

HSE SAFETY CORNERSTONES

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Mental Health Conditions Become the Most Common Work-related Illness

In 2016-17, the number of UK workers that suffered from mental health conditions—including work-related stress, depression and anxiety—rose by nearly 10 per cent to 526,000, according to the HSE. This makes work-related stress the most common work-related illness in the United Kingdom. These conditions account for an annual average of 12.5 million working days lost and cost the UK economy an estimated £33 billion to £42 billion, according to Deloitte.

Mental health conditions harm organisations by reducing productivity and profitability. What's more, recent research from the charity, Business in the Community, found that 60 per cent of employees have experienced symptoms of at least one mental health condition as a result of their work.

To help your employees manage their mental health, your organisation must establish a workplace culture that promotes positive mental well-being. To do so, consider implementing these three best practices:

1. Develop a policy that outlines your organisation's commitment to making workplace mental health a priority. This should include programmes or initiatives that you will implement to achieve this goal.
2. Develop policies and practices for workplace harassment, violence and bullying, as these are some of the most common causes for mental health conditions.
3. Encourage employees to adopt a healthy work-life balance and institute policies that support manageable workloads.

For help promoting mental well-being, contact Henshalls Insurance Brokers today.

Millennials More Likely to Suffer Workplace Injuries Than Older Workers

According to the International Labour Organization, young millennials (between the ages of 15 and 24) are 40 per cent more likely to get injured than their older colleagues. To protect your young workers, follow these five steps:

1. Assess each new employee's health and safety knowledge and abilities as well as his or her capacity to understand and follow directions.
2. Provide each new employee with necessary training. This should include highlighting any potential dangers.
3. Review what control measures have been put in place to ensure that your employees can complete their job responsibilities safely.
4. Have a senior staff member supervise new employees as they complete their job responsibilities to ensure that they are acting in a safe manner.
5. Check in with your new employees to verify that they understand what is expected of them and to address any of their questions or concerns.

HSE News and Prosecutions

DVSA to Fine Drivers Who Breached Rest Rules Within the Last 28 Days

On 1 November, Driver and Vehicle Standards Agency (DVSA) agents and police officers were granted the authority to begin issuing fines of up to £300 to drivers who did not rest properly and spent their rest breaks in problematic places, such as in the cab of their lorry in a layby. In a single roadside check, DVSA traffic examiners will be able to issue fines for up to five drivers' hours offences, which means a driver could be fined up to £1,500.

Almost Half of Workers Not Replacing Old Work Boots Due to Discomfort

According to research commissioned by Dr. Martens, 40 per cent of UK workers are putting off getting new boots because of the pain and discomfort associated with breaking in a new pair. On average, it takes up to a week for a pair of boots to be properly broken in. If this period could be reduced, the majority of the surveyed workers said that they would be more inclined to purchase a new pair sooner.

Britain's Annual Injury and Ill Health Statistics Released

In 2016-17, 1.3 million UK workers suffered from work-related ill health and 609,000 experienced a workplace injury, according to the HSE's annual injury and ill health statistics. If you would like to review the entire 2016/17 health and safety statistics, click [here](#).

Provided by:

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