



Accident, Incident and Near Miss Reporting, Competence, Right to Refuse to Work

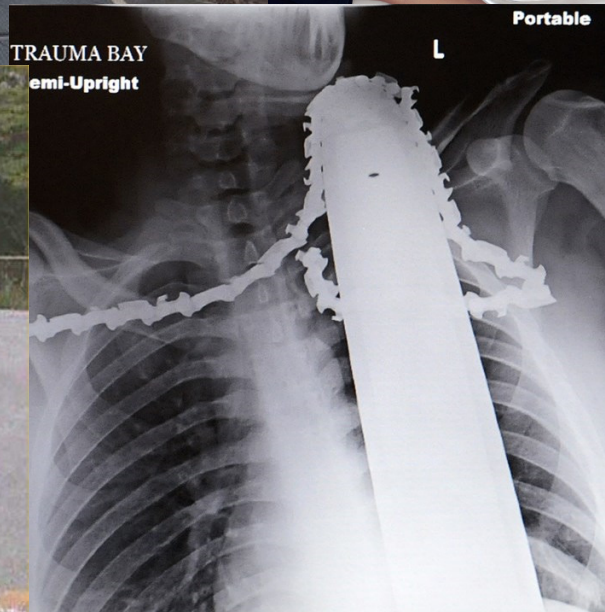


**REPORTING ACCIDENTS AND NEAR
MISSES**



Definitions - **Accident**

An undesired event that actually occurs, which may or may not, result in Harm.



**FLOODEX
UK**

Definitions - Near Miss

An undesired event which is avoided, but had the potential to cause harm.

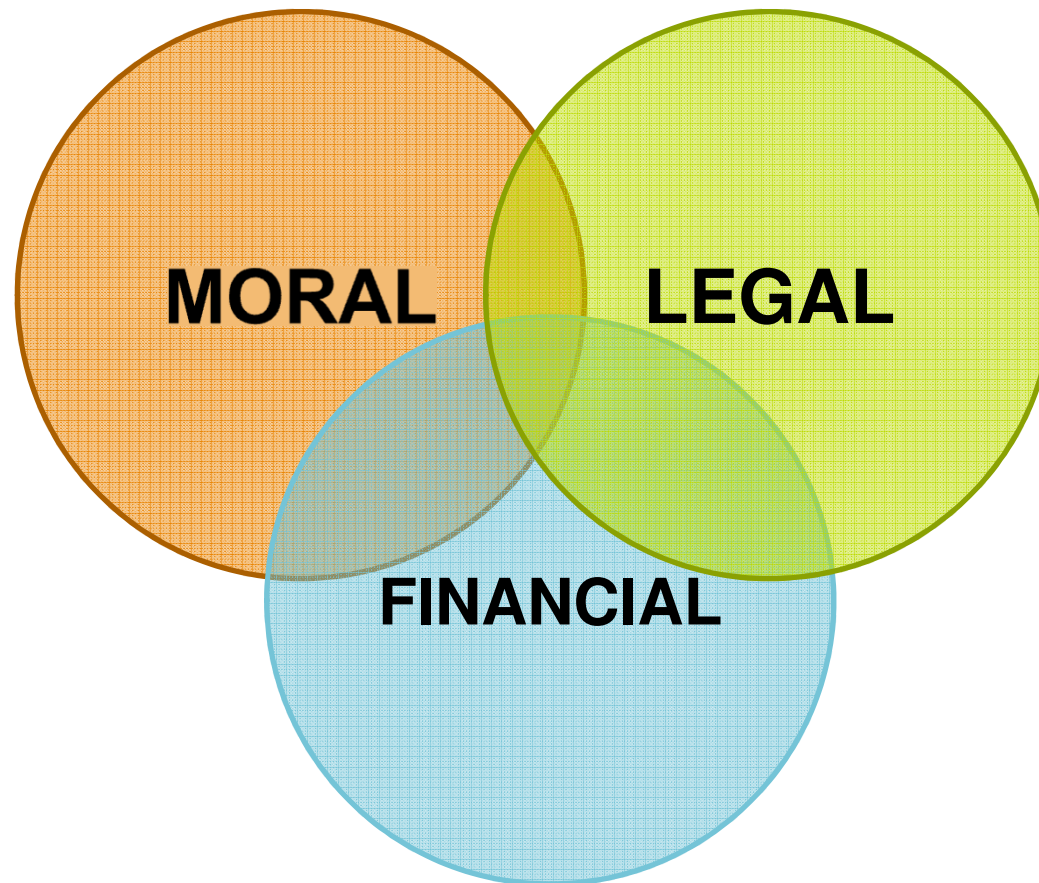


Definitions - **Safety Observation**

Any observed unsafe condition or act e.g. a blocked fire exit, no pedestrian/vehicle separation, poor house-keeping



Three reasons to report H&S Incidents



MORAL

It is **right** for you to be safe and healthy at work

It is **wrong** for you to be injured by or made ill through work

You have a duty of care to prevent harm

How would **you** feel if you could have prevented a colleague being harmed?



