

Times are changing- Are you?

BHSEA

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Is this really the way?

Health and Safety Training Course

Agenda

- Law 60 mins
- Corporate Manslaughter 30 mins
- Punishment 45 mins
- Shocking examples to scare you 30 mins
- Legal mumbo jumbo 60 mins
- Duties in law (secret code) 30 mins
- Regulations (to put you to sleep) 60 mins
- Risk Assessment and questions 15 mins

How does this actually help?

- What do (can) managers actually do with this?
- Where are the explanations of the underlying principles?
- Where is the explanation of YOUR safety management system?
- What do you actually want them to go away and do?

Safety is never ending...



Moving goalposts?



But the sky will fall in



Managing safety or safely?

Do managers really need 'training' in 'health and safety' or would they simply benefit more from training in being better managers?

Managers need to be shown the aspects of their team's activities that require supervision and management – it's not intuitive – or so they believe

Regaining confidence

Evidence and proof

How about some honesty?

The requirements of the various 'safety rules' past and present, really boil down to one basic tenet.

“To provide a place of employment that is safe enough to do in it, what we do in it”

Packed full of goodness

*“To provide a place of employment
that is safe enough to do in it, what
we do in it”*

What benefit does this bring us?

- We harm less people (none would be nice)
- Reasonable expectation not to be the subject of enforcement attention over trivia
- A position that's defensible through robust evidence in the face of civil litigation
- A good reputation based upon the above leaving us to get on with running the business - safely

Fair questions?

- What does 'safe' look like to you?
- How will you know when you are there?
- What will you do when you get there?
- How will you deal with distractions?
- How will you preserve your achievements?

Let's take this in small steps ..



Could managers solve this?

Develop a plan for risk management scenario

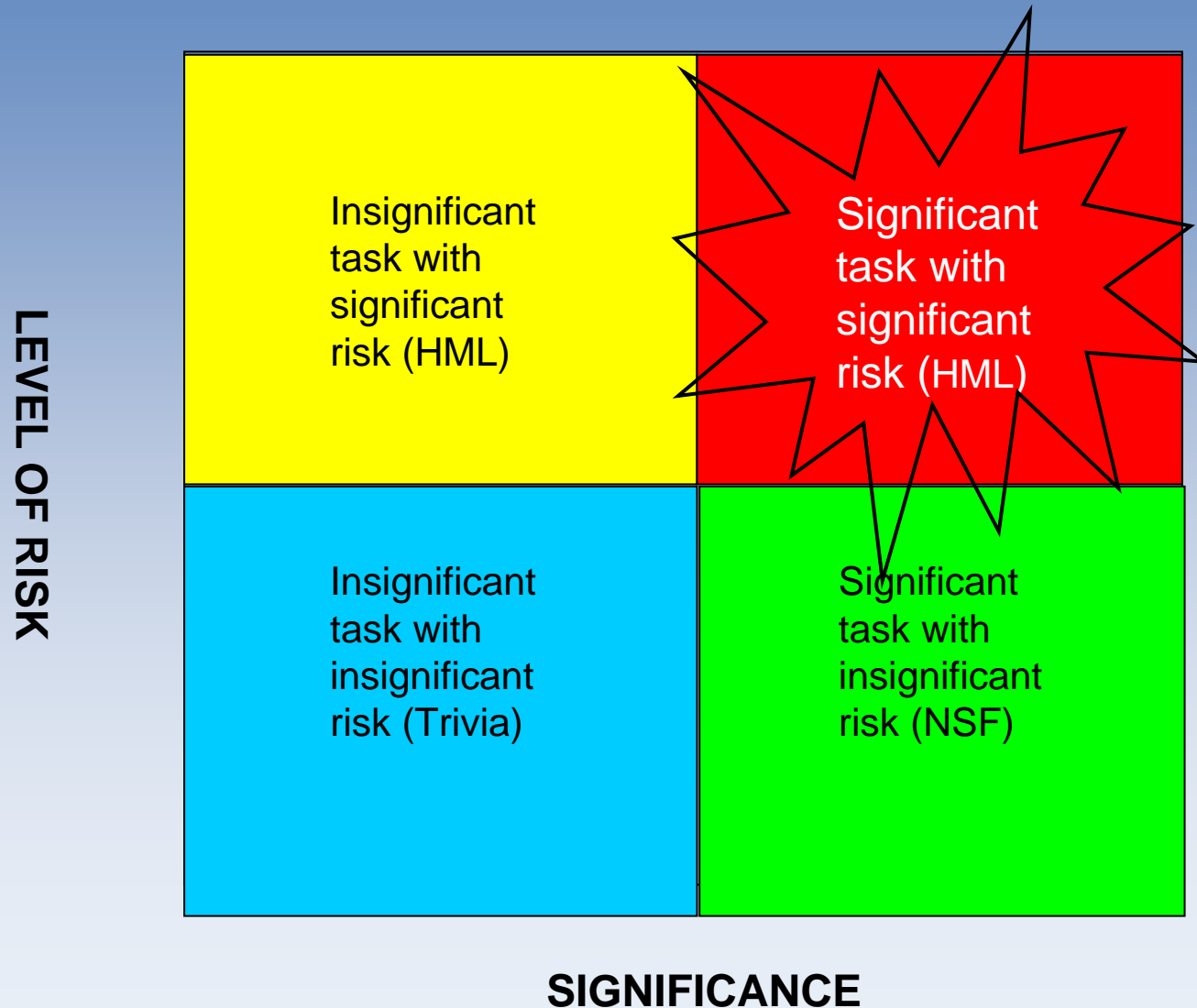
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Learning outcomes

