



# HSE NEWS

## WORKING FOR YOU TO KEEP YOU SAFE

### Latest HSE Statistics YTD 15 Oct

	2013	2014
Workplace fatalities	1	4
Non-work related fatalities	7	4
Non-accidental deaths (NADs)	6	10
Lost Time Injuries (LTIs)	34	46
All injuries (excluding first aid cases)	139	137
Motor Vehicle Incidents (MVIs)	102	86
Roll over - MVIs	28	22
Serious MVIs	0	27
Lost Time Injury Frequency (LTIF)	0	0

### Life Saving Rules Violations

#### YTD 15 Oct

Journey management	70
Speeding/GSM	37
Seatbelts	47
Overriding safety device	1
Working at heights	2
Permit	5
Confined space	0
Lock out tag out	1
Drugs and alcohol	1
Gas testing	0

### Vehicle Class A/B Defect

#### YTD 15 Oct

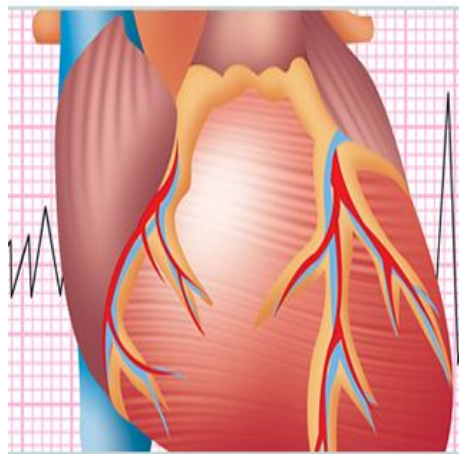
Class A	263
Class B	3623

### HSE TIP

Effective communication, engagement and good interpersonal relationship between line managers and subordinates are important for staff wellbeing

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## Important News



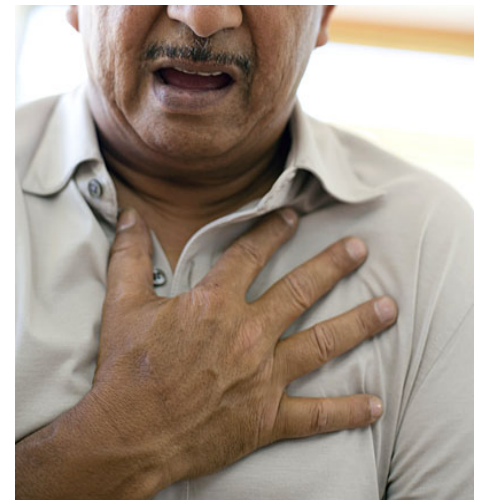
### Mental health issues at work

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 general population. On average nearly 1 in 6 of a workforce has been affected by a mental health condition such as depression, anxiety or stress. The rate increases to over 1 in 5 if alcohol and drug dependence are also. It is important to note though that only a small percentage (< 15%) of mental ill health in the workplace is directly related to work. The costs to organizations is often underestimated.

### What you need to know

It is actually believed to be enormous. The main costs of mental ill health at work are hidden costs. There are a number of ways that organizations can 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 the provision of various types of health consultations.

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



Mental ill health in the workforce is certainly very important and cannot be ignored due to its impact on business. The promising fact is that the organizations can save up to 30% of the overall costs through relatively straightforward interventions. The key to better mental health at work include very simple and inexpensive mental health programmes such as Employee Assistance Programs, stress management awareness among both line managers and staff all of which lead to earlier identification of mental health problems and quicker access to help. Therefore early intervention and taking the right action in the workplace to identify and respond quickly to problems can therefore benefit employees, the business and ultimately the health of the nation.



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### HSE Advice Note

#### The effect of interpersonal relationship and communication on mental health

There is increasing evidence suggesting that the line manager-employee relationship has an important influence on the health and wellbeing of employees and in particular work-related stress. So much so that the HSE Executive directives in the UK and other part of the world have introduced Management Standards for managing stress in the workplace, designed to give organizations guidance on how work-related stress risks can be effectively managed.

Whilst these Standards are driven from Health and Safety perspective, their achievement can be influenced, and mainly determined, by how line managers carry out their people management responsibilities and how they conduct themselves to positively affect the wellbeing of those they manage and what to do in order to minimize and prevent stress in their team.

Four themes of behavior, or competencies were identified that are important for line managers to show in order to prevent and reduce stress in their staff. These are:

- **Respectful and responsible:** includes acting with integrity, managing emotions and being considerate.
- **Managing and communicating existing and future work:** includes proactive work management, problem solving, keeping staff informed and encouraging participation.
- **Managing the individual in the team:** includes being personally accessible, being willing to be sociable, empathizing with staff and recognizing that every individual is different.
- **Reasoning and managing difficult situations:** involves managing conflicts effectively, taking responsibility for resolving issues and seeking advice from others when necessary.

Stress management may be included as a part of management or leadership development course or induction programmes aimed at raising managers' understanding of the key behaviors.

# 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 Solook Process addresses the methodology to mitigate At-Risk Behaviours at the working interface.

For more information or back issues, please access [www.pdo.co.om/hseforcontractors](http://www.pdo.co.om/hseforcontractors) or email Nasra Maamery (MSE/51)