

LegislationWATCH

THE No.1 RESOURCE FOR WORKPLACE LAW AND HEALTH AND SAFETY

Is shift work safe work?

Around 15% of the UK population work irregular hours but this has a significant impact on health, safety and productivity.

Inside this issue...

New standard for first aid kits



5G: how it will affect your business



How safe is your delivery?



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Note FROM THE EDITOR...



The updated British Standard for First Aid Kits is now in effect so we've included everything you need to know about it on pages 4-5. This edition is also packed with information to help you meet your legal duties whether you're running an event or wanting to improve the safety of your loading bay.

Find it all online at seton.co.uk/legislationwatch.

Cheryl

Cheryl Peacock - Editor

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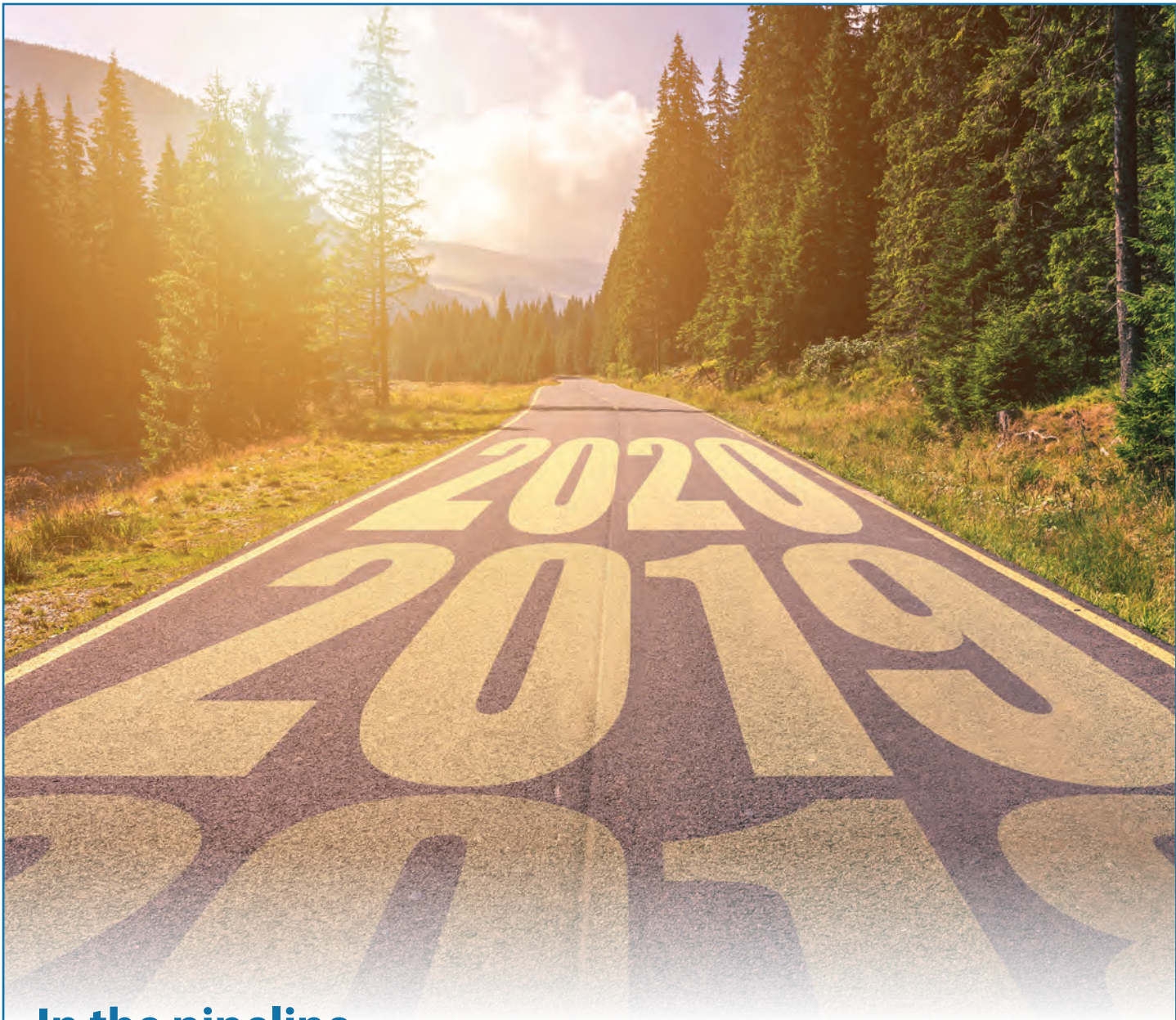
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Legal UPDATE



In the pipeline...

It's a good idea for employers to keep on top of proposed and potential employment law developments, including:

- Changes to employer NIC treatment of termination payments (expected 6 April 2020)
- Reform to intermediaries legislation (IR35) is extended to the private sector (expected 6 April 2020)
- Requirement to publish family-friendly policies
- Duty to consider whether roles can be carried out flexibly
- Ethnicity pay reporting
- Possibility of further legislation as a result of the recommendations made in the Taylor review of modern working practices, including the equal treatment of agency workers and further clarifications on employment status
- Sexual Harassment in the Workplace.

While there are no timelines for many of the proposed developments, employers are urged to take a proactive approach to address any issues in the workplace.

Changes to workplace first aid kits



Although guidelines were initially introduced with the aim of simplifying and consolidating the regulatory requirements that employers have in respect of their obligations to provide access to first aid kits, the waters have become somewhat muddled over the last number of years. To end this, the British Healthcare Trades Association (BHTA) convened a working group to review these standards as part of a constant improvement process. Although first convened in May 2015, the conclusions of this process only just came into effect as of January 2019, and this latest update significantly expands

the previous BS 8599-1 Workplace First Aid Kits (2011) standards. The 2011 standard will be phased out over the next 6 to 12 months and will be fully replaced by the most recent update, known as BS 8599-1:2019.

This newer standard represents a substantial update to the previous requirements, and while not a complete overhaul, does change things enough to warrant a reassessment of your current workplace first aid kits. In particular, the

British Standards Institute (BSI) have set out updates to a number of kits to meet these new standards, including workplace first aid kits and vehicle first aid kits. In addition, the BSI have also introduced two specific new kits to cater for incidents in

particular circumstances: the personal issue first aid kit and the critical injury first aid kit. In addition to detailed component requirements, the new standard sets out requirements for the container holding

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the kit. The updated standard also contains tables listing what should be contained in a workplace first aid kit, as well as a guide on the appropriate size of the kit depending on the type of environment in which it is used.

