



The Importance and Impact of Risk Assessment

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What is a healthy workplace?

“ A healthy workplace is one where employees and managers work together to protect and promote their health, safety and wellbeing and the sustainability of the business.”

World Health Organisation

KISS

- **It is people that make things safe**
- **It is people that make things unsafe**

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Learning The Lessons



Great Fire of London



Grenfell 2017

Are These Are Our Failings?



137

Fatal injuries to workers in 2016/17

Source: RIDDOR



0.6
million

Non-fatal injuries to workers
in 2016/17

Source: Estimates based on self-reports from
the Labour Force Survey



31.2
million

Working days lost due to work-
related ill health and non-fatal
workplace injuries in 2016/17

Source: Estimates based on self-reports from
the Labour Force Survey



1.3
million

Work-related ill health cases
(new or long-standing) in 2016/17

Source: Estimates based on self-reports from
the Labour Force Survey, people who worked
in the last 12 months



70,116

Non-fatal injuries to employees
reported by employers in 2016/17

Source: RIDDOR



14.9
billion

Annual costs of work-related
injury and new cases of ill health
in 2015/16, excluding long
latency illness such as cancer

Source: Estimates based on
HSE Costs to Britain Model

What is our understanding of suitable and sufficient?

Costs Are They Accurate?

- Accounted for 45% of all workplace absences in 2015
- £10.6 billion Sickness Absence
- £21.2 billion Reduced productivity
- £3.1 billions Staff Turnover
- **At an average cost of £1,300 per employee**

Mental Health Foundation 2018

HSE RR 151 Pitfalls of Risk Assessment

- ▶ Not considering the people – their health – their cognitive ability
- ▶ Not accounting for organisational pressures – time - finance
- ▶ Not identifying the full range of hazards
- ▶ Using generic risk assessments
- ▶ Being too complicated
- ▶ Gold plating Over/Underestimating risk
- ▶ Out of date information -
- ▶ No consistent methods for identifying risks
- ▶ Not reviewing the risk assessment
- ▶ Poor communication
- ▶ Failing to act upon findings

What are the business benefits?



Seeking Solutions

- ▶ **Begin with the end in mind**
- ▶ **Be proactive**
- ▶ **Seek first to understand then be understood**
- ▶ **Put first things first**
- ▶ **Synergise**
- ▶ **Think win win**
- ▶ **Sharpen the saw**
- ▶ **Covey S 7 Habits of Highly Successful People**

Seeking Solutions

- ▶ The eighth habit is to find your voice and inspire others to find theirs.
- ▶ Covey 2004

"The problem is never how to get new, innovative thoughts into your mind, but how to get the old ones out."

—Dee Hock

"We cannot solve our problems with the same level of thinking that created them."
(Albert Einstein)