- Managers may know more than they think
- The subject shouldn't matter
- Sometimes they can't see past that
- Managers rarely get to practice
- Managers often recognise the answer as soon as you give it to them
- Why is that?

Focus and map your priorities



Safety in 3 slides?

Is that possible?

- Just what do managers need to understand about the law?
- Not what do managers need to know, but what they need to understand
- Being simple and clear
- Might be a few light bulb moments

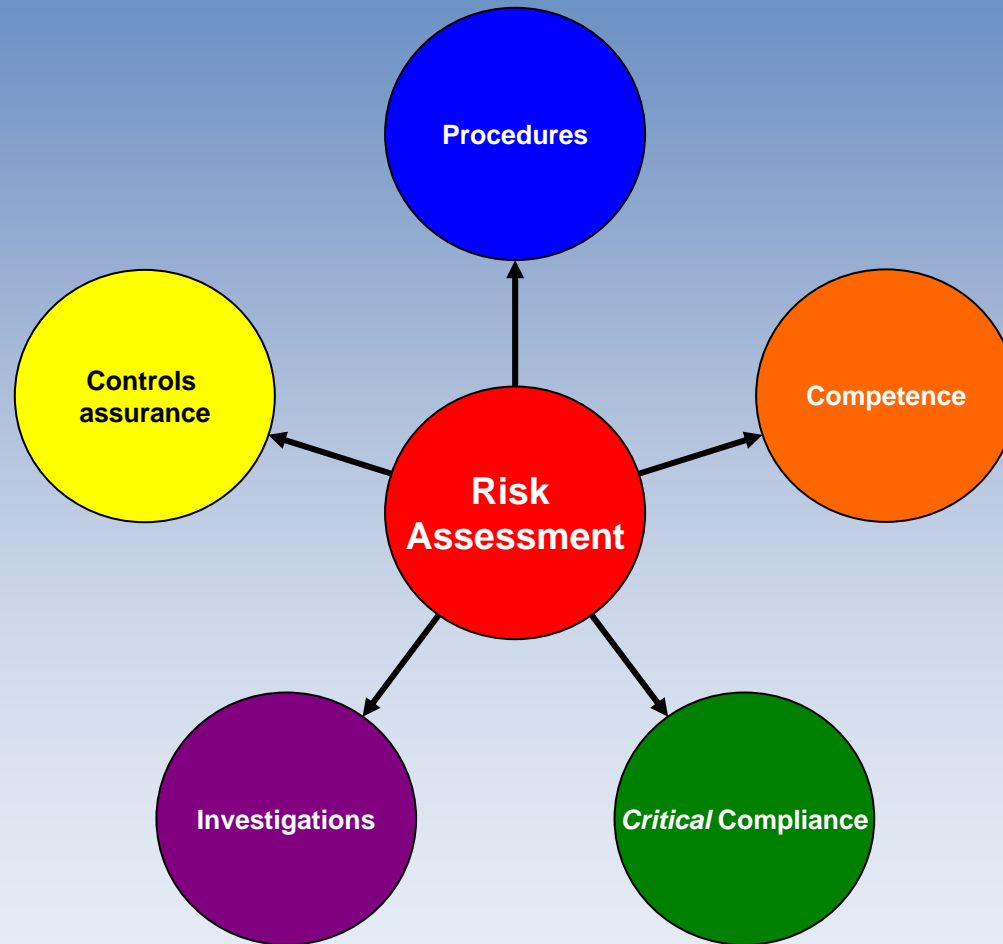
Traditional Model



1992 and all that



Risk Centred - Evidence Driven



Thinking differently

- Can managers tell you what safe looks like?
If not, why not?
- Can managers tell you what UNSAFE looks like?
See the difference; it's all about confidence