Please read below for a concise overview of these new and updated workplace first aid kits, along with some advice on how these updates might affect you.

What's changed? Contents for workplace kits

Although the old standard (BS 8599-1:2011) will still be operational over the course of a 12-month transition period to allow employers to make the change, it is best to familiarise yourself with all the changes and to get your business up to specification as soon as possible.

One of the most immediately obvious changes relates to the updated size standards that are included in BS 8599-1:2019. These standards also amended the recommended quantities for workplace first aid kits and designate three size categories in this regard. The main changes are as follows:

Small workplace first aid kit: 2 medium 12 x 12cm dressings (decreased from 4), 2 large 18 x 18cm dressings (increased from 1), and safety pins are no longer required.

Medium workplace first aid kit: 4 medium 12 x 12cm dressings (decreased from 6), 3 large 18 x 18cm dressings (increased from 2), 2 rolls of microporous

tape (increased from 1), and safety pins are no longer required.

Large workplace first aid kit: 6 medium 12 x 12cm dressings (decreased from 8), 4 large 18 x 18cm dressings (increased from 2), 3 rolls of microporous tape (increased from 1), and safety pins are no longer required.

The standard also restates how many first aid kits will be required for the number of people in a given workplace. In addition, it is important to note that the standard states that where there are special circumstances in a particular workplace, such as remoteness from emergency services, the quantity of first aid kits should be increased as needed. As such, the following list should not be taken as authoritative and your individual needs should be carefully assessed.

For low hazard workplaces the requirements are:

- Fewer than 25 employees:
1 small workplace first aid kit
- From 25-100 employees:
1 medium workplace first aid kit
- Over 100 employees:
1 large workplace first aid kit per 100 employees.

For high hazard work environments, the requirements are slightly more stringent:

- Fewer than five employees:
1 small workplace first aid kit
- From 5-25 employees:
1 medium workplace first aid kit
- More than 25 employees:
1 large kit per 25 employees.

Travel and motoring first aid kit

Another noteworthy update in the BS 8599:2019 guidelines relates to what was previously the 'Travel first aid kit'. This has been replaced in the revised 2019 guidelines with a 'Travel and motoring first aid kit'. This change represents a significant overhaul of the 2011 guidelines and looks to match the recommendations from the Medium BS 8599-2-compliant vehicle and motoring first aid kit.

Travel and motoring first aid kits should be installed in all company vehicles and are designed to be transportable and used when employees are working away from the main workplace. For cars, vans, and lorries BS 8599-2:2019 guidelines recommend a medium size that contains the following (Note: The equipment list requirements for motorcycles, minibuses and coaches are different):

- 1 x guidance leaflet
- 1 x contents list
- 1 x medium sterile dressing
- 1 x triangular bandage
- 10 x sterile adhesive dressings
- 10 x alcohol-free cleansing wipes
- 2 x pairs of nitrile gloves
- 1 x face shield
- 1 x foil blanket
- 2 x burn dressings
- 1 x universal shears
- 1 x adhesive dressing
- 1 x medium trauma dressing.

Personal issue kit

In the BS 8599-1:2019 updated guidelines, a personal issue first aid kit has been introduced, aimed specifically at lone workers. This kit is designed specifically for the needs of those engaged in work activities away from the main workplace, such as those doing ground, security or maintenance work, or cleaning personnel. They are intended as a supplementary resource to small, medium and large first aid kits being available in the workplace they are separated from. Their contents should be as follows:

- 1 x guidance leaflet
- 1 x contents list
- 1 x large sterile dressing
- 1 x triangular bandage
- 10 x sterile adhesive dressings
- 4 x alcohol-free cleansing wipes
- 2 x pairs of nitrile gloves
- 1 x face shield
- 1 x foil blanket
- 1 x universal shears.

Critical injury first aid kit

One of the most notable additions in this update, and one very much reflective of the times we live in, is the critical injury first aid kit. The updated standard recommends a critical injury first aid kit where employees will be engaged in work with "dangerous machinery or sharp instruments, cutting equipment, power tools, construction, agriculture, forestry, etc." According to the guidelines, employers should undertake a risk assessment and store appropriate numbers of the critical injury first aid kit in line with the level of risk and the number of employees on site at any given time. Interestingly, the guidelines relating to the critical injury first aid kit also make reference to the need to assess whether you should have access to kits for use in the event of acts of terrorism or any other mass casualty incident.

In terms of the contents of the critical injury first aid kit, of note are the requirements for trauma dressings, haemostatic dressings and a tourniquet. These additions were recommended by the European Resuscitation Council. Critical injury first aid kits will also need to include:

- 1 x guidance leaflet
- 1 x contents label
- 2 x pairs nitrile gloves
- 2 x large trauma dressings 15 x 18cm
- 2 x haemostatic dressings
- 1 x tourniquet
- 1 x foil blanket
- 1 x heavy-duty shears.

How it affects you

It should first be stated that this new and updated standard is not strictly relevant to every individual required to carry a first aid kit. However, it will be of importance and interest to the following industries and individuals in particular:

- Manufacturers of first aid kits
- Occupational health and safety representatives compiling workplace first aid kits
- Anyone in a workplace environment with responsibility for occupational safety, such as health and safety officers, human resource managers, office managers, operations managers or managers at any level.

Generally speaking, most existing British standard first aid kits designed to meet the old standard will be adequate for the time being. However, the transition period only lasts so long and once it is up, you will be required to be compliant with the new standard. As such, it's best to get a head start today. The differences with the updated standard are significant enough that a needs assessment should be undertaken and your stock updated as necessary.

Overall, the BS 8599-1:2019 standard is a most welcome update and significantly clarifies the health and safety obligations in respect of workplace first aid kits. The

2019 update provides much needed detail and specific guidance, which allows business owners and concerned managers to begin building a suitable workplace first aid kit. Once fully in effect, this new regime will promote employer and employee safety and greatly assist first aiders and emergency first responders in providing treatment when and where it is most needed. If you take workplace health and safety seriously, it is vital that you familiarise yourself with these updated requirements and acquire a workplace first aid kit that meets the standards.

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IS SHIFTWORK safe work?

As employers know all too well, managing staff to ensure adequate coverage in the workplace is a seemingly never-ending demanding task and requires balancing the needs of the workplace with a range of staff welfare considerations. This becomes even more complicated when it comes to shift work, which adds a number of specific obligations in addition to those normally imposed.

The number of shift workers in the United Kingdom workforce has gradually increased over the last 25 years, peaking and stabilising around 15% of the working population (between 3.6 and 3.8-million people) doing shift work as part of their normal working duties. Traditionally, shift work was confined to a number of industries requiring 24-hour operation. However, in an increasingly globalised economy that is steadily moving towards 24-hour operation, we have seen an increase in the types of industries where shift work is common, such as call centres and other professional services.