Financial

Accidents cost companies money

e.g. recovery, repair, sick pay etc

Civil compensation claims

Criminal fines - based on Turnover (not profit) & can be **UNLIMITED**

Costs come off the profit

If we can prevent accidents we prevent the costs



Health and Safety Legislation

Employers are required to

- Provide a safe and healthy workplace and activities

- Monitor safety arrangements, improve safety and prevent incidents

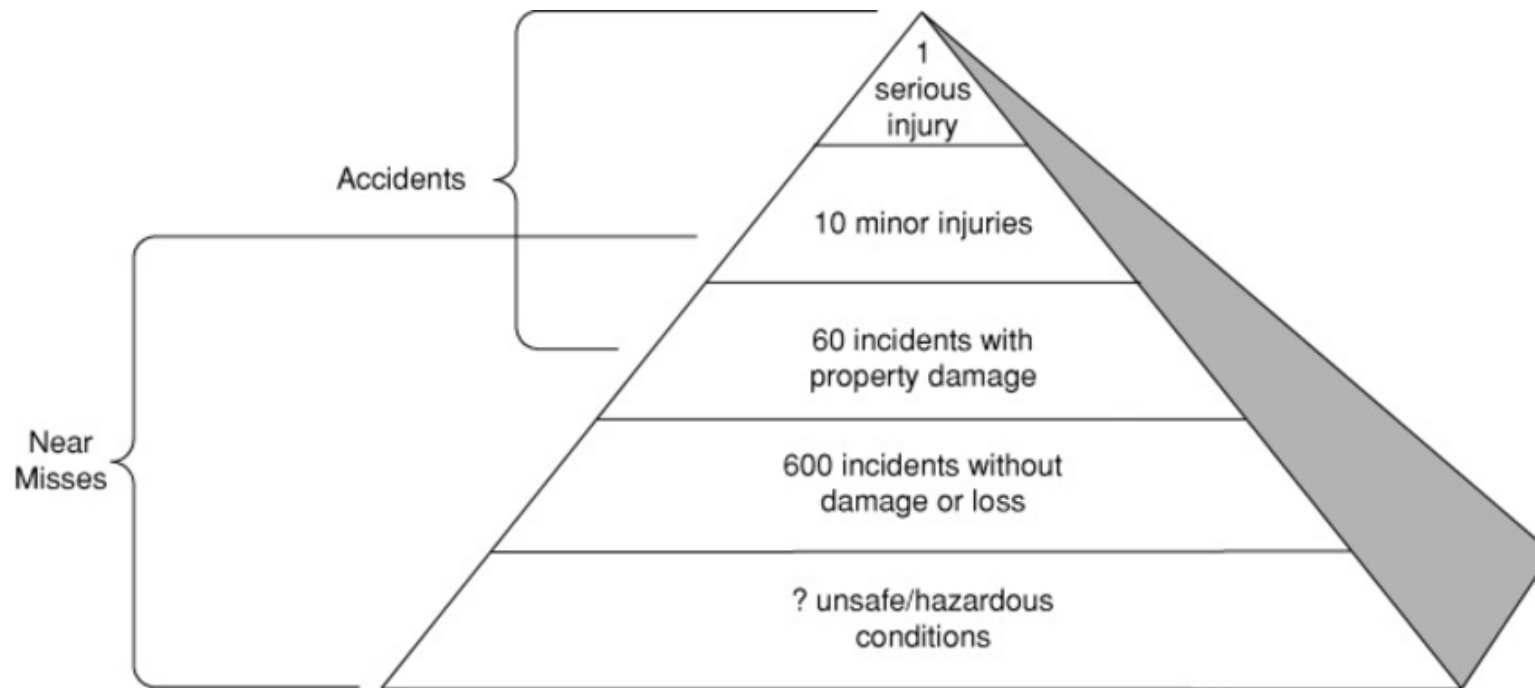
- Investigate incidents to prevent recurrence

- Report some incidents to the HSE (RIDDOR)

Employees have a duty to report unsafe acts or potential unsafe acts, including accidents and near misses



Every Near Miss is an opportunity to prevent an accident



The next accident – could be your last!