Risk Assessment

- What could go wrong?
 - Risk assessment
- How would you prevent that?
 - Execution controls
- What would you do if it did?
 - Recovery and emergency

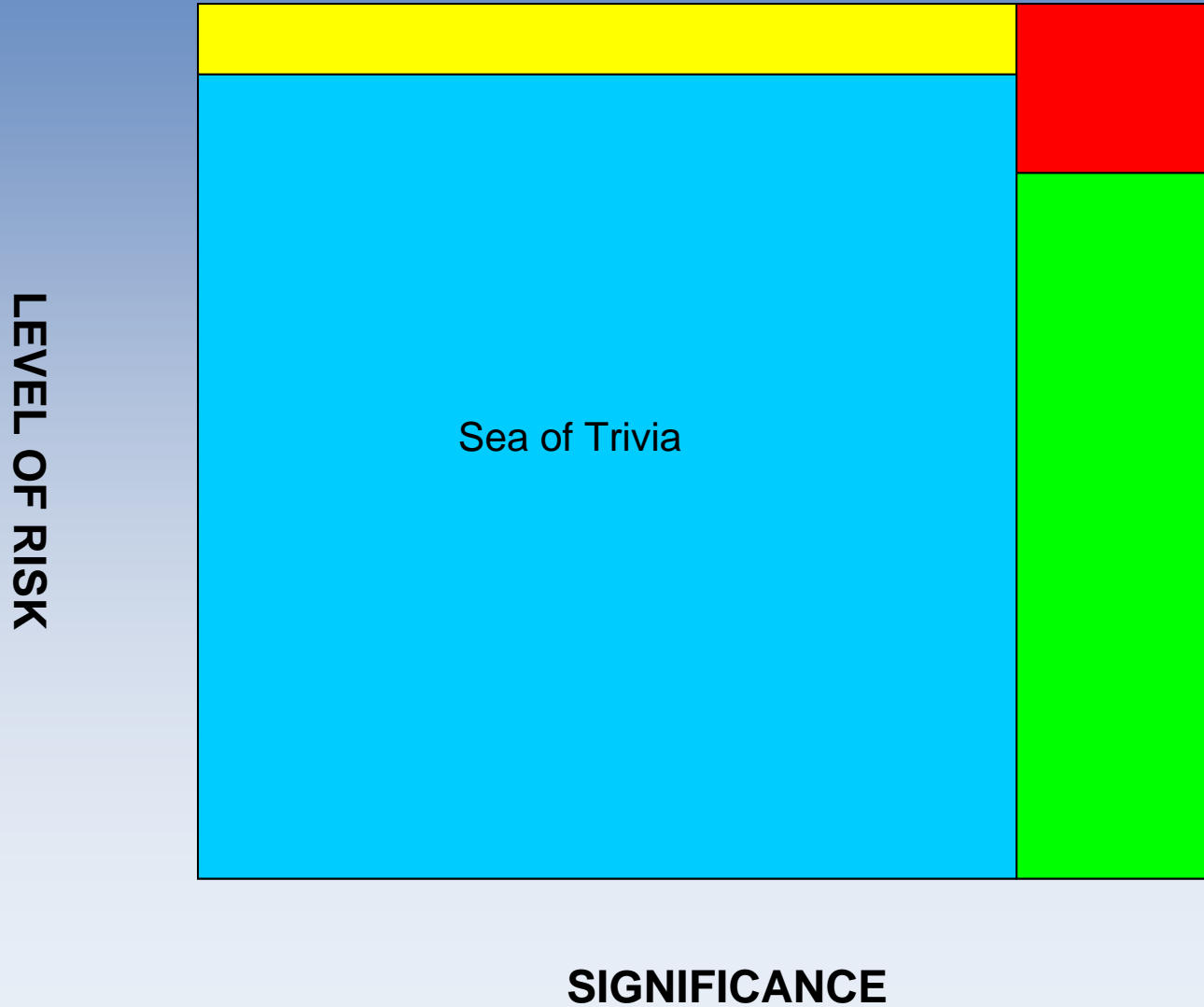
Incident Investigation

- What did we have that should have prevented this from happening?
 - Identification of current controls
- Why didn't it?
 - Failure analysis
- What do we need to improve if anything to make it work more reliably next time?
 - Review and improvement

