



Health & Safety
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MONTHLY NEWSLETTER

DECEMBER 2024



‘Christmas is upon us and I wanted to wish all my colleagues and friends a Happy Christmas and I will look forward to working with you in the New Year’

Health and safety statistics 2024

The HSE has published statistics that cover work-related ill health, non-fatal workplace injuries and enforcement action taken by HSE, in the 2023/24 period.

1.7 million workers suffering from a work-related illness, around half – 776,000 – of which were stress, depression or anxiety (2022/2023 was 1.8 million). Musculoskeletal disorders made up 32% of the statistic.

12,000 lung disease deaths estimated to be linked to past exposures at work.

61,663 injuries to employees reported under RIDDOR.

604,000 workers sustained a non-fatal injury at work; [138](#)

[workers were killed](#) in work-related accidents.

There have been six cases of silicosis attributed to artificial stone (reported within THOR [SWORD]) at the end of 2023, with HSE stating that additional cases attributed to artificial stone from 2024 onwards will be reported once statistics have been finalised during 2025. HSE are currently [drafting new guidelines](#) around engineered stone.

“We remain committed”

HSE’s Chief Executive Sarah Albon said: “This year marks [50 years since the legislation](#) which established HSE was passed. Much has been achieved in that time, including a dramatic reduction of around 85 per cent in the numbers of employee fatal injuries in the workplace.

“Today, Great Britain is one of the safest places in the world to work but these statistics serve as a reminder that there is still room for further improvement, and we remain committed to ensuring people remain safe and healthy wherever work is taking place.”

HSE’s statistics also reveal the impact work-related ill health and workplace injuries are having on Britain’s economic performance.

In 2022/23, the estimated annual costs of workplace injury and new cases of work-related ill health reached £21.6 billion, which is £1.6 billion less compared with 2021/22.

Company fined £1.6m following the death of 24-year-old

A company has been fined £1.6m after a 24-year-old man was crushed to death.

The individual (Male) lost his life on 8 August 2019 while working in Eastbourne.

He had been assisting while temporary Mast Climber Work Platform sections were being lifted by a lorry mounted crane.

The load fell on top of him when the lifting sling which was attached to the crane snapped.

The Health and Safety Executive (HSE) and Sussex Police found that the company he was working for, failed to properly plan the lifting operation of the work platform. The company, a provider of temporary access equipment, had failed to identify a requirement for safe exclusion zones.

The company also failed to have a suitable robust system in place to ensure all accessories had been thoroughly examined or disposed when expired. This resulted in out-of-date slings being used.

“Wholly avoidable” if risks were managed

The individuals’ parents, said in a statement: “How do you put into words the utter devastation you feel. Our child, our only

son, is dead. Our life, our family’s life has now changed forever. We are no longer complete without him, we will never see our baby boy, the boy we nurtured and helped grow into a young man, get married, raise a family, or grow old.



“His sisters will never have the honour of him being an uncle to their children. We will never have the honour of seeing or meeting his children. He was a happy go lucky ‘Jack-the-lad’. Everyone who had the pleasure of meeting him, loved him.”

The company pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974. The company was fined £1,600,000 and ordered to pay £23,193.60 in costs at Brighton Magistrates’ Court on 27 November 2024.

HSE Principal Inspector said: “This tragic incident led to the wholly avoidable death of a young man. This death could so easily have been prevented if the employer had fulfilled its statutory duty to plan and manage the risks associated with lifting equipment and lifting operations.

“The company failed in its duty of care to all its operatives, including this individual, in the way it planned and implemented the lifting operations and the slack customs and practices it allowed to become part of the safety culture with regard to lifting.”

Welfare at Work

Introduction

If you employ anyone (however short the period) you must, 'so far as is reasonably practicable', provide adequate and appropriate welfare facilities for them while they are at work.

This means you must provide such facilities unless it is clearly unreasonable in terms of time, trouble, cost and physical difficulty.

'Welfare facilities' are those that are necessary for the well-being of your employees, such as washing, toilet, rest and changing facilities, and somewhere clean to eat and drink during breaks.

What toilet and washing facilities do I need to provide?

You have to provide adequate toilet and washing facilities for your employees. 'Adequate' means you have to provide:

- enough toilets and washbasins for those expected to use them _ people should not have to queue for long periods to go to the toilet;
- where possible, separate facilities for men and women _ failing that, rooms with lockable doors;
- clean facilities _ to help achieve this, walls and floors should preferably be tiled (or covered in suitable waterproof material) to make them easier to clean;
- a supply of toilet paper and, for female employees, a means of disposing of sanitary dressings;
- facilities that are well lit and ventilated;

- facilities with hot and cold running water;
- enough soap or other washing agents;
- a basin large enough to wash hands and forearms if necessary;
- a means for drying hands, eg paper towels or a hot air dryer;
- showers where necessary, eg for particularly dirty work. You must always consider the needs of those with disabilities.

What if my employees are working at temporary work sites?

'So far as is reasonably practicable' you need to provide flushing toilets and running water.

Portable cabins converted into toilet facilities are available from hire companies. If this is not possible, consider alternatives such as chemical toilets and water containers.

The use of public toilets and washing facilities should be a last resort and not used just because they are the cheaper option. This would not be acceptable where the provision of better facilities would be reasonably practicable.

NOTE – For each project that is undertaken welfare arrangements should be needs assessed and documented within your plans. This includes arrangements for temporary work sites.

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