



10 Ways To Get Fined By The HSE



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The HSE's role is to ensure welfare & safety in the workplace. Here we highlight some things to do if you want to incur costly fines and break the law.

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1. Allow yourself to be diverted from your HSE obligations

We have to concentrate on the bottom line if we're running a business during tough times. As a result health & safety can seem a secondary priority. It isn't intentional, it can just happen, but in the eyes of the law that's no excuse. Make sure that you always make time to take care of your business' health & safety.

2. Be unsure of the Law

Did you know that you are responsible for the health and safety of people that work for you, even if they are self employed? Not being aware of the legislation surrounding health and safety will increase your chances of litigation and claims being made against your company.

3. Not communicating your health and safety policy

If you have 5 or more employees, you must document and communicate this to your employees, contractors and the public. It spells out your commitment, and how you go about implementing and monitoring controls. It doesn't have to be complicated, but depending on the risks attached to your business activities, it could be time consuming.

4. Don't bother to assess your risks

It's a legal requirement. You must conduct a risk assessment to identify potential sources of harm to your workers or others. You must then act on the findings of your risk assessment, by putting sensible controls in place to prevent accidents and ill health, and making sure they are followed.

5. Encourage accidents by not training your staff

In many cases where breaking the HSE rules has lead to fines, a lack of training can be identified as a common factor. One route to damaging your bottom line and reputation is to fail to invest adequately in your staff. Work can be a dangerous place. Get expert training advice from specialist HSE trainers.

6. Fail to review your your risk assessments regularly

Failure to review your company risk assessments on a regular basis could leave your company wide open in the event of an incident or accident. Failure to train your staff on how to conduct a risk assessment is a great way to increase your chances of being found liable for accidents or injury in the workplace.

7. Don't consider implementing a robust health and safety management system like OHSAS18001

For many larger organisations, the adoption of management systems is the best route to ensuring consistent HSE compliance. If your organisation is interested in adhering to the highest standards of Corporate Social Responsibility, then implementing the OHSAS18001:2007 Occupational Health and Safety Management System is vital.

8. Don't consult a health and safety specialist to advise you on your current health and safety arrangements

Not every company can justify employing a health and safety expert or have the internal resources to train a member of staff. Failure to appoint a person in charge seriously increases your chances of breaking the law, incurring fines, and causing potential harm to your staff's welfare and protection.

9. Ignore the fact that you can outsource your health & safety to experts

Once you have considered the possibilities, it could be that you decide that your best option is to consider outsourcing health & safety. However you choose to take care of health & safety, it helps to talk to experts so that you always know your HSE obligations are being fulfilled.

10. Not knowing how to spot good health & safety expertise

Health & safety is an important discipline, though consultancy expertise can be variable. A string of qualifications might be important credentials, but understanding your business, experience in your sector and providing case studies are even more so. If they are not enthusiastic when you ask to talk to existing customers, find one that is.

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