

In-house with you monthly Q&A

Handling a Health and Safety Investigation
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Jonathan Edwards

Partner, Head of Insurance & Risk

M: 07885 415 564

E: jmedwards@hcrlaw.com



It takes 20 years to build a

REPUTATION

and 5 minutes to ruin it. If you

THINK

about that, you'll do things differently



There's no harm in hoping for
the best as long as you're
prepared for the worst.

Stephen King

Risk Identification

PREVENTATION	CREATION
Recognition that we are vulnerable to a crisis	<i>"It won't happen to us"</i>
Commitment to planning, training and exercising	<i>"We'll manage"</i>
Encouraging behaviours which reduce risk	<i>"Get it done quickly and cheaply"</i>
Welcoming challenge	<i>"Shut up and get on with it"</i>
Empowering staff to deal with frontline issues	<i>"Send a report up to head office"</i>
Being alert to deal early crisis indicators	<i>"It's an isolated issue; crack on"</i>
Learning from incidents and near misses	<i>"Phew; let's get back to business"</i>
Being an active, vocal champion of crisis prevention	<i>"That's the job of the health and safety team"</i>

An incident occurs – there's a lot at stake!

PLANNED

- Mobilise team (including professional advisors)
- Execute the response plan
- Better chance of controlling the narrative

NOT PLANNED

- Establish likely key individuals
- Brief on roles/responsibilities
- Contact professional advisors
- Bring team together to understand and respond to events which may have escalated uncontrolled

Information is key – investigation

- How serious is it: Fatality? Life changing injury?
- Priority 1: Protect the investigation
- Priority 2: Speed and accuracy of information
- Internal investigations (documents/statements/other critical evidence)
- External expert assistance
- Police/HSE/Media involvement



Analysing causal factors

- Are conclusions being drawn by suitably qualified individuals?
- What internal discussions have taken place?
- Avoid knee-jerk reactions
- Do not commit anything to writing until you are sure
- How do we implement any recommendations without prejudicing our legal position?



Responding to enforcement action

- Notice of contravention
- Fee for Intervention
- Enforcement notices
 - Improvement notice
 - Prohibition notice
- Prosecution
- Inquest