7 steps to risk management

- Work out what you do as a business
- Express that as tasks or activities
- Prioritise the significant and shelve the trivial
- Risk assess and record significant findings
- Act as appropriate and proportionate
- Monitor and manage the residue
- Stick to the plan

Risk Profile



Risk assessment

It's the key

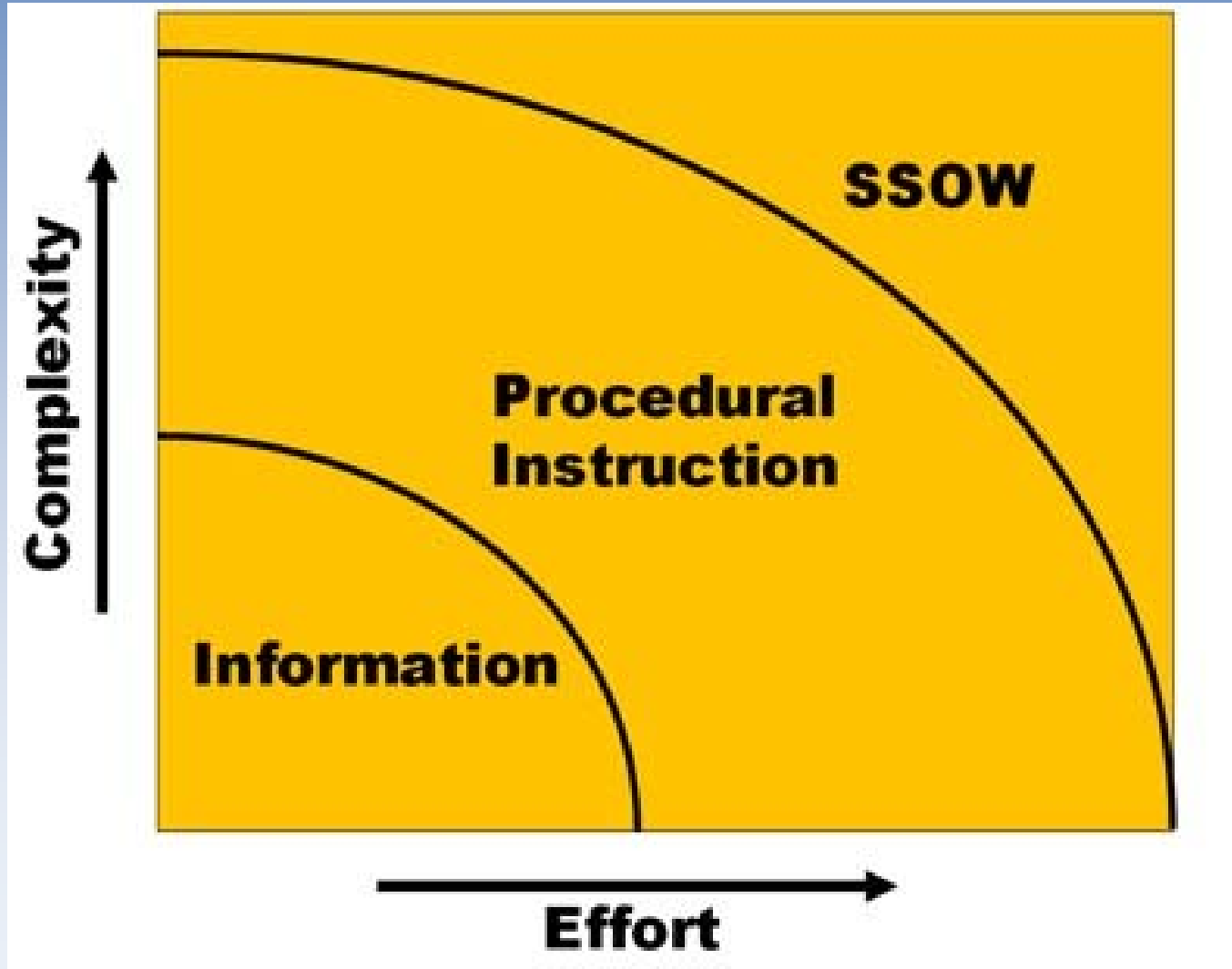


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| Consequence | 3 | 3 | 6 | 9 |
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| | | 1 | 2 | 3 |
| | | Likelihood | | |

