

# Barbour EHS

Why is Health and  
Safety important?

Its important  
because.

- Protects the Board and Directors by keeping the business legally **compliant**
  - Protects against **prosecutions** and **potential fines**
  - Ensures **employee safety**
  - Helps to **reduces accidents**
  - Keep the **workforce motivated, happy and healthy**
  - Helps to maintain good **brand reputation**
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The problem

# The cost of **non compliance**

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# The Cost of Non-Compliance

If your business is found to be guilty of not complying with regulations, you could face **penalties, fines** (most common punishment) or even **imprisonment**.

In 2018/2019, the average health and safety fine rose **to £150,000<sup>1</sup>** and a total of **£54.5 million worth of fines** were issued.

Brand reputation damaged which could lead to loss of new and existing business PLUS business insurance premiums may increase.

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The problem

# The cost of **sickness** and **accidents**

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## Workplace injury and work-related ill health in the Great Britain 2019/20<sup>2</sup>:

- **690,000** workplace **injuries**
- **134** workplace injury **fatalities**
- **559,000** new cases of **work-related ill health**
- **18 days** (average) taken off work due to a case of **work-related ill health**
- **8 days** (average) taken off work due to a **workplace injury**

## **Costs to employers: £2.9 billion per year**

- productivity costs at **£1.6 billion** (occupational/ statutory sick pay payments made, plus 'production disturbance' costs) and Employers Liability premiums at **£1.3 billion**
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The problem

# The cost of **mental health** and **wellbeing**

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# Mental Health in the workplace

- **1 in 4** people have a mental health issue.<sup>3</sup>
- **1 in 7** people are experience mental health problems in the workplace (**14.7%**).<sup>4</sup>
- Evidence suggests that **12.7% of all sickness absence days** in the UK can be attributed to mental health conditions.<sup>5</sup>
- The annual cost of poor mental health to employers in the UK at **£33 - £42 billion** in sick leave, staff turnover and productivity.<sup>6</sup>
- Better mental health support in the workplace can save UK businesses up to **£8 billion per year**.<sup>7</sup>

**HAPPY & HEALTHY EMPLOYEES ARE MORE PRODUCTIVE!**

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What do professionals need to  
do to **support the business?**

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# Two sides to the role

## Keep the business compliant

- Develop company policies and standards.
- Keep a library of legislation and guidance up to date.
- Work towards ISO 45001 and/or 14001.
- Keep the board and directors informed of changes in legislation that may affect the business growth.
- Site audits and inspections.

## Change the culture and behaviour of employees.

- Work with managers to give them a good understanding of their roles and responsibilities.
  - Train managers to enable them to help others.
  - Provide employees with a good understanding of their role in keeping themselves and their peers safe.
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# Challenges in supporting the business

- It's becoming increasingly difficult to **stay on top of legislation**
  - Holding out of date information is a **risk to the business**.
  - Tenders are becoming **more complex**.
  - **ISO 45001** and **14001** accreditations are now being requested by clients.
  - **Complex Legal registers** need updating.
  - Policies need **constant monitoring**.
  - **More time** is needed to keep the business up to date and compliant.
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# Challenges in changing the culture & behaviour of employees

- More communication methods are needed to help **change the culture** and behaviour.
- Staff need **training** and regular updates to keep them engaged and informed.
- Proof of training and support needed to protect against the **risk of prosecution**.
- Communication tools need **constantly checking and updating**.
- Different types of employees need **different types of information**.

**All of this takes time but there aren't any more hours in the day and sometimes less resources available to draw from.**

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## How do you juggle your time between the growing expectations of your role?

- Research hat
  - Editorial hat
  - Admin hat
  - Getting out on site and being a Safety Professional hat
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# The Solution

**One place to go for information for the whole team.**  
**Saving time** for professionals on research, **improving efficiency** and **providing peace of mind** that no one is duplicating information, or using out of date information that is stored on your server.

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**All your research materials consolidated into one place.**

Includes all Legislation, ACOPS, Guidance and Best Practice materials. Also, specialist publishers and Trade Associations **which aren't always free to obtain.**

**No other service provides this depth of resource.**

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Not only does our service ensure that you're ticking all the boxes for **compliance** and **legal registers**, it also provides **Practical Tools** and **'How to' guides** for the business you're working in.

Receive updates for your regional legislation plus over 800 authoritative publishers including HSE, EA, BSI with our **bookmarking feature** which alerts you by email when any change occurs. Our **Legislation** and **Consultation** updates provide an advanced warning of what is coming out in the future.

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Over **60 years** of expertise:  
keeping companies **safe** and  
**compliant** since 1957!

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# Barbour subscription: what you get

- **Document Library:** Information from over 800 sources in one place.
  - **Summaries:** Clear concise factual summaries saving time on reading.
  - **Technical Guides:** Comprehensive 'how to guides' on key topics.
  - **Model Policies:** Use our template module policies to save you time updating yours.
  - **Directors Briefings and Employee Factsheet:** helping to get the right message to the right people.
  - **Legal Register Facility:** A live legal register keeping you up to date with changes in legislation.
  - **Legislation and Consultation Updates:** Advanced warning of what is coming out in the future and alert when it changes.
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  - **Weekly Newsletter:** Short concise updates all in one email.
  - **ISO45001 + ISO14001 + ISO50001 :** Gap Analysis tools
  - **Monthly Webinars:** Keep CPD up to date with regular webinars on legislative updates and best practice.
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- Contact via **email** or **phone**
- **On-boarding** to settle you in
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# Contact us today!

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