The cost of getting it wrong

Financial



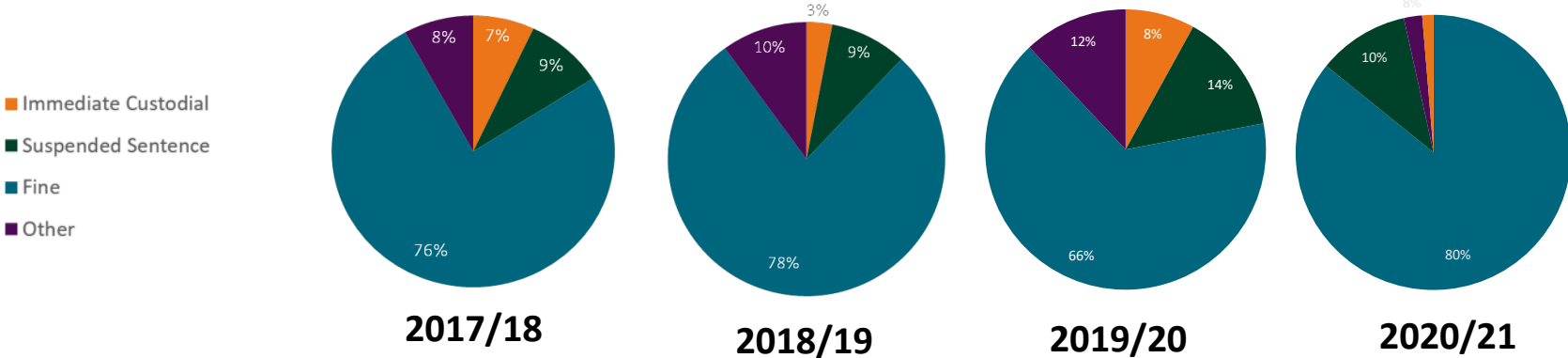
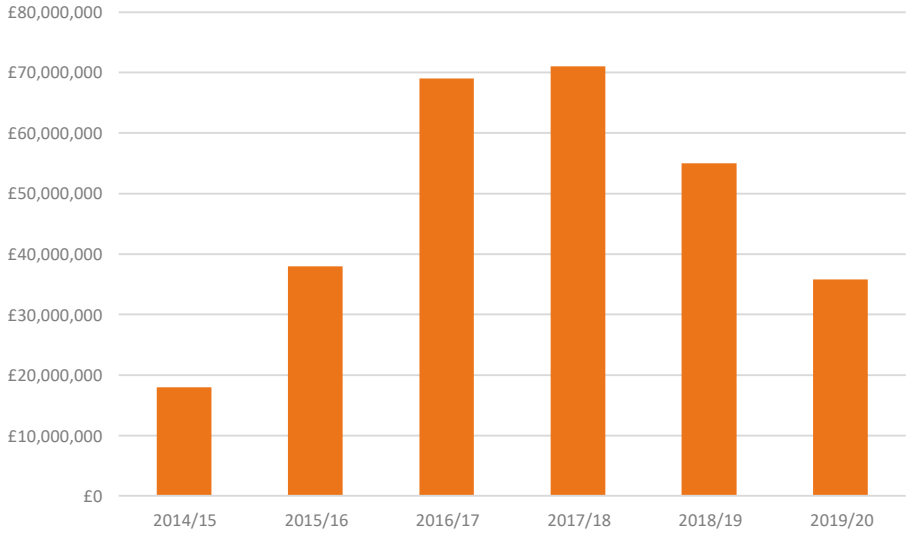
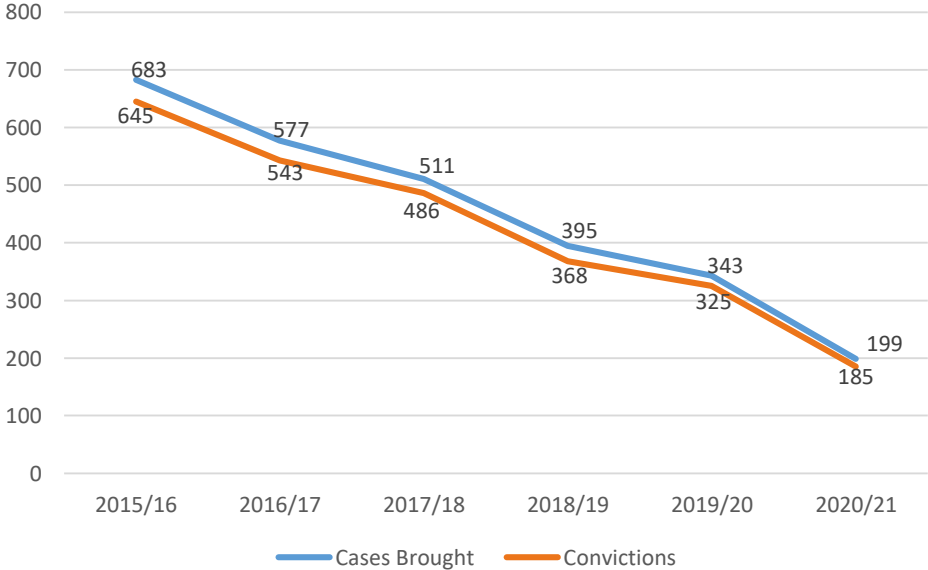
Prison



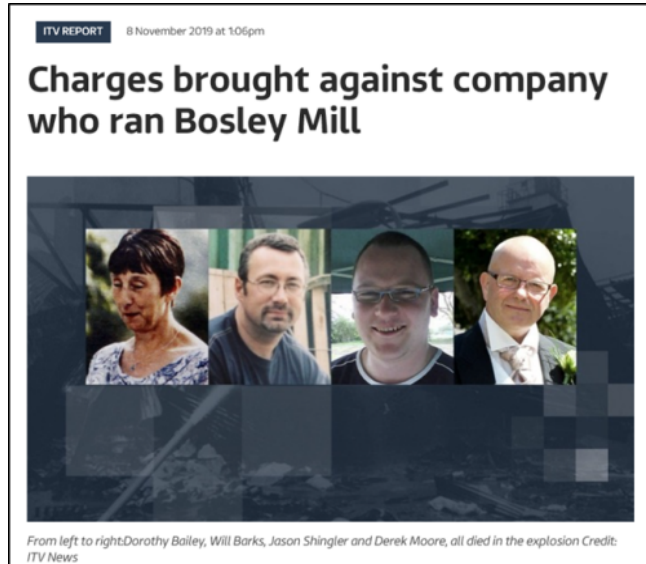
Reputation



Trends in Prosecutions, Sentencing and Fines



And you definitely want to avoid this!



British Airways fined £1.8m after worker was crushed under Heathrow baggage tug

G4S fined £1.8 million after Legionella failure

Dyson fined £1.2m after 1.5-tonne machine falls on factory worker

Wiltshire employee's head and chest were injured in 2019, in incident that HSE said 'could have been fatal'



Carlsberg fined £3m over 2016 fatal ammonia leak in Northampton

© 28 June



NORTHAMPTONSHIRE POLICE
David Chandler had been preparing to push the compressor unit when ammonia gas exploded out of a pipe and into his face

Daventry International Rail Freight Terminal operator fined £6.5m over death of 11 year old boy



Questions & Answers

