

**Hosking Associates**

**Providing Corporate Safety Solutions**

[WWW.Hosking-Associates.Com](http://WWW.Hosking-Associates.Com)

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**Managing Director**

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## **Introduction**

Hosking Associates passionately believes that good safety management makes good business sense. We also know that we have the ability and track record to improve company safety standards and to help your operational activities to run more smoothly and more efficiently. When safety is properly integrated by directors into their business development, the results really can be astonishing.

Instead of standing outside the general management of an organisation safety becomes an integral component for achieving success. It enthuses and reassures staff, improves communication and satisfies customers. Costs are managed by claims and incident reduction, by controlling staff turnover due to inappropriate working conditions and by improving training. It will make your operational management run more efficiently.

The requirements upon senior managers and directors are contained within the Health and Safety at Work Act 1974 and Management of Health and Safety Regulations 1999.

The person at the top of any organisation is ultimately responsible for health & safety because they have the ability to make changes and decisions, particularly financial, which can directly affect the way that safety is managed. Latest guidance now suggests that consideration should be given to allocating this responsibility to a main board director. These individuals have the ultimate responsibility to provide sufficient resources to fund safety measures and to drive forward a positive safety culture, led from the top. Responsibilities are ultimately dependent upon an individual's decision making position and abilities within their organization and in the event of an investigation the chain of command and decisions that individuals have made (or not made) will be closely examined.

This is onerous legislation and although principles are straight forward implementing systems, management controls and training can be time consuming and difficult.

Health and safety requirements state that there must be arrangements in place, as appropriate, having regard to the size of the undertaking and nature of activities to ensure that there is effective, planning, organisation, control, monitoring and review of preventative and protective safety measures.

A responsible employer will fulfil responsibilities, such as ensuring that employees working on and off site have training in health & safety issues such as fire or emergencies. They will carry out risk assessments for the tasks that are undertaken and have a comprehensive management system and procedures in place. Tasks that must be risk assessed may include anything from manual handling to using a display screen and could change depending on the circumstances of the individual.

Where the willingness exists within an organisation to improve its safety culture we can assist.

- You may be looking purely for a review of your standards to see where you are
- You may have systems in place but require additional support to reach the standards that you aspire to.
- You may require a second opinion from an independent professional that has experience of working within a company at a senior level and is able to provide support in any way you require.
- You may have had an incident that has made you question the processes you currently have in place
- You may feel that you are not in control or that you do not really know where your organization is in respect of safety.
- Your existing safety team may require additional support or assistance with implementing new standards or a fresh approach.

All too often organisations will fulfil the responsibility to identify problems but lose momentum to change management systems and processes that will prevent hazards existing in the first place.

### **Hosking Associates – What Can We Do for You?**

We will work within any type of organisation to work on any basis to undertake the following as required:-

- Every project begins with a complete review of your organisations corporate safety processes discussing arrangements with individuals at all levels and in all areas of your business to give a clear over view of where you really are
- From this we would provide a detailed report along with prioritised recommendations to turn around safety management within your organisation both from top down and bottom up.

Following the review you may decide to manage change internally. Or, you may wish to continue to use our services to implement some or all of the recommendations identified.

If appointed we can continue to work with you to make change happen by:-

- Management of pre-selected specialist consultants at competitive rates to undertake safety monitoring – particularly where you are involved in an industry with very specialised hazards
- Provision of procedures and documentation
- Reviewing existing training arrangements and provision of additional training
- Where sub-contractors are used examine how their safety is managed, providing and where necessary implementing any necessary systems
- Development of a strong safety culture within your organisation via employee participation through working groups and campaigns to manage change

- Reviewing incident reporting and trend analysis systems
- Development of safety as a key performance indicator, encouraging the right type of competition and enabling individuals to have their safety performance considered as part of their performance review
- Place sites, regions or parts of the business onto special measures to drive up standards quickly where this need is identified

We may identify that the best way to manage change is for you to appoint an in-house safety professional in which case we can assist with recruitment and / or technical management of this individual.

We are available to undertake as much or as little as your organisation requires by looking at your actual organisational needs, working with you to help you to make pragmatic safety decisions about your organisation and to help you to use the right consultants where additional support is required.

We aim to develop pragmatic management systems for you that enable safety to be managed as an integral part of your business.

Whatever your corporate needs we can and will turn around your organisation or provide you with the assurance that you really do have the high standards you expected.

We are also available to undertake the following work

- Environmental Reviews which can be undertaken alongside your safety management review if requested
- Corporate reviews in respect of Construction (Design & Management) Regulations, including acting as planning supervisor
- Safety Management Training of senior level staff
- Major incident investigation
- Liaison with local authority EHOs, HSE inspectors or Fire Officers in sensitive situations
- Expert Witness

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