



Tern Associates Ltd

Ternarius

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New Year 2010

Panto villains, 'Oh NO We're NOT!' says HSE

Wise Words:

An avalanche begins with a snowflake.

Joseph Compton

Well ! Well ! Well!

In Spring of 2010 the Department of Works and Pensions (DWP) intends to introduce a 'fit note' which will replace the current 'sick note' scheme. This new approach will reflect changes in modern medical practice and the workplace and evidence that show, in general, work is good for your health and wellbeing.

The term 'fit note' or 'well note' draws an alignment with the 'Fit for Work' element of HSE 'Fit 3' strategy referred to in our Autumn 2009 Edition. This will provide a means for better information flow between Doctors, employees and employers, enabling employees with a health condition to benefit from a phased return to work with the support from their employer by means of altered hours and/or revised duties.

This new approach will no doubt be challenging, sensitive and require excellent people skills and clarity from a health and safety perspective, where people interface with workplace activities.

Well! Well! Well! ... Is it time to refresh your 'Return to Work Policy'?

The Health and Safety Executive (HSE) have expressed disapproval of the killjoys who use it as a 'convenient excuse' to ban seasonal activities like snowball fights, village fetes and playing conkers.

They have spent a lot of time and effort over the last 3 years dispelling the myths behind 'grey areas' of health and safety. Their 'Myth of the Month' campaign, which commenced in April 2007 with the use of stepladders, to this festives seasons, throwing sweets at Pantomines, illustrates how they are attempting to redress the balance and put 'reality' firmly back into health and safety!

In the past, the HSE has been unfairly blamed by local authorities and organisations, who themselves are mainly worried about the cost of compensation if anyone gets hurt.

Cameron Adam, from the HSE, said: *'The chance of someone being seriously hurt from being hit by a sweet thrown by a panto actor is very low and not something we would worry about'.*

Whatever activity you are undertaking make sure you have managed risks effectively. Do not hide behind them as an excuse for inaction. Remember taking calculated risks is quite different from being rash and irresponsible! For more information on *'Tackle real risks, challenge the myths'* visit <http://www.hse.gov.uk/myth>.



It has always been difficult if not dangerous when working at height!

This activity has resulted in numerous deaths and serious injuries, even at low height (i.e. below head height). Many falls occur from the unsafe use of steps and ladders, with approximately 2/3rds of falls from low levels. As a consequence, the old standard '2 metre' rule was revoked when in 2005 the Government introduced 'The Working at Height Regulations' (W@H). Since introduction, the numbers of fatal injuries has increased year on year and remains stubbornly high at more than 1 death per week; whereas, major injuries have on the other hand decreased year on year.

You may be forgiven for believing that these injuries are mainly attributable to the construction sector, indeed many are, but a significant number occur in other sectors including transport, service, manufacturing and offices! In fact, the figures may be surprising. What do you think?



HSE Statistics overleaf

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..difficult if not dangerous ...

In an attempt to reduce the numbers of injuries the HSE have implemented a number of campaigns and initiatives like 'Low Heights can be High Risk' and 'Fall from Vehicles'. The most recent HSE initiative 'Ladder Exchange', an extension of a similar initiative ran in conjunction with partners; has seen over 5500 dodgy ladders replaced in 2 years.

The primary objective of the W@H legislation is to eliminate work at height where possible and where not ensure that all work is performed safely and that equipment has been appropriately selected. Typical equipment used may include a mobile access tower, scaffold or ladder; your risk assessment will help you decide what action is required.

Developing and implement a 'safe system of work' for working at height is essential. Like many other activities the HSE adopts a simple approach suggesting that you should follow the hierarchy;

HSE Statistics

58 Fatal Injuries 07/08

Resulting from falls at height

Construction	34
Offices	6
Transport	3
Manufacturing	4
Others	11

- ▶ Plan
- ▶ Avoid
- ▶ Select
- ▶ Train
- ▶ Inspect &
- ▶ Supervise.

Don't be the next statistic, put safety before a fall!

No bedtime story ... CRC is on its way!

The Carbon Reduction Commitment Energy Efficiency scheme (CRC) established by the Government, is part of its strategy to tackle climate change. This set of new regulations encourages businesses to be more energy efficient and reduce their carbon emissions. Due to come into force in April 2010 it is important that businesses start to consider compliance now.

Whether or not your organisation will meet the criteria for CRC participation, the climate change debate is an opportunity to help tackle the current economic situation. Addressing energy efficiency can help business and consumers alike, cut their energy bills, improve their green credentials and relieve some of the pressure caused by this recession.

Heard any good bedtime stories recently? Seen the 'Act on CO₂' TV advertising campaign aimed at encouraging everyone to do their bit by reducing energy consumption and carbon emissions. Like a happy ending, make a new years resolution to review your energy usage at work and at home. Who knows what surprises are in store? Energy Efficiency programmes have helped many businesses bring bottom line benefits, compliance and ongoing prosperity. Is this year your Tern?



Acknowledgements: Information used within this newsletter has been sourced from Health & Safety Executive, Environment Agency, CBI, Daily Telegraph and DWP.

The information provided in this newsletter is intended as a guide and should not be used as a substitute for professional advice.

4th January 2010