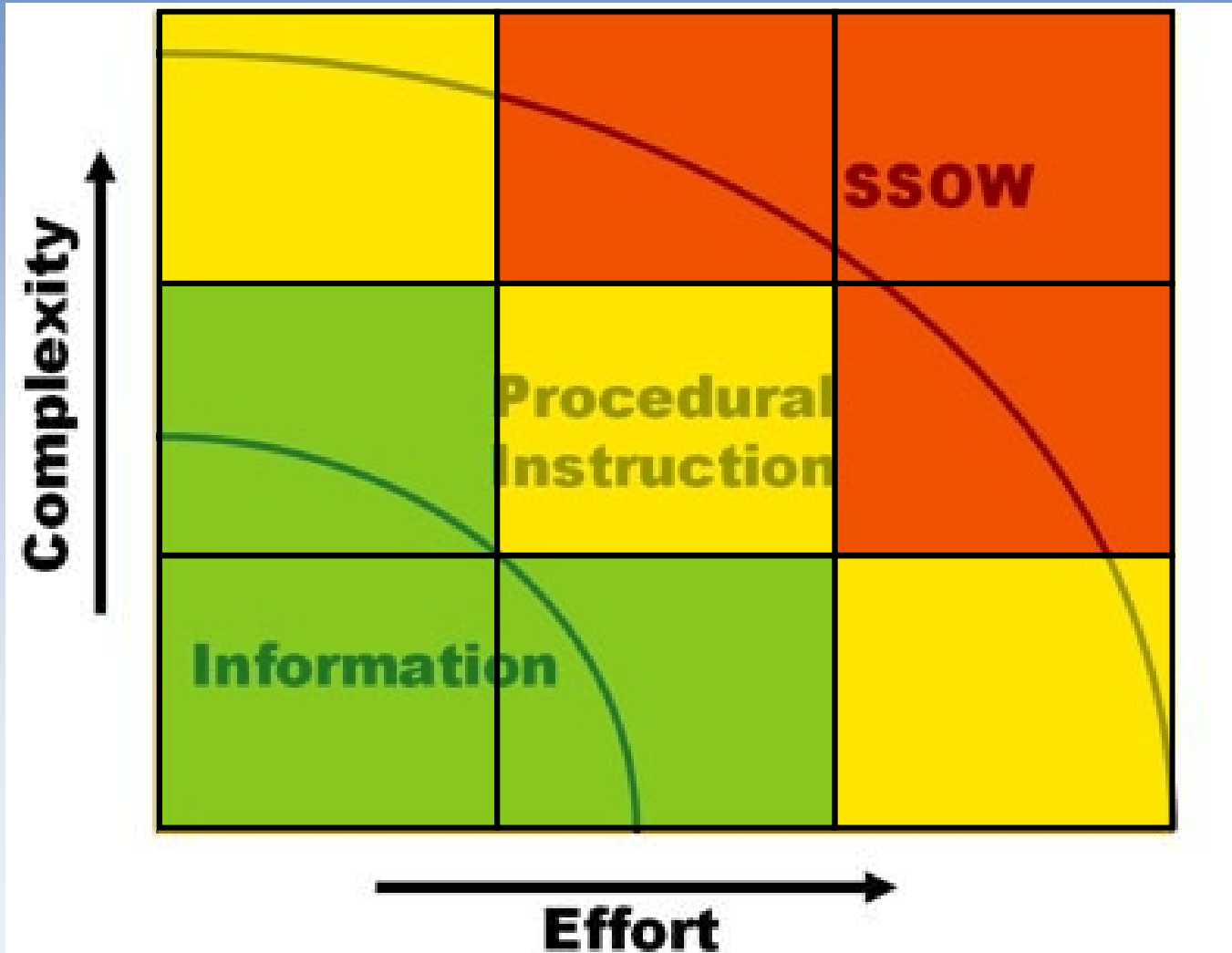
Key function of risk assessments

- Explain what you do in context for others to understand
- Identify what could go wrong, why and how badly, and to whom
- How the likelihood of that happening can be reduced
- How far reduced it is so far – by default what is left to do
- Prioritise by using these outcomes!

