

How do you show commitment to health and safety?

<p>Plan Direction The senior team should set the direction for effective health and safety management. They need to establish a health and safety policy that is much more than a document – it should be an integral part of your organization's culture, of its values and performance standards. All senior team members should take the lead in ensuring the communication of safety duties and benefits throughout the organization. They must develop policies to avoid health and safety problems and must respond quickly where difficulties arise, or new risks are introduced;</p>	<p>Do To agree a policy, the senior team will need to ensure they are aware of the significant risks faced by their organization.</p> <ul style="list-style-type: none"> • 'own' and understand the key issues involved; • decide how best to communicate, promote and champion health and safety <ol style="list-style-type: none"> 1. What have you done to ensure your organization, at all levels, receives competent health and safety advice? 2. How are you ensuring all staff are sufficiently trained and competent in their safety responsibilities? 3. How confident are you that your workforce, particularly safety representatives, are consulted properly on health and safety matters, and that their concerns are reaching the appropriate level including the senior team? 4. What systems are in place to ensure your organization's hazards are identified and the risks to employees from those hazards are assessed, and that sensible control measures are established and maintained? 	<p>Notes:</p>
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<p>Check Monitor & review The senior team should monitor the safety activity within the organization to understand if the safety efforts are identifying and mitigating the risks to employees in the workplace.</p>	<p>Act To monitor performance of the safety efforts the senior team need to ensure the performance indicators include;</p> <ul style="list-style-type: none"> • An assessment of the culture. • Assessment of risks to employees. • Compliance auditing. • Employee participation including management and senior managers. <ol style="list-style-type: none"> 1. How well do you know what is happening on the ground, and what audits or assessments are undertaken to inform you about what your organization and contractors do? 2. What information do you receive regularly about health and safety, e.g. performance data and reports on injuries and work-related ill health? 3. Do you benchmark your performance against others in your sector or beyond? 4. Where changes in working arrangements have significant implications for health and safety, how are these brought to the attention of the senior managers? 5. What do you do to ensure appropriate senior level review of health and safety? 	<p>Notes:</p>