



21  
Years

Inspiring positive change  
2002 - 2023

## Working in hot weather

### Summary

The UK Health Security Agency and the Met Office issued the first yellow heat-health alert for 2023 in mid June.

The Health and Safety executive (HSE) said the alert, and the record high temperatures seen in Great Britain last summer, should prompt employers to take action to protect those working both inside and outside in extreme heat.

### Background

Employers must assess risks to the health and safety of their workers by law, including risks from extreme weather such as heat waves. While there is no legal maximum temperature for workplaces, heat is classed as a hazard and should be treated like other hazards.

HSE says everyone – whether working indoors or outdoors – is at risk and employers should discuss with workers changes to manage the risk.



### What you can do

The HSE is asking employers to consider simple and cheap measures such as:

- Making sure workplace windows can be opened or closed to prevent hot air from circulating or building up.
- Using blinds or reflective film on workplace windows to shade workers from the sun.
- Placing workstations away from direct sunlight and heat sources.
- Putting insulation around hot pipes and machinery.
- Offering flexible working patterns so workers can work at cooler times of the day.
- Provide free access to drinking water.
- Relaxing dress codes if possible.
- Providing weather-appropriate personal protective equipment
- Encouraging workers to remove personal protective equipment when resting (ideally in shaded areas) to cool off.
- Sharing information about the symptoms of heat stress and what to do if someone is affected.

### More info

The HSE's temperature in the workplace guidance can be accessed at:

<https://www.hse.gov.uk/temperature/employer/index.htm>

NHS guidance on how to cope in a heatwave can be viewed at:

<https://www.nhs.uk/Live-well/seasonal-health/heatwave-how-to-cope-in-hot-weather/>



**NEW**  
Course



The course can be started immediately.

More details about the course can be viewed at:  
<https://hsqe.co.uk/courses/iema-pathways-to-net-zero/>

The logo for IEMA Training Centre is a circular emblem. It features the acronym 'IEMA' in a large, bold, sans-serif font. Below 'IEMA' is the tagline 'Transforming the world to sustainability' in a smaller, regular sans-serif font. A large, bold checkmark is positioned to the right of the tagline. At the bottom of the circle, the words '- TRAINING CENTRE -' are written in a bold, sans-serif font, enclosed within a horizontal bar.



## New guide: introduction to managing health and safety

### Summary

The Health and Safety Executive have developed a new online guide to help users to quickly find and understand what their business must do to comply with health and safety law.

The step-by-step guide will help users to:

- understand what managing health and safety means;
- find the right guidance for their workplace; and
- use the Plan, Do, Check, Act approach to manage health and safety in a way that is simple and proportionate to risks, while still complying with the law.

We also have guidance on common workplace risks where you can find specific advice for your workplace.

### More info

The guide can be accessed at:

<https://www.hse.gov.uk/managing/introduction/index.htm>

Guidance on common risks can be accessed at:

<https://www.hse.gov.uk/simple-health-safety/risk/common-workplace-risks.htm>

## Dad killed by reversing bin lorry

### Summary

A city council has been fined £80,000 after a father-of-three died when he was struck by a bin lorry.

### What happened?

The injured man passed away after being hit by the rear and underside of a bin lorry that was reversing down a road on 8 December 2017.

The man was working as a loader operative at the time of the incident. His partner said her family will never get over his passing.

### How did things go wrong?

The Health and Safety Executive (HSE) investigation found that the city council failed to effectively manage the risks presented by moving refuse vehicles, provide training and instruction for agency workers on safe procedures for reversing and the use of hand signals. The local authority also failed to effectively monitor its employees' working practices.

### What was the outcome?

The local authority pleaded guilty to breaching Section 2(1) and Section 3(1) of the Health and Safety at Work etc. Act 1974. It was fined £80,000 and ordered to pay £61,065 costs.



### Anything else?

The man's partner said: "Nickie Bishop said: "I would like to reiterate the pain this has caused me and my boys. My boys' dad will never be brought back from this tragic incident. Me and my sons shall never get over this."

