All the directors and management of any company can be held **personally liable** for failure to adequately take precautions to conform to the regulations.

**You are responsible** – **We provide the answers**
EMPLOYERS MUST

Care for the welfare and health and safety at work of its employees.
Does your company comply with the Health and Safety Regulations?

Prepare and review a fully documented Health and Safety Policy, which must be brought to the attention of all staff.

Does your company have an up to date Health and Safety Policy Document?

Encourage worker consultation through appointed representatives and committees.

Do you provide Health and Safety training and information for all your employees?

Regularly undertake risk assessments that will identify hazards, which if they cannot be eliminated, should be assessed to establish the degree of risk that the employee would be exposed to whilst at work.

Have you identified all of the risks and dealt with the hazards?

The Health and Safety (Display Screen Equipment) Regulations 1992 legally require an assessment of each computer user’s workstation in order to conduct a hazard/risk analysis.

Employers are required to ensure that chairs are regularly checked and maintained.

Have these been completed within the last year?

Are You Aware

The most recent survey by the Confederation of British Industry recorded the cost of work absenteeism in 1998 was a huge 13 billion pounds.

This not only represents £542 for every employee in the country, but nearly four percent of the total working time, that is some 187 million days.

On Average 8.5 working days are lost per employee through absence, interestingly split between 9.4 manual and 7.6 days non-manual which represents a further increase in the level of non-manual absenteeism of the previous year.

Although it would be very difficult to put an exact figure on the amount of work absenteeism which is as a direct result of musculoskeletal disorders, some experts suggest that it could be as high as 80%.

Source: 1999 CBI Focus on Absence. Figures based on cost data using mean average.

Your Company could be sued at Employment Tribunal by staff who have suffered excessive levels of pressure and stress at work. Being aware that stress is connected to poor job performance and absenteeism, is not enough.

The Health and Safety at Work Act and the Management of Health and Safety at Work Regulations mean that employers MUST assess risks.
Insurers are now changing the way they calculate liability premiums. The old method based on payroll/number of employees/turnover/industry type etc., is being replaced by a more realistic formula, centred on an employer’s ability to ‘manage risks’.

Employer’s liability cover poses an increasingly serious problem both for employers and insurers. This is because some employers pay insufficient attention to, or completely neglect, their own Health and Safety responsibilities and those of employees.

Consequently, in the event of an employee suffering work-related illness or injury, the potential for a substantial compensation claim escalates dramatically. Quite often this is a result of inadequate hazard identification, failure to make adequate risk assessments, implement basic precautionary measures and maintain suitable records.

The results of such cases are always widely reported by the media. We could soon find ourselves following the lead of the USA where as far as Health and Safety compensation payouts are concerned ‘the sky’s the limit’.

How could you benefit from peace of mind?

You will be able to get on with your own job, forget the worry of trying to interpret the latest rules and regulations, knowing that your company complies. Your in-house personnel will be generalists, more often a specialist is required.

Our staff will have encountered your problems before. Our knowledge and practical experience enables the implementation of successful planned solutions. Independent advisors usually have more credibility with the workforce. Employees will be confident that you really are looking after their Health and Safety.

“The Health & Safety at Work Act 1974 and EU “Six Pack” 1992 Legislation requires that every employer shall appoint one or more competent persons to assist him in undertaking the protective and preventive measures”

Are you meeting this legal requirement?

What advantages are there to using our service?

- All our staff are experts within their own field of operation, and are covered by professional indemnity and public liability insurance for your protection.
- We offer a rapid response and Nationwide cover.
- We solve the problems – from the supply and ongoing maintenance of seating, desking and accessories, to undertaking all Contracts and building work required.
- Our service is fully comprehensive, covering all aspects of occupational Health and Safety.
- We understand your needs, our wide experience allows us to respond effectively and efficiently.
Health and Safety at work is a fundamental issue which involves both the employer and the employee. In an office environment, the right product has to be accompanied by good working practices.

Computer health & safety
Furniture & seating
Office environment-contractual
General office safety services

Risk assessments
Company safety policies (inc. statutory notices)
COSHH assessments
CDM planning & regulations compliance
Fire safety assessments
Portable appliance tests
Display screen & seating assessments
A56 electrical tests
Asbestos assessments
Site induction programmes
Building inspections
CAD presentations

Speak to one of our Health & Safety Advisors TODAY

Call 01992 788582