Work

SAMPLE RESOURCES

This RMS sample resources pack contains a selection of powerpoint slides together with a supporting lesson plan and are representative of the full set of RMS trainer materials for the NEBOSH International General Certificate qualification.

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Element 1

Why we should manage workplace health and safety

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General Argument

The main reasons why organisations should manage workplace health and safety are:

- Moral and financial reasons provide a strong motivation to promote good health and safety standards

Moral expectations of good standards of health and safety

Summary

- Workplace injuries and ill-health can result in a great deal of pain and suffering for those affected
- A worker should not have to expect that, by coming to work, their life is at risk
- Should also not expect to be affected by hazardous substances
- Nor should others be adversely affected by work activities

Moral expectations of good standards of health and safety

Discussion

- Employers need to provide five health and safety requirements:
- A safe place of work
- Safe plant and equipment
- Safe systems of work
- Training and supervision
- Competent workers
- These health and safety requirements are often reflected in national civil and criminal laws related to workplace health and safety
- This further endorses the societal expectation to prevent harm from work-related activities

Number of work related deaths and accidents/incidents

	Work-related deaths	Accidents/incidents
ILO – global estimate	2.3 million (annually)	340 million (annually)
EU	3,876 (2015)	3.2 million (2015)
USA	5,190 (2015)	2.9 million (2015)
UK	144 (2017/18)	70,114 (2017/18) RIDDOR
Canada	852 (2015)	231,725 (2015)
Japan	97[illegible] (2017)	120,460 (2017)
Malaysia	17 (to June 2018)	1692 (to June 2018)
Kuwait	31 (2006)	2,818 (2006)
Bahrain	1[illegible] (2006)	2,247 (2006)

The financial cost of incidents

Summary

- Accidents/incidents and ill-health at work cost organizations a great deal of money
- Especially when the costs of damage accidents/incidents are added and particularly as they may interrupt production, downgrade the quality of products, or impair the environment
- Poor occupational health and safety creates additional costs for the State, for example, payments to the incapacitated worker and the costs of medical treatment

The financial cost of incidents

Insured and uninsured costs

- Direct costs are those costs that directly relate to the accident/incident or incidence of ill-health
  - May be insured or uninsured
- Indirect costs are those costs that indirectly relate to the accident/incident or incidence of ill-health
  - May be caused by a single accident/incident or incidence of ill-health or may be the result of an accumulation of occurrences over time
  - Not many can be insured

Main insured and uninsured costs

INSURED COSTS

- Employee/third party compensation
- Damage to buildings and plant
- Damage to vehicles, equipment and tools
- Medical costs
- Legal costs of compensation and prosecution

UNINSURED COSTS

- Product and materials damage
- Emergency supplies and first-aid
- Clean up costs
- Delays and weakened morale
- Loss of experience and expertise
- Overtime and temporary labour
- Investigation time
- Supervisors' and managers' time diverted
- Increase in insurance premium
- Enforcement agency and court fines
- Effects on goodwill and reputation

Sample costs of accidents/incidents.

		Total loss	Annualised loss	Representing
1	Construction site	£245,075	£700,000	8.5% tender price
2	Creamery	£243,834	£975,336	1.4% operating costs
3	Transport company	£48,928	£195,712	1.8% of operating costs/37% of profits
4	Oil platform	£940,921	£3,763,684	14.2% of potential output