Ignorance can be terminal

If you don't know, you can't investigate

If you investigate and you can get to the root cause and prevent

If you know about it, you can do something about it

Any H&S incident is an opportunity to learn

If you can learn, you can prevent



So why bother reporting H&S incidents

So

- We can change things for the better
- We can make things safer
- We can make things healthier
- We can improve your working environment
- **We can prevent a serious accident or even a fatality**

Do not think because an accident hasn't happened to you that it can't happen

Prevention is better than investigation

Don't learn safety by accident

If it feels unsafe – it probably is

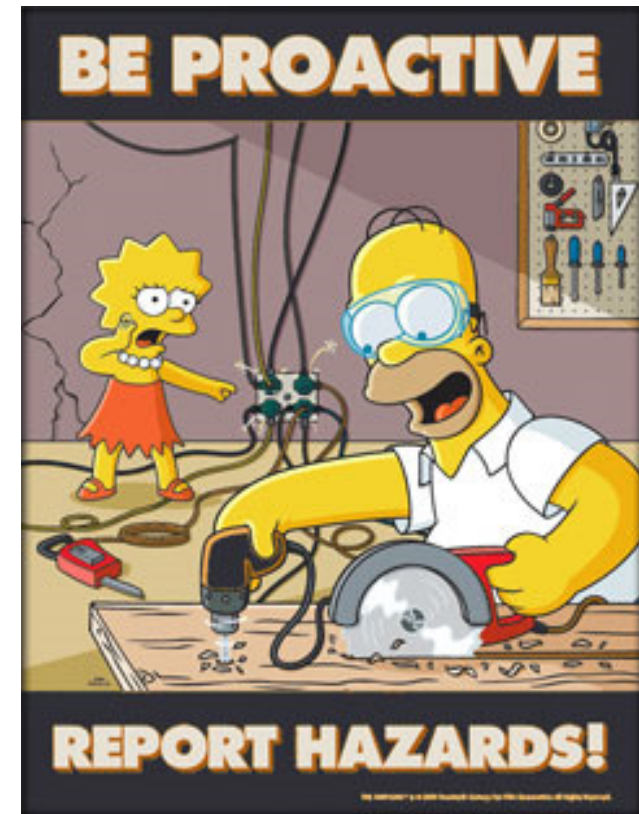
Even if you think it is not important – please report it

If you mess up, 'fess up!

Report a near miss and prevent an accident – the next one could be yours

Report it today and prevent it tomorrow

If in doubt report it



ability knowledge
COMPETENCE
experience
attitude training
safety skills
health

You are responsible for your safety

SO

Never do anything you are not competent to do

What does *competent* mean?

HSE:

*Competence can be described as **the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a task safely.***

Other factors, such as attitude and physical ability, can also affect someone's competence.

Competence is a key control in safety – not an afterthought

The level of competence needs to be proportional to the risk and activity

So to be competent you need to have and demonstrate the right:

Skills

Knowledge

Attitude

Training

Experience

S K A T E

Training, information, instruction is the key to competence

Activity	Example competence
Chainsaw	NPTC, LANTRA (cross-cut, maintenance and felling)
Tractor Use	NPTC Certificate of Competence
Tractor Flail	City & Guilds NPTC Level 2 Safe Use of Tractor Mounted Hedge Cutters
Excavators	Various CITB course for various machines
Electrician	Various C&G Course, Diplomas, NICIEC approved
Work at Height	Various including roped access, awareness, platform working, Scaffold - NASC
Confined Spaces	Various C&G course including safe work, rescue, DSEAR
Abrasive Wheels	Various approve Abrasive Wheel Course



Right to Refuse Work

You are responsible for your health and safety

Only complete an activity if you are competent

Only use tools, equipment, plant if you are competent

Only complete an activity if you are aware of the risks and understand the safety measures

If it feels unsafe – **it probably is**

So don't do it



You have the right to refuse any task or activity you feel is unsafe

Employment Rights Act 1996

Section 44 – Health and Safety Cases

- You can refuse to complete any activity which you believe is unsafe or could expose you or others to risk
- You can refuse to enter any work area where serious or imminent danger exists or could exist or is unsafe
- You can do so without fear of recriminations, discrimination or unfair treatment
- You don't have to wait until there is an accident before you take action to get safe working conditions

Right to Refuse Work



Section 44

- **You have no excuse whatsoever for tolerating unsafe working conditions**
- An **employer** has no excuse to either deliberately or carelessly provide inadequate resources to health and safety in the workplace

Further Assistance

For additional information, assistance, advice, training courses and health and safety assessment

Contact:

Ian Benn
Shire Group of IDBs
Epsom House
Chase Park
Redhouse Interchange
Doncaster
South Yorkshire
DN6 7FE

+44 (0)1302 337798

+44 (0)7885890220

ian.benn@jbaconsulting.com

ian.benn@shiregroup-idbs.gov.uk

Tim Bates
JBA Consulting
Old School House
St Joseph's Street
Tadcaster
North Yorkshire
LS24 9HA

+44 (0)1937 837900

+44 (0)7501 728148

tim.bates@jbagroup.co.uk

timothy.bates@jbaconsulting.com