Relevant legislation

The Working Time Regulations 1998 (as amended) sets out some of the minimum legal requirements employers have in relation to the organisation of working time. Additionally, specific industries and sectors, such as the aviation or transport industries, may be subject to specific legislative regimes that regulate working time arrangements.

Relying on these legislative regimes, however, will not discharge all your obligations as an employer, and you will also have to comply with the employers' general duties under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999. Without going into too much detail, these acts require all employers to protect the health, safety and welfare of all employees at work, which includes making an assessment of any risks to employees in the workplace – which includes shift work and other working arrangements.

Although there is no specific legal definition of shift work under these provisions, it is usually taken to mean a work activity scheduled outside standard daytime hours, or a pattern of work where one employee replaces another on the same job within a 24-hour period, including night work. Standard daytime hours are taken to be any work during the day, commonly for a period of eight hours, between 7am and 7pm.

What can go wrong?

The health and safety risks of shift work

Shift work, particularly when undertaken early in the morning or late at night, presents a number of health and safety issues for employees.

Firstly, shift work can disrupt typical circadian rhythms and an individual's so-called body clock. Most humans can adapt to temporary disruptions to these, however, over time they lead to a gradual build-up of lost sleep. This gradual accumulation of fatigue affects performance of day-to-day tasks. In this regard, if you notice a drop-off in productivity or focus among employees undertaking shift work, this is a good sign to check in with them.

Secondly, medical conditions such as epilepsy or diabetes can be worsened by night shifts. If managers are aware of any employees with conditions that may be exacerbated by shift work, they should aim to schedule working arrangements with their employees' best interests in mind.

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Thirdly, it should also be noted that not all employees are equally able to adapt to the stresses of shift work and it will very much depend on how well individuals can tolerate disruptions to normal circadian rhythms. While some can function quite normally with irregular or shortened sleep-wake cycles, others will simply never adjust. Employers should pay attention to how well their employees are coping with their designated shift work, and if any issues arise, they should be accommodated.

Circadian rhythms – what are they and why do they matter?

The human body follows daily sleep-wake cycles over a 24-hour period. These are called circadian rhythms and don't just relate to tiredness or alertness but also include the regulation of a whole range of bodily functions, such as temperature, metabolism, digestion, blood pressure and adrenal functions. Research has shown that shift work has a noticeable impact on circadian rhythms in addition to the following:

- **Biological effects:** Cardiovascular/gastrointestinal disorders and increased susceptibility to minor illnesses (such as flu or colds), particularly among certain classes of workers such as younger/older workers or new/expectant mothers.
- **Psychological effects:** sleep loss and fatigue, lowered performance, increased accidents and higher levels of stress.

Good practice for employers

Evidently, the health and safety consequences of shift work are significant, and employers scheduling shift work should consider the following best practice steps when doing so. These should not be taken as determinative but rather as a rough guide when managing shift-working arrangements:

- Consider the risks of shift work and the benefits of effective management
- Establish systems to manage the risks of shift work
- Assess the risks associated with shift work in your workplace
- Take action to reduce these risks
- Check and review shift work arrangements regularly.



Near-miss reporting – why it's important

Hazards which cause accidents do not always result in injury as the person involved may take action to save themselves or simply be lucky. A common example might be a spillage which is not quickly mopped up because the employee who observes it sees no immediate risk and decides to complete another task first. If, before it is dealt with, another person slips on it, but steadies themselves then no harm is done. This makes it appear as if the hazard was inconsequential, when in fact the opposite is true, and the next person to come by might not be so lucky.

Reporting a near-miss is important

Every workplace has its own hazards and near-misses can happen in any of them. While it is vital that action is taken if a hazard causes an injury, it is far better to take action before someone is injured, and this is where the reporting of a near-miss comes in. The HSE believes that on average there are ninety near-misses for every injury. If these near misses are reported, that one injury may be avoided.

How to report a near-miss

All staff should understand that they need to report a near-miss just as they would report an actual accident, and senior management must make the reporting procedures clear. As with an accident, there are details which should be included in the report to enable effective action to be taken.

- Time and date of the incident
- Where the incident took place
- The type of incident, e.g. slip, fall, collision
- The work activities taking place before the incident
- Information on what happened
- Details of the person or people involved.

Why near-misses aren't reported

It may seem obvious that to report a near-miss could save someone being injured in the future, yet frequently near-misses go unreported. This may be because employees are simply unaware that they should report a near-miss or be unclear about the procedures.

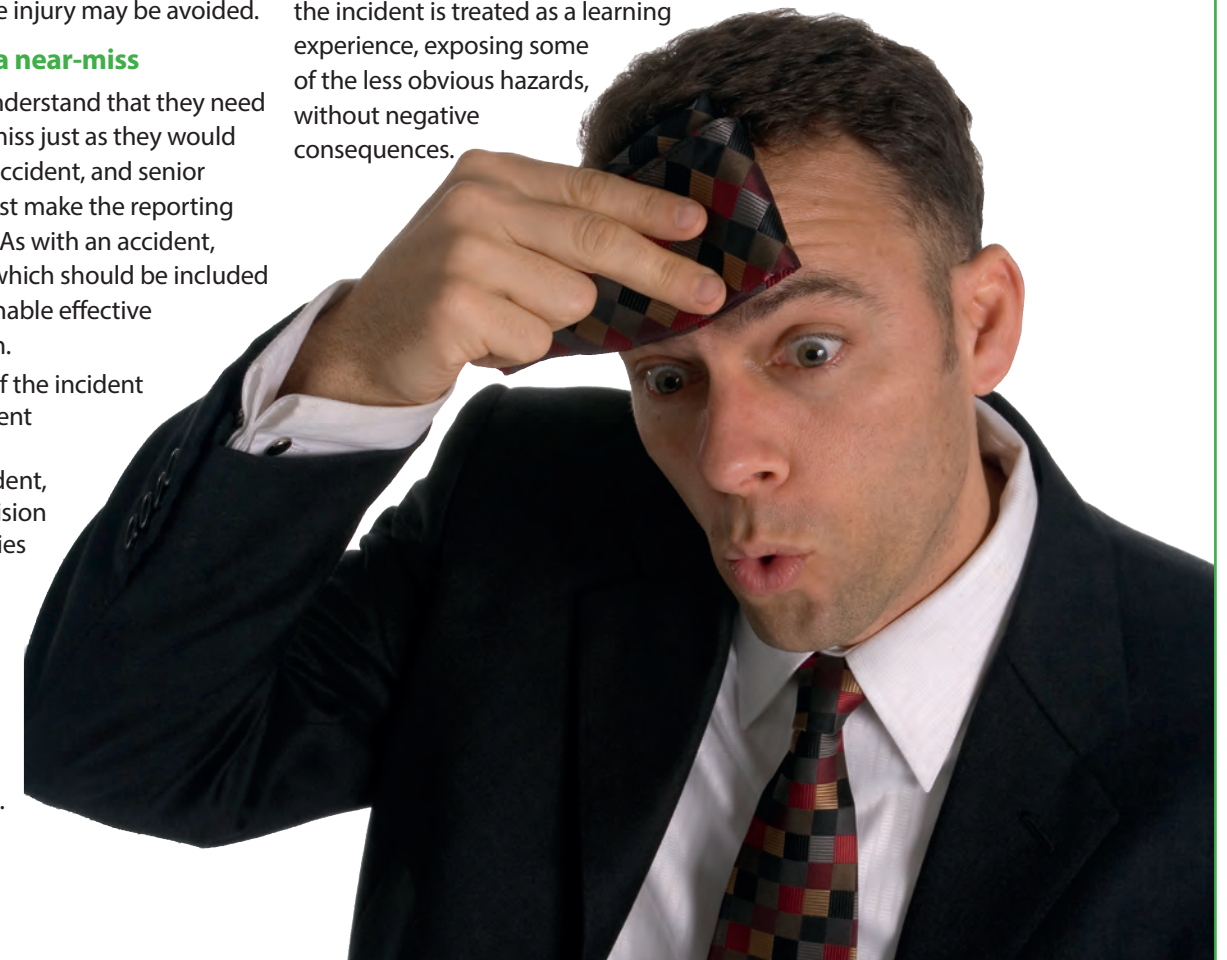
However, other reasons why the near-misses go unreported include:

- Being afraid of being reprimanded for the near-miss or getting a colleague into trouble
 - Too much paperwork involved in accident reporting
 - Reporting will blot a clean incident record and there may be rewards on offer for maintaining it
 - The incident seems funny and not serious
 - A poor experience the previous time they attempted to report an incident.
- It is important to create a workplace culture where employees feel comfortable reporting near-misses and the incident is treated as a learning experience, exposing some of the less obvious hazards, without negative consequences.

When to report to RIDDOR

While many near-miss accidents will be minor and dealt with internally, there are some which need reporting under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR):

- Explosions or fires causing work to be stopped for more than 24 hours
 - A gas incident where there is an accidental leak or combustion gas or inadequate removal of products of the combustion of gas
 - The release or potential release of a dangerous biological agent – defined by the HSE as “any substance which could cause injury to any person.”
 - The overturn, collapse or failure of the load bearing part of a lift or lifting equipment
 - A driving operation where there is an explosion close to the driver
- With accurate reporting of near-misses, you will have a greater understanding of the hazards in your workplace and a better chance of avoiding injuries.



Running an event safely

Ensuring the safety of your event-goers takes planning, organisation and preparation. The best way to begin is with risk assessment. While this may seem intimidating, it does not have to be – risk assessment is really just a simple process of using common sense and being diligent.

The guide below will lead you through the risk assessment process, help you to identify potential hazards and take steps to ensure your event is as safe as possible.

The venue

The best place to start is at the beginning – the venue. You need to first assess how suitable your venue is for the event you intend to hold.

Start with a written outlook of the event – this needs to include all of the planned activities along with the audience size and demographics. It is important to map out your audience's demographics, as children, the elderly and the disabled may have different needs.

After drafting your outline, it is important to keep the following points in mind:

- **Facilities** – Be aware of the nearest facilities for your event. What are the public transportation options for access to the event? Where are the nearest fire stations and hospitals located? Take into consideration all of the infrastructure needed for the event.
- **Access** – Does your venue have enough emergency exits? Are there access options for individuals with disabilities? What will access be like for event-goers traveling to the event?
- **Capacity** – How many event-goers can safely and comfortably attend the event? Will attendees be sitting or standing? Is there room for them to move around freely? Are there any hot spots where congestion can build?
- **Hazards** – Does your venue have any safety hazards that could affect the event? Are there any known issues with ground conditions, weather patterns or flooding in the area?

The full risk assessment

After reviewing the venue and its location, it is now time to carry out a full risk assessment. Using a scale of 1-5, with 1 representing a minor risk and 5 representing a serious risk hazard, rate all possible health and safety risks and issues. Some of these risks can include:

- **Weather** – Is the venue in an area that is prone to flooding or high winds? Is there equipment that needs to be protected from adverse weather? Will slippery surfaces pose a threat?
- **Food and safety** – How will guests with food allergies and intolerances be taken care of during the event? Are there any cooking fire risks? Are all food safety guidelines being followed appropriately?
- **Environmental** – Could your event damage the space in which it will be held? Will there be a plan for rubbish left behind and potential spills?
- **Crew** – How will you protect your crew throughout the event? If you are using lifting equipment, are you complying with PUWER and LOLER regulations?
- **Child protection** – Do you have a plan for children who could become lost? Do your staff need additional training or to be DBS checked?

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- Fire – How will you monitor or control smoking or the use of fires or barbecues at your event? What will you do in the event of a fire? What kind of fire extinguishers will you have on hand?
- First aid – What kind of injuries or health issues could attendees have at your event? What will you do in the event of a health emergency? Will you have first aid tents, and if you do, where will they be located?
- Trips and falls – Are there cables or ropes for the equipment that could cause attendees to trip and fall? Are there any dangerous surfaces such as glass or unprotected equipment that attendees could fall into?

After listing all of the potential risks and hazards, rate them accordingly and list who and what is at risk. Then go through each risk and write a few notes about how you and your team will mitigate each risk. Naturally, more focus should be placed on the hazards that you have labelled a 5.

Teamwork is essential at this stage. Liaise with your organising team to reassess your hazard and risk list – they might notice something that you failed to. Also, communicate with your third-party providers (i.e. the event caterers, AV and marquee companies) regarding health and safety for the event. Ask them to conduct their own risk assessments and ask to review these assessments with them.

Also, when needed, involve your local authority and emergency services in your event planning and execution. For more information about event safety, visit the HSE website.

Draft an emergency plan

The next step you need to take is to draft an emergency plan. If a situation occurs during your event that requires immediate attention and emergency services, you need to be prepared ahead of time to assess the situation and take appropriate action.

This is another step that requires teamwork. For smaller events, work with your team to create an emergency response plan. For large scale events, liaise with your local emergency service providers for best practices. When drafting an emergency response plan, you should consider some of the following:

- Sounding the alarm – How will you communicate the emergency to your crew and attendees?
- Informing the public – How will you inform the attendees of emergencies? Will you be able to stop and restart the event for the emergency?
- Onsite emergency services – What first aid will be immediately available on site?
- Emergency services – How will you summon emergency services to the venue? Who will be your point of contact there?
- Crowd control – How will you move the attendees away from danger, also taking into consideration those with limited mobility?
- First aid – What first aid services and provisions will you have on site? How well trained are your first aid responders on site?

- Casualties – In the event of casualties, where is the nearest hospital and how will patients be transported there?
- Traffic control – How will you monitor and control traffic in the event of an emergency?

Putting your health and safety plan into practice

Once you have identified the potential risks and created an emergency response plan, it is time to implement your plan. As the organiser, you are responsible for all of the attendees' safety, along with the safety of your employees and third-party contractors.

Inform your staff of the relevant safety and emergency information and plans, and provide health and safety information to attendees through signage and pre-event safety announcements. Most importantly, remain vigilant during the event and create a safety checklist for a staff member to continually review and check off throughout the day. It is important to have a paper trail to mitigate risk during the event.

Conclusion

Regardless of whether you are planning a music festival or a company barbecue, health and safety is of utmost importance. Using these simple tips and checklists will help you to plan an event that optimises the health, safety and wellbeing of all attendees and staff.

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How safe is your delivery?

The latest statistics released by the Health and Safety Executive (HSE) indicate that there are over 5,000 accidents each year that involve transport in the workplace, with around 50 of these leading to fatalities. This means that the transport and storage sector has the second highest rate of total injuries out of all sectors. With around three million people working around vehicles out of the total working population, these statistics highlight the extent of the risks associated with a loading bay and delivery workplace context.

What's the problem?

According to a report published by the Freight Transport Association, the most common risks presented by loading docks include: differing specifications for docks and vehicles, visiting drivers unfamiliar with new loading set-ups, and a lack of

direct communication between drivers and warehouse staff. These issues are amplified when you add in difficult or unpredictable loads being dealt with. Warehouse-type scenarios are particularly prone to these sorts of issues, although you can find similar risks in any location where there is a loading element involved, such as a shop front or designated loading area.

Key loading dock hazards

The Freight Transport Association has identified the following as the most pressing risks in a loading dock context:

- **Drive-away:** This occurs when a vehicle moves from the loading bay too early
- **Vehicle creep:** When vehicles move incrementally due to jolts created by loading equipment, creating gaps between the vehicle and loading dock
- **Load roll-away:** This occurs when the

load itself is stored on rolling transport equipment and rolls away

- **Trail tip:** When the trailer is uncoupled and mis-weighted, it can be prone to tipping forward
- **Water ingress:** Water entering from the dock loading area creates slip hazards around the loading bay

Communication breakdown

One of the most common reasons accidents occur in loading bay scenarios is simply due to communication problems, such as when a driver pulls out of the loading bay too early. This is a surprisingly common mistake to make and can be extremely dangerous. Simple measures you can take to address this could include:

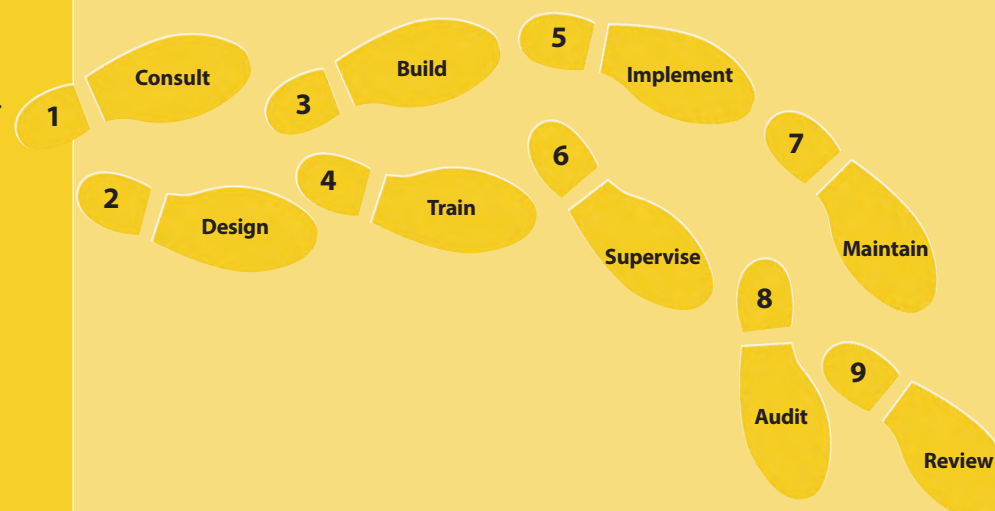
- Warning or traffic lights
- The use of vehicle or trailer restraints
- Wheel chock blocks
- Traffic cones or barriers
- High visibility signage

Your responsibilities as an employer

Employers and premises owners have duties under the Health and Safety at Work Act 1974, as well as a number of other specific regulatory regimes, to maintain a safe working space in which any potential hazards are identified and controlled. A failure to do so will see them liable to the HSE under the 1974 act, as well as to their employees under the laws surrounding negligence and employer liability. As such, it is crucially important that employers and premises owners carefully assess any potential risks in their loading area and implement plans to manage them.

Improving your safety record

To lower the risk of occupational hazards occurring in loading bays, consider the following steps recommended by the Freight Transport Authority as best practice:



The dangers OF DRIVING TIRED

We have all had moments of sleepy inattention while driving, especially on long, straight motorways when the drive gets monotonous and you are tired after a long day.

However, even though most of us have experienced driving while fatigued, doing so can be extremely dangerous. Studies have shown that one in six crashes resulting in death or injury on major roads is related to fatigue. In addition, roughly 40% of fatigue-related crashes involve commercial vehicle drivers. As commercial vehicles are some of the largest and heaviest vehicles on the road, they are likely to cause significant damage in a crash.

When can crashes occur?

While crashes can occur at any point of the day, there are certain times when collisions are more likely to occur. The two peak timeframes when crashes are most likely to occur are from 02:00-06:00 and 14:00-16:00. These are times when we all experience natural waves of sleepiness – late at night and right after lunch, in the middle of the afternoon.

Studies have also found that individuals who are driving at 06:00 are 20 times more likely to fall asleep while driving than they are at 10:00. Humans naturally have less energy at these times, as the human body experiences peaks and dips through the day and night.

What kind of drivers are most at risk?

While all drivers have likely experienced driver fatigue, commercial drivers spend more time on the road than your average commuter and they are often driving on long, monotonous motorways for extended periods.

What does the law say?

Unlike driving while under the influence, it can be very difficult for investigators to prove that a driver was asleep at the wheel. The driver may not want to admit to having fallen asleep at the wheel, or the driver may have died in the crash.

However, drivers who have killed someone while asleep at the wheel can face maximum charges of 14 years in prison.

There are additional laws in place for commercial vehicles, which UK companies operating large commercial fleets need to be aware of. Under the Management of Health and Safety at Work Regulations (1999), employers are charged with assessing all risks involved in driving and road use – this means that employers need to assess the drivers and trips that are at risk for driver fatigue and adjust their schedules and expectations accordingly.

What are the signs of fatigue?

Most people are aware of the general signs of fatigue and sleep; however, many people underestimate the dangers of driving while sleepy, and continue to drive. Signs of fatigue can include:

- Difficulty concentrating
- Heavy eyelids
- Eye movements relaxing or “rolling”
- Relaxation of neck muscles, causing the head to droop or nod
- Yawning.

Are there any medical causes for driver fatigue?

While most driver fatigue is the result of monotonous roads, late hours and not enough sleep, there are some medical conditions that can add to fatigue experienced while driving. Sleep disorders, such as narcolepsy, insomnia or sleep apnoea, can all add to fatigue and make driving even more dangerous. However, just one night’s interrupted or incomplete sleep can also worsen an individual’s ability to concentrate while driving for long periods of time. Additionally, some prescription and over-the-counter medications can cause

fatigue and decrease alertness.

How can fatigue be mitigated by drivers?

While the simplest way to avoid driver fatigue is to get a good night’s rest, this is not always possible – especially for commercial drivers. However, there are a number of ways in which drivers can combat driver fatigue:

- Caffeinated beverages, such as coffee or an energy drink, can reduce tiredness and increase alertness for a short period
- 15-minute naps, when possible, are even more effective at fighting fatigue than taking a quick break to walk around the car
- Planning your journey to include multiple breaks and rest stops is a great way to ensure that you will have coffee and nap stops when you need them.

What are the best practices for employers looking to help their drivers combat fatigue?

One of the easiest and most important things employers can do to help their drivers combat driver fatigue is to train and educate their drivers. If drivers are aware of the warning signs of driver fatigue and are trained in the correct protocol to follow when they feel fatigue coming on, they will be better equipped to handle fatigue in a safe way.

Additionally, employers can choose to include in-vehicle technology to combat driver fatigue. Driver Distraction and Drowsiness Recognition (DDDR) is a monitoring system that tracks driver eye and head movement for signs of drowsiness. If a driver begins to slowly close their eyes or nod their head, the system will warn the driver and tell them that they need to take a break.

Spill control

DO YOU KNOW WHAT TO DO?

Spills, leaks and overflows are an unfortunate inevitability in many workplaces and facilities. However, they pose potential danger to workers and to the environment. Thousands of workplace falls occur every year and can result in serious injury. In addition, depending on the liquid in question, environmental damage can be done by just a small amount of liquid seeping into storm drains and nearby waterways or ecosystems.

Ensuring that workplace spills are monitored, contained and cleaned up is of paramount importance. Successful

workplace spill clean-ups involve understanding the different types of spills that can occur, the best ways to contain those spills, and the products available to combat them.

Not all spills are created equal

Many workplaces will use cardboard, rags or sawdust to clean up any and every spill. While cardboard and rags may be cheap and convenient, they are not the right choice for spills that are more than just a little rainwater tracked into a shop.

There are three main categories of workplace spills:

Chemical spills involve destructive substances such as acids and bases. These spills require special PPE for handling and clean-up, and they need specific sorbents that can tolerate corrosive chemicals. There is a wide range of chemical PPE available, ranging from chemical-resistant

aprons to full body coveralls with boots and jackets. It is important to assess the effects of potential spills and clean-ups ahead of time so the correct PPE can be acquired.

Maintenance spills are water-based solvent and chemical spills. These are the most common spills and are non-aggressive. For these spills, water-absorbent materials and materials that contain cellulose are most useful.

Oil spills consist of hydrophobic hydrocarbons – these are usually leaks of butane, petrol and diesel. As the name suggests, these substances tend to avoid

water and clump together. Thankfully, there are specific products designed especially for oil spills.

Absorption or adsorption

You might not have realised there is a difference, but spill sorbents are made to either absorb or adsorb. It is important to know the difference between the two and what the various sorbents can do before investing in spill control:

- Absorption is when a liquid can dissolve into the sorbent's material. This means that the liquid molecules need to be small enough to seep into the sorbent. Cellulose-based sorbents tend to be very dense, and as a result, spills involving water will be better absorbed by cellulose. Oil spills are handled differently because oil molecules are larger than water molecules.
- Adsorption is when a liquid simply adheres to the surface of the material, rather than assimilate into the material. Sorbents that have greater surface area work better for oil spills, as there is more surface area for the liquid to adhere to.

Types of sorbents

Aside from the distinction between absorption and adsorption, there are many different types of sorbents to use for containing and cleaning spills. The sorbent product used can mean the difference

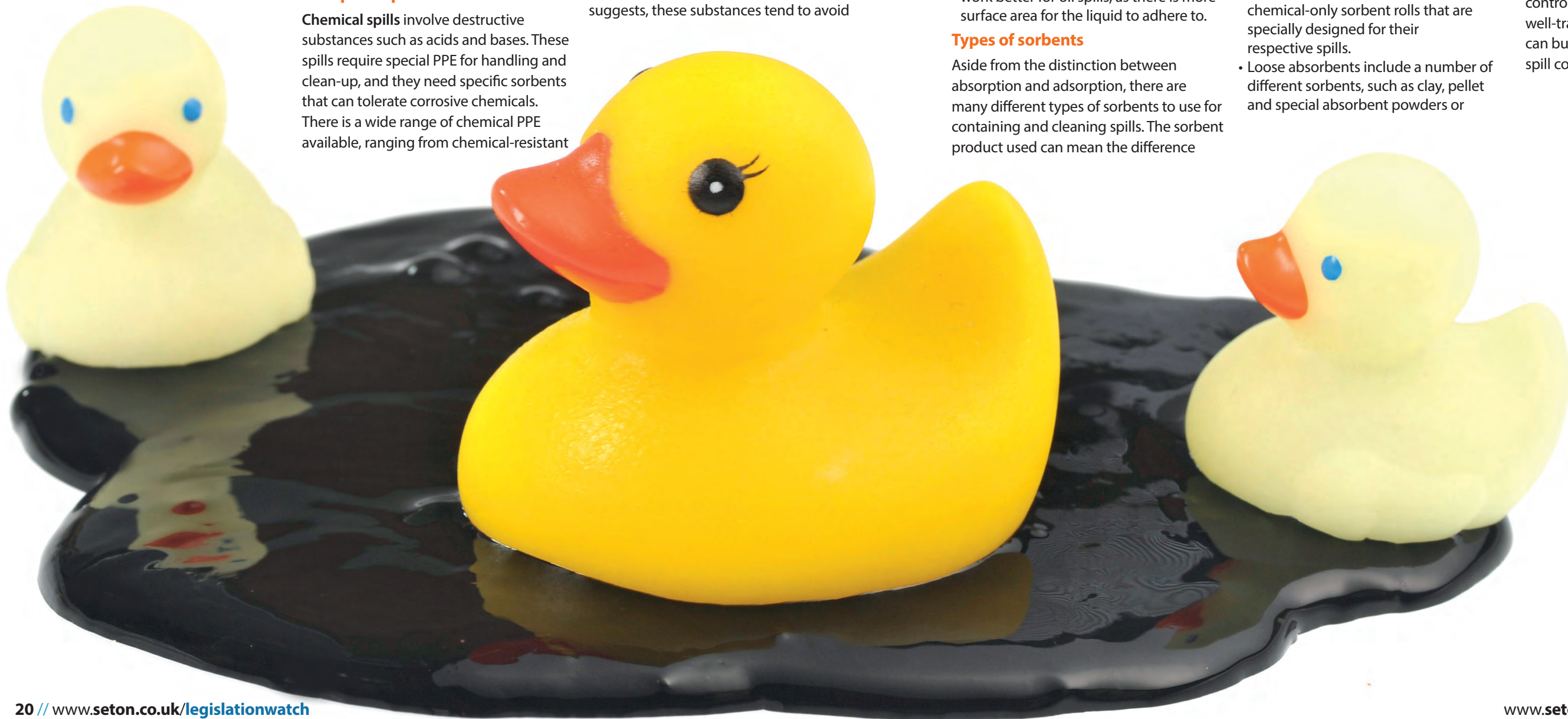
between an efficient, effective spill clean-up and a lengthy and arduous clean-up that may leave residue behind.

- Socs are very versatile spill sorbents and an essential part of every spill kit. Sorbent socs are flexible and can fit around leaking machinery or problem areas to keep the rest of the facility floor clean and safe.
- Pillows are excellent sorbent tools and there are sorbent pillows specially designed for all three types of spills. Their maximal surface area makes them perfect for adsorption of spills, and their density provides great absorption properties.
- Pads are another sorbent spill staple for oil spills and maintenance spills. These convenient and easily-stowed sorbents are ideal for workshops and busy, spill-prone spaces.
- Rolls are effective against a range of industrial spills, including coolants, chemical, water, oil and solvent spills, and can be cut to match the volume of the spill. There are also oil-only and chemical-only sorbent rolls that are specially designed for their respective spills.
- Loose absorbents include a number of different sorbents, such as clay, pellet and special absorbent powders or

granules. These loose absorbents can be sprinkled or poured onto problem leaks and spills – the liquids will be completely absorbed and the granules can then be swept away.

- Drain protection is key for containing spills and protecting workspaces and the environment. A number of products, such as PVC drain covers, can be used to effectively protect drains. These covers can be easily applied atop drains and once cleaned can be reused for future spills.
- Spill barriers are also effective for controlling and containing spills in facilities. These plastic barriers are flexible and can be shaped as needed to contain the spill. Once contained, the spill can be more effectively cleaned.
- Kits are essential for facilities where spills occur, as they are packed with the necessary sorbents in one place. These kits are obviously best kept away from rainwater and moisture.

Having the appropriate sorbents on hand is only the beginning of effective spill control. However, together with a well-trained and diligent workforce, you can build an effective, safe and efficient spill control plan.



Seton recommends...



Style No. CAS674



Style No. CAS0037CHM



Style No. CAS587

What is 5G and how will it affect your business?

For the past few months, 5G has been in the headlines as something that is concerning world leaders, disrupting trade agreements, and forcing industry to consider new ways of operating. So, what actually is 5G? How is it going to affect businesses, from global corporations to individual start-ups?

5G Explained

We've all heard of 4G, 3G and LTE, these are prior generations of broadband cellular network technology. 5G however is something very different – with 5G there is no single type of technology that is being introduced. Instead, 5G will be a continually evolving and developing network of networks which include a much more diverse number of devices, not just mobile phones and tablets. This new, interconnected evolution of network technology is known as the Internet of Things, or IoT.

What differentiates 5G

There are a number of key features that set 5G apart, including:

- Reliability – 5G is said to be extremely reliable. This means that calls are less likely to be dropped and connections will improve
- Flexibility – with 5G, network flexibility will increase and, as a result, networks will be able to divide a single network into multiple virtual networks
- Battery life – one of the key benefits of 5G is that, with all of the improvements, battery life will be improved drastically for devices and could be increased up to 10 times
- Latency – 5G will offer lower latency for devices. This means that the delay that exists when using your phone will be decreased from 40-50 milliseconds to 1 millisecond or less
- Capacity – 5G will allow for networks to have greater capacity. The result will be

that networks are able to host a large number of high-demand applications simultaneously

- Speed – 5G will drastically increase the speed of network. Anyone stuck on 3G understands how much of a difference speed makes, and some have predicted that 5G could be up to 100 times faster than the 4G networks we have today.

5G and business benefits

Clearly all of these new features will benefit us in our everyday lives as we use and engage with technology. However, 5G is also set to have a massive impact on business going forward.

A recent study by Qualcomm found that, by 2035, 5G could provide the foundation for up to \$12.3tn worth of goods and services in a diverse range of industries. The report found that the 5G value chain alone could generate up to \$3.5tn in revenue and create up to 22 million new

jobs. These figures alone are staggering, but 5G will have an international impact – Qualcomm found that 5G could also increase the global GDP by \$3tn from 2020 to 2035.

Furthermore, PBS Research also found that 5G could have a momentous impact on the future global economy, by surveying over 3,500 professionals in the space. The study found that 89% of the respondents expect there to be an increase in productivity and 91% expect new products and services to arrive on the market.

Statistics aside, there are a number of concrete ways in which businesses can benefit, including:

- Flexible working – with improved mobile network access, more individuals will be able to work remotely and still remain just as connected to their work through improved online connections and faster speeds

- AR and VR – improved and more efficient augmented reality and virtual reality systems provide opportunities in a number of different industries to engage with consumers, improve industry processes, and enhance entertainment and gaming experiences
- Decreased costs – the transition from a network based on hardware to one based on software will decrease the costs for mobile operators
- Bespoke networks – due to the flexibility of 5G, businesses will be able to almost own their own 5G network
- Rural innovation – faster speeds, increased connectivity, and better flexibility will allow for improved development and increased digital opportunities in rural communities

5G and industry-wide shifts

As 5G evolves, it will become increasingly clear just what is possible with the improved network. However, it is already clear that it will have a massive impact on a wide range of industries.

For example, in manufacturing, companies will be able to develop digital twins and analyse exactly how they can increase productivity, improve manufacturing and develop new products and processes. In the transportation industry, self-driving cars, smart drones and hyper-efficient traffic lights and systems will reduce emissions and decrease commute times. Finally, healthcare is set to benefit from better digital diagnostic services, robotic assisted surgeries, and improved patient monitoring and health tracking technology.

Conclusion

To conclude, 5G deployment will be a slow process and some of the benefits may not be noticeable for a few years. However, 5G will benefit every industry and every business, and potentially usher in a new technological revolution. The first step to being prepared for the changes ahead is to learn more about 5G and how you can harness its power to improve and increase your business.

5G



Q&As



Q I have been told I have to shave as I am required to very occasionally use RPE. Is my employer duty bound to offer me an alternative method of protection?

A The most important thing to stress is that RPE is a last resort. Your employer should be actively working to reduce the risk of inhalation in a more effective way. A beard presents difficulties obtaining a seal around some RPE, which can let contamination in and out at the edges. Reliable sources such as HSE or BOHS, both provide information on this subject such as face-fit basics and breathefreely.

HSE says: If there are good reasons for having a beard (e.g. for religious reasons), alternative forms of RPE that do not rely on a tight fit to the face, are available. It doesn't specify what these might be, but perhaps they would include hood type respirators and helmet/visor type powered respirators.

BOHS recommends: Battery powered or compressed air supplied RPE with loose-fitting face-pieces may be suitable alternatives. Whilst these types of RPE require a close fit to the wearer's face, they don't require a tight-fit like masks do.

You should talk to your employer first about why RPE is necessary at all, and if it is, which type would be most appropriate; you should ask to see the COSHH risk assessment for the tasks concerned. As an employee you will have a legal duty to co-operate with your employer but you also have a right to expect consultation from them on matters affecting your health and safety at work.

Q&As

Q As an employer, am I responsible for electrical equipment brought into work by staff?

A As an employer, you have a responsibility to maintain good health and safety standards for your employees. If an employee brings in their own electrical equipment and then uses it, it becomes work equipment. This means that as the employer, you are responsible for its safe usage.

Electrical safety at work is covered by the Electricity at Work Regulations 1989. As an employer, you will need to make sure that the electrical equipment brought in complies with current electrical safety legislation and that any of your employees using it have the necessary training. It is recommended that you conduct Portable Appliance Testing (PAT). How often you will need to do this depends on the equipment, where and how often it is used, and the risk to those using it.

There are many problems with this practice. As second-hand equipment, you may be unsure as to where or when it was purchased or what wear and tear it has already received. Often, employers find it easier to ban their employees from bringing their own electrical equipment and instead accept it is their responsibility for providing the electrical equipment needed for the workplace and the comfort and wellbeing of the staff.



News ROUND UP

July 2019



Breast cancer: no links to nightshift

Previous research by the World Health Organisation raised concerns about nightshift workers being more prone to breast cancer. An updated report funded by Breast Cancer Now and created by the Institute of Cancer Research confirmed that there is no direct correlation between nightshift workers developing cancer or breast cancer.



One in three can't use first aid

A third of Britons say they would not be confident to attempt the kiss of life on someone having a cardiac arrest. The study carried out by the British Heart Foundation also revealed that 96% would immediately call an ambulance, but experts say by the time one arrived the victim may well have already died.



Man banned from The Range

A man who complained to retailer The Range about fire safety concerns has been banned from every one of their stores in Britain. Derek received a letter from the budget retailer stating he was no longer welcome on the premises after alleging that the company's Fenton store was breaching health and safety regulations.

£750k fine over death of floor layer

A property maintenance firm and a flooring manufacturer have been fined a combined £750,000 over the death of a floor layer in London. Paul Tilcock had been using an adhesive that contained dichloromethane (DCM) which poses inhalation risks. Altro, the company that supplied the adhesive pleaded guilty to breaching s 6(4) of the Health and Safety at Work Act.



Dessert company fined after employee struck by machinery

Mademoiselle Desserts Corby Limited pleaded guilty to breaching Section 2(1) of the Health and Safety at Work Act 1974 after an employee was injured whilst moving a large mixer across the site. Two workers were pulling the unsecured load when both the pallet and mixer tipped onto one worker resulting in five broken bones in his foot. The company were fined £36,000 and ordered to pay costs of £1,371.80.



Furniture maker refuses to stop using broom

A furniture maker has been asked to stop using a broom to sweep sawdust as it is putting his workers at risk. Michael Northcroft said "It's a load of rubbish... the broom stays." A statement from the HSE said: "While it is simply not the case that HSE has banned the use of broomsticks, companies are being encouraged to use one of the many safer and more efficient types of equipment."



James Bond set destroyed by explosions

The 007 stage of the new James Bond film at Pinewood Studios was destroyed and one member of crew suffered a minor injury following three huge explosions. The crew were testing a stunt involving a fireball when the incident took place. The HSE were made aware of the incident.

Fears over schools built on toxic dump

Despite an "overwhelming" number of objections by locals in 2010, two schools in Coatbridge were built on a site that had been used for decades as a toxic dump. Deputy Minister, John Swinney, ordered an inquiry after four teachers developed a rare form of bladder cancer. In December pupils and teachers were told to stop drinking tap water due to high levels of copper.



Footballer throws HSE notice in bin

Semi-professional footballer, Leonard Hamilton, known as 'Asa' narrowly avoided jail after two employees at his building firm worked on a two-storey roof without any scaffolding or safety equipment. When court papers were served he was seen to throw them in the bin. Asa received a 12 month suspended prison sentence and was ordered to carry out 200 hours of unpaid work after failing to comply with the prohibition notice.



Cow attack on woman in Snowdonia

The HSE has confirmed an investigation is underway after a herd of cows trampled 49-year-old Lisa Wells in Capel Curig. Ms Wells was walking along a footpath with her 7 year old Granddaughter when the herd of cows and a bull began to circle them. Ms Wells was airlifted to hospital with broken ribs, a broken hand and fractured shoulder.



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