



HSE NEWS

WORKING FOR YOU TO KEEP YOU SAFE

Latest HSE Statistics YTD 15 Oct

	2013	2014
Workplace fatalities	1	1
Non-work related fatalities	1	1
Non-accidental deaths (NADs)	1	10
Lost Time Injuries (LTIs)	16	46
All injuries (excluding first aid cases)	244	111
Motor Vehicle Incidents (MVIs)	11	11
Roll over - MVIs	11	11
Serious MVIs	11	11
Lost Time Injury Frequency (LTIF)	0	0

Life Saving Rules Violations

YTD 15 Oct

Journey management	65
Speeding/GSM	55
Seatbelts	34
Overriding safety device	1
Working at heights	1
Permit	1
Confined space	1
Lock out tag out	1
Drugs and alcohol	1
Gas testing	1

Vehicle Class A/B Defect

YTD 15 Oct

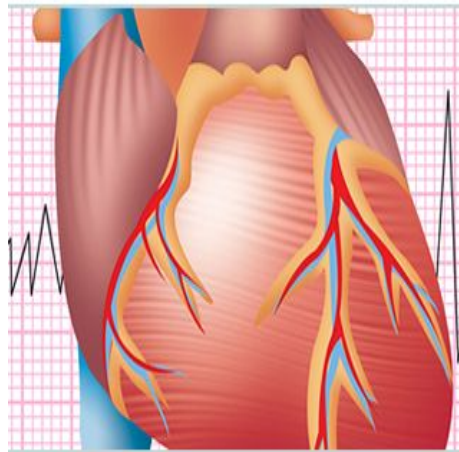
Class A	131
Class B	2148

HSE TIP

Effective communication, engagement and good interpersonal relationships between line managers and subordinates are important for staff well

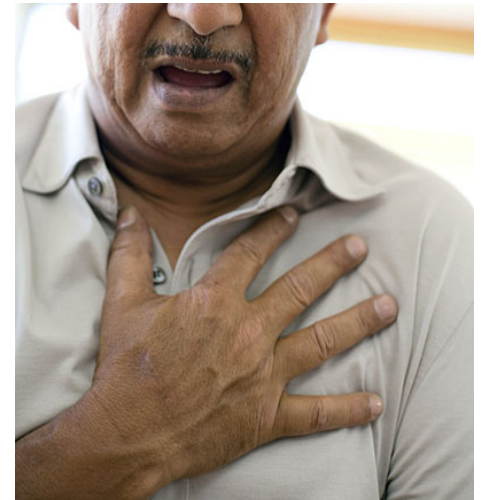
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Important News



Mental ill health has a greater impact on people's attendance and performance at work than many other health conditions. The prevalence of mental health problems in the workforce is not greatly different from that of the general population. On average, nearly one in six of any workforce has been affected by a mental health condition such as depression, anxiety or stress. The rate increases to over one in five if alcohol and drug dependence are also taken into account. It is important to note though that only a small percentage (< 15%) of mental ill health in the workplace is directly related to work.

What You Need to Know



The cost to organizations is often underestimated but it is actually believed to be enormous. The main costs of mental ill health at work are hidden costs, particularly those associated with "presenteeism" defined as "the loss in productivity that occurs when people come to work but perform at less than full capacity because of ill health". On the other hand, sickness absence is a more visible cost and is certainly important. Another cost is related to the provision of various types of mental health consultations.

Mental ill health in the workforce is certainly very important and cannot be ignored due to its impact on business.

What you need to know :

There are a number of ways that organisations can ensure the success of this kind of stress management programme, including:

- Providing managers with support and encouragement
- Helping them overcome barriers
- Integration of the programme with



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HSE Advice Note

SAFETY CULTURE STARTS WITH LEADERSHIP



1 LEADERSHIP BEST PRACTICES INFLUENCE ORGANISATIONAL CULTURE



Transformational leadership style:

- Inspiring
- Influencing
- Challenging
- Engaging

Leadership best practices:

- Vision
- Credibility
- Action Orientation
- Safety Communication
- Collaboration
- Feedback & Recognition
- Accountability

2 ORGANISATIONAL CULTURE INFLUENCES SAFETY OUTCOMES



Organisational Culture:

- Just & Fair
- Leader-Member Engagement
- Management Credibility
- Visible Organisational Support
- Teamwork
- Work Group Relations
- Organisational Value for Safety
- Upward Communication
- Ability to Approach Others

3 WORKING INTERFACE



Working Interface is a combination of 3 components:

1. Facilities & Equipment (plant, machinery)
2. Processes (codes of conduct, production lines)
3. Workers

At-Risk Behaviours exist at this working interface

The Soolok Process addresses the methodology to mitigate At-Risk Behaviours at the working interface.