Following the trial, the HSE inspector said: "Several health and safety management failings were identified by this public organisation which led to inconsistent systems of work and provision of training in the high-risk activity of waste collection. [His partner's] words make clear the impact [his] passing has had on the family and our thoughts remain with them. "Local authorities and companies should be aware that HSE will not hesitate to hold to account those that fall below the required standards."

### More info

HSE guidance can be found at:

<https://www.hse.gov.uk/waste/collection.htm>



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## Recommendation made to restrict substances in tattoo and permanent make-up inks

### Summary

The Health and Safety Executive (HSE) is recommending the restriction of hazardous substances in ink used for tattooing and permanent make-up (PMU) in Great Britain.

### Background

The proposed new restriction would target substances classified for carcinogenicity, mutagenicity, reproductive toxicity, skin sensitisation, skin corrosion, and serious eye damage. It aims to protect people from any potential harmful effects which may be caused by tattoo and PMU ink.

This is the first time HSE has recommended a restriction of a substance in its role as the agency for UK REACH, the chemicals regime established in Great Britain after the UK left the European Union.

The Secretary of State for the Department for Environment Food and Rural Affairs (Defra), in consultation with Welsh and Scottish ministers, will now decide if the restriction should be brought into law.

Dr Richard Daniels, director of HSE's chemicals regulation division, said: "Currently there is no legislation to control what substances are present in tattoo and PMU ink. We've considered the health risks carefully and looked at the social and economic impact of recommending this restriction."

Dr Daniels concluded: "If Defra, Scotland and Wales accept our recommendation, the next step is for them to draft new legislation. We are recommending a transition period of two years so there will be time for manufacturers and suppliers to adapt to any new legal requirements and to fully test the safety of reformulated inks before they start to use them, there will be a further year for artists to use up old stock and switch to new inks."

This recommendation has been reviewed by a Challenge Panel made up of independent experts from the REACH Independent Scientific Expert Pool (RISEP).

### More info

The publication of the final risk assessment opinion and the 60-day public consultation on the draft socio-economic (SE) opinion, can be accessed at:

<https://consultations.hse.gov.uk/crd-reach/reach-restriction-tattoo-ink-pmu-substances/>

More information about RISEP can be accessed at:

<https://www.hse.gov.uk/reach/reach-independent-scientific-expert-pool.htm>



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## Machine operator lost fingers in an accident

### Summary

A leading bedding manufacturer has been fined £80,000 after an employee suffered horrific injuries when his hand was drawn into a machine.

### What happened?

The incident occurred on 9 December 2020, when a machine operator noticed a fault with the machine and in an attempt to resolve the issue, tried to power down the machine to allow access. However, the machine was still moving, and his left hand contacted dangerous moving parts.

The machine operator lost three fingers as a result of the incident.

### How did things go wrong?

An investigation by HSE found that the company had not made adequate arrangements to prevent access to dangerous moving parts of the machine. The company failed to provide a sufficiently robust procedure for powering down the machine to allow safe access. There was also inadequate training, monitoring and supervision of employees for dealing with problems with the machine.

### What was the outcome?

The company pleaded guilty to breaching Section 2(1) and 33 (1) of the Health & Safety at Work etc. act 1974. The company was fined £80,000 and was ordered to pay £4,989.05 costs.



# Land owner fined after members of the public are attacked by cows in two separate incidents

## Summary

A Wiltshire landowner has been fined £15,000 after members of the public were seriously injured by cattle while walking along footpaths on his estate.

## What happened?

The landowner pleaded guilty to health and safety failings at his estate in Bradford-on-Avon. It follows two separate incidents in summer 2021 in which people using public footpaths on his land were attacked by cows.

Three people were walking with dogs on 5 June 2021 when they found the public right of way blocked by an electric fence and no alternative route provided. After carefully negotiating a fence to continue along the path, the trio were approached and attacked by several cows.

Despite being formally instructed to implement controls to prevent a similar incident, a second attack occurred weeks later on 19 August 2021, when a local builder was out for an early morning run with his dog along the footpath.

The man sustained significant injuries including concussion, dislocated shoulders, broken ribs, and broken vertebrae. He was in hospital for several days. On this occasion there had been no measures to segregate the cows from the footpath.