Risk driven controls



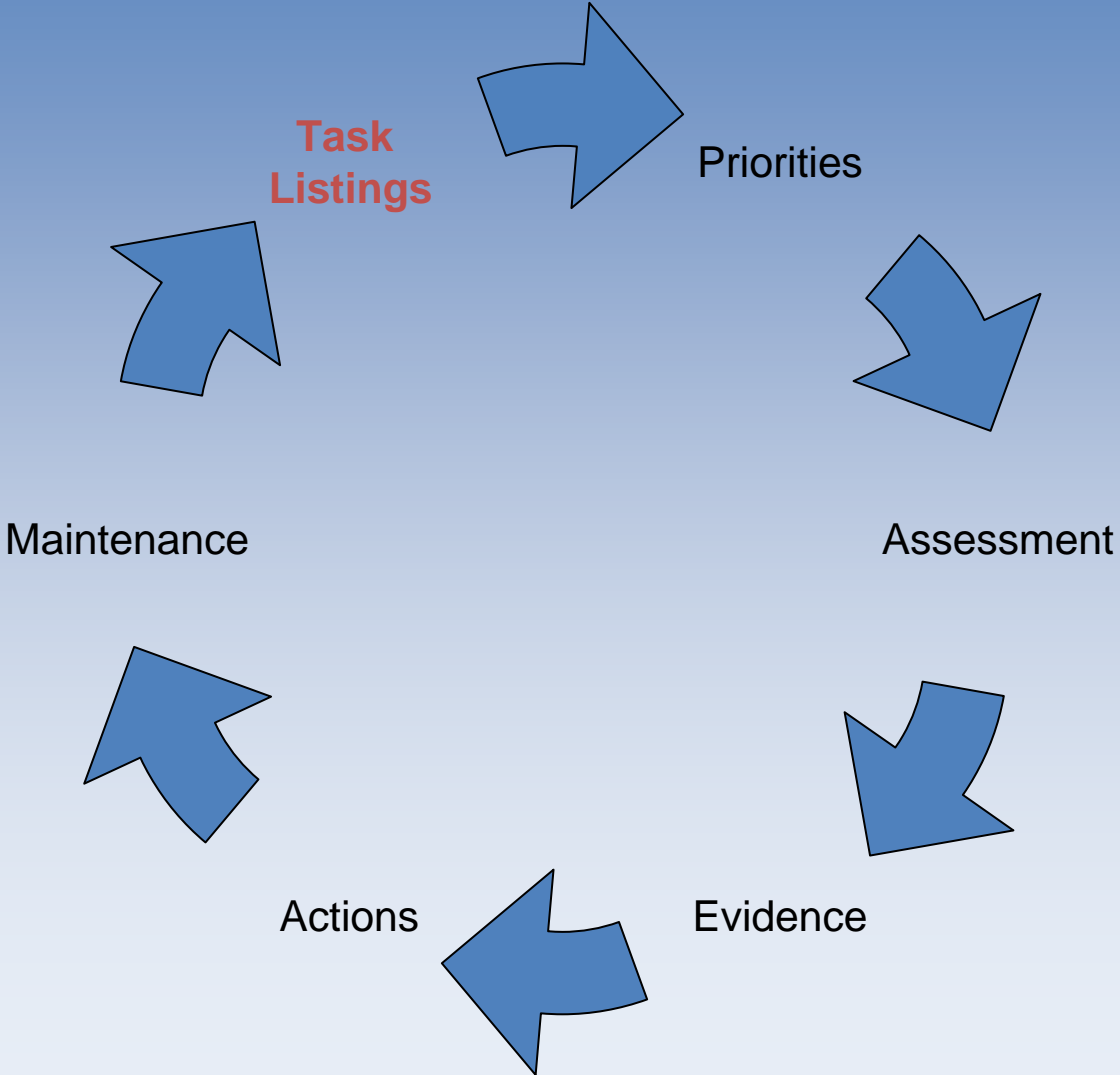
Risk driven controls



Evidence driven management

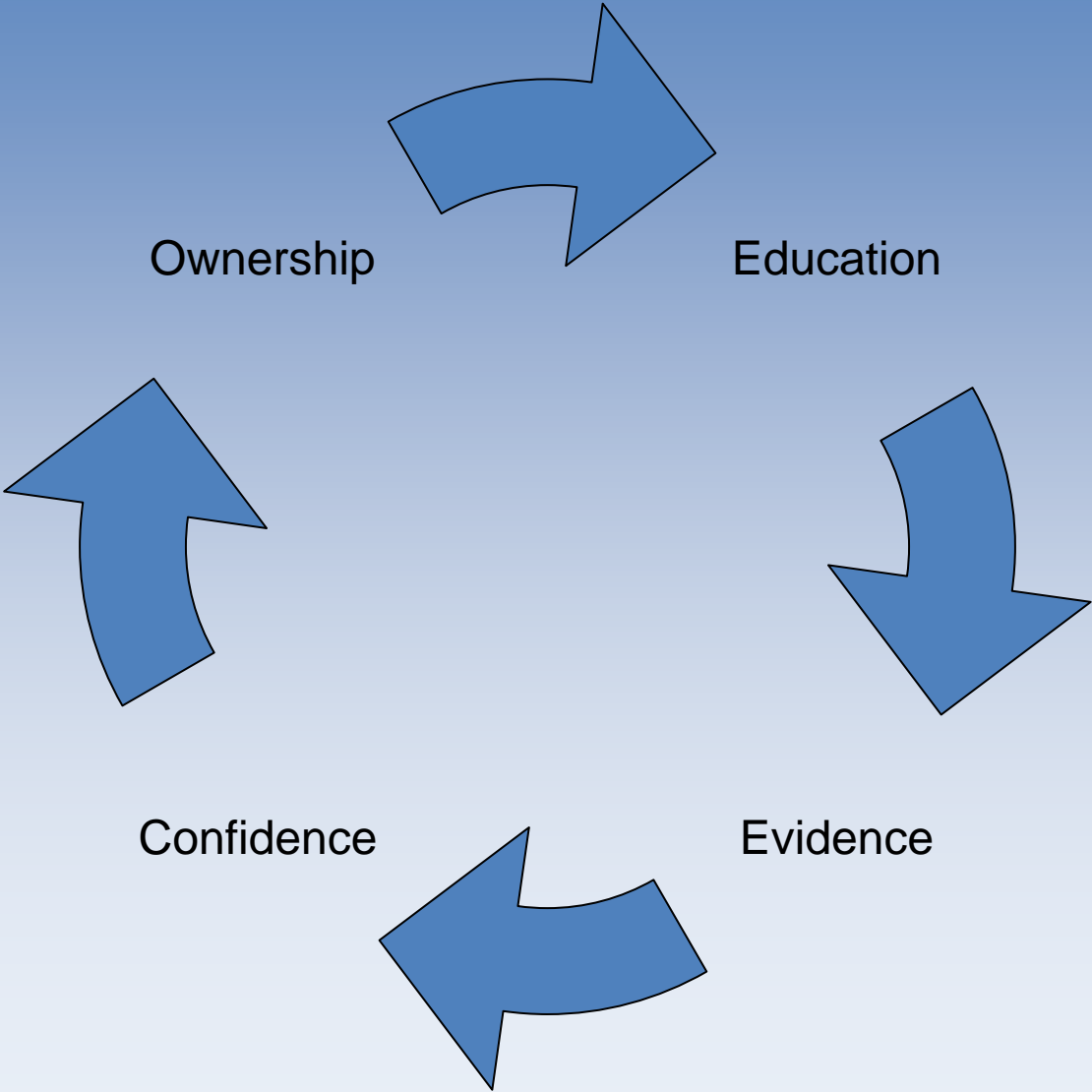
Getting managers to take that leap of
faith

Evidence Driven Management



Last bit
The 'ultimate aim'
Management of evidence
delivering
Evidence of management

Management Driven Evidence



Is change needed?

Change doesn't just happen on its own

If you do what you've always done, you'll get what you've always got.

If you think that there's another 40 years' work here then maybe you really need to have a really good think

This is about starting in the right place and in doing things differently, not by doing different things. Don't just look at what other people are going.

Sounds straight forward . .

But

- We've had at least 40 years
- Is it going to take another 40?
- Common view that there isn't an 'end'
- Bogged down in trivia
- Everyone wants to give advice
- Working hard, getting where.....
“But the goal posts keep moving.”

End

Or the beginning of understanding
for managers?