## How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found that the landowner had failed to ensure the risks to members of the public were controlled, including where possible, that cattle with calves were suitably segregated from the public footpath. HSE has advice for farmers, landowners and other livestock keepers on dealing with the risks posed by cows with calves.

## What was the outcome?

The landowner pleaded guilty to breaching two counts of section 3(2) of the Health and Safety at Work etc Act 1974. During sentencing he was fined £15,000 and ordered to pay costs of £8,000.

## Anything else?

he HSE Inspector said: "Large animals can be a risk to people. Even a gentle knock from a cow can result in injury. Seemingly docile cattle can pose a risk to walkers when they are under stress or feel threatened and can exhibit instinctive maternal or aggressive behaviour.

"Where possible cows with calves should not be grazed in fields where there is a public right of way. Where this is not possible they should be segregated from the footpath by appropriate fencing where it is reasonable to do so."

## More info

Advice for farmers, landowners and other livestock keepers can be accessed at:

<https://www.hse.gov.uk/pubns/ais17ew.htm>



*During the first incident, an electric fence was blocking the public footpath. Although the fence allowed walkers to climb under or over it, cows on the other side were not separated.*



*Signage was attached to the northern entrance after the first incident*



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## HSE inspections focusing on lung disease

### Summary

Health and Safety Executive (HSE) inspectors are currently carrying out a targeted health inspection initiative focusing on the respiratory risks to construction workers from exposure to silica and wood dust.

The inspections will continue to be carried out until 14 July.

### Good practice

The HSE cited an example of good practice as part of the initiative.

They highlighted a battery powered mitre saw with battery powered M type dust extraction system, which the user could turn on via a remote control on his wrist.

They also noted that in addition to the good setup, the user had an FFP3 mask, was clean shaven and was face fitted.

The setup is shown opposite.

### More info

You can learn more about the simple steps to plan your work, stop dust getting into the air and use the right controls by visiting the HSE's Dust Kills website at:

<https://workright.campaign.gov.uk/campaigns/construction-dust>

The Construction Dust Information Sheet (CIS36) can be viewed at: <https://www.hse.gov.uk/pubns/cis36.pdf>

The Construction Dust Busy Builder Sheet (CIS78) can be viewed at: <https://www.hse.gov.uk/pubns/cis78.pdf>





# Outbreak of Legionnaires' disease

## Summary

A plastics manufacturing company has been fined after it put workers and the public at risk of being infected with potentially deadly bacteria.

## What happened?

Five people were infected with Legionnaires' disease, the potentially deadly lung infection. One person was taken to intensive care and put on a ventilator after being infected.

People can get Legionnaires' disease when they breathe in small droplets of water in air that contains the Legionella bacteria.

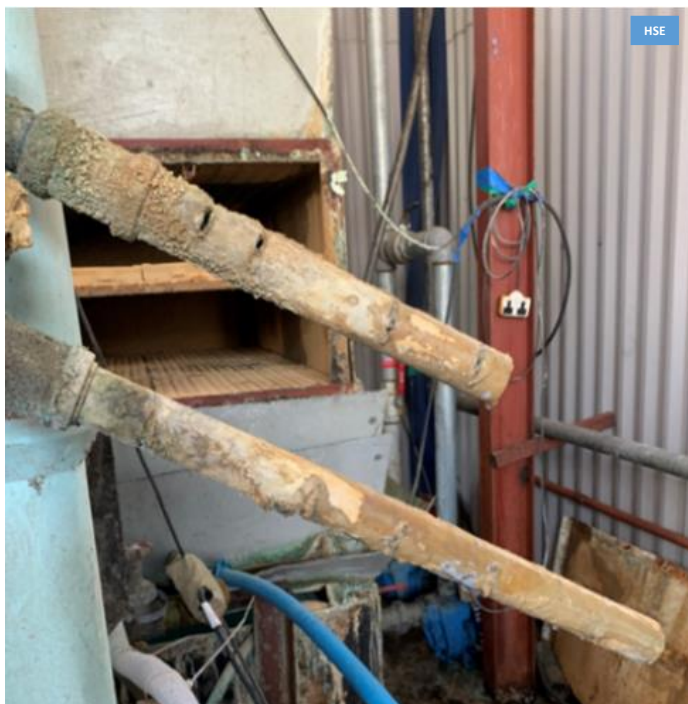
## How did things go wrong?

The Health and Safety Executive (HSE) investigated the company after members of the public became infected with Legionnaires' disease in September 2020.

The HSE found that the company failed to manage the risk of Legionella. The HSE found that water-cooling towers inherited by the company were in an extremely poor condition. This allowed Legionella bacteria to grow in the water-cooling towers and pipes, exposing employees and members of the public to risks of significant ill health.

## What was the outcome?

The company pleaded guilty to breaching Section 2(1) and 3(1) of the Health and Safety at Work etc. Act 1974. It was fined £50,000 and ordered to pay £11,000 in costs.



*Water-cooling towers seen at the site*



## Anything else?

The principal inspector said: "Exposure to Legionella can cause death or serious illness where water cooling systems are not being managed effectively.

"It is really important that proactive management of the risk from Legionella bacteria is taken seriously.

"There are well publicised and simple precautions for companies to take, and if followed, will ensure that employers manage and control the risk."

## More info

HSE guidance can be found at:

<https://www.hse.gov.uk/legionnaires/>



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## Worker crushed by 700kg crate

### Summary

A glass distribution and installation company has been fined £200,000 after an employee broke two ribs and fractured his vertebrae after being crushed by a crate.

### What happened?

The man, 29, was working in the firm's warehouse. He had been moving a crate of replacement glass, weighing approximately 700kg, with the help of another colleague on 16 June 2021.

The pair placed the crate on the top of a set of skates and intended to push the load across the warehouse. While doing this however, the crate became unbalanced and fell, trapping the worker underneath.

He suffered two broken ribs, a punctured lung and a fractured vertebrae. Six screws and a plate were inserted to fix the vertebrae.

### How did things go wrong?

A Health and Safety Executive (HSE) investigation found that the company's system of work used to move crates in the warehouse was hazardous. When a crate was balanced on the skates it became unstable, increasing the risk of the load tipping. In addition to an inadequate system of work to move the crates, the company also had no suitable risk assessment despite a previous similar incident. Had the warehouse been less congested, a more suitable method of moving the crates could have been used, such as a proprietary pallet handling truck.



*The crate that was being moved by the two workers*

### What was the outcome?

The company pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work etc. Act 1974. The company was fined £200,000 and ordered to pay £4,897.05 in costs.

### More info

HSE guidance relating to the movement of goods can be found at:  
<https://www.hse.gov.uk/movinggoods/index.htm>



## Hygiene consultancy firm fined

### Summary

A Hampshire-based hygiene consultancy firm has been fined £2,000 after its failures put workers at risk of exposure to hazardous substances.

### What happened?

The company provided an occupational hygiene consultancy service to customers across the South of England. The reports provided by the firm are used by their customers to make decisions regarding necessary controls to protect their workforce from risks to their health from substances including hazardous chemicals and dusts. However, they provided one customer with a deficient occupational hygiene exposure monitoring report.

### How did things go wrong?

An investigation by the Health and Safety Executive (HSE) found the report to be inadequate and did not provide the information necessary regarding the extent of exposure to hazardous substances, including isocyanates from paint spraying, a potent respiratory sensitiser. The report used inappropriate occupational hygiene monitoring and analysis methods and consequently under-reported the actual exposures at the customers premises.

### What was the outcome?

The company pleaded guilty to breaching Section 3(1) of The Health and Safety at Work etc. Act 1974. The firm was fined £2,000 and ordered to pay £6,583 in costs.

## Security firm fined £2.25m

### Summary

A security firm has been fined £2.25 million for health and safety failings following the death of a custody officer

### What happened?

The female was kicked twice, once in the body and once in the head, at Blackfriars Crown Court in 2015 during the restraint of a prisoner in custody. She died from brain injuries caused by the second blow. She had worked for the security firm for 10 years when the attack took place.

### How did things go wrong?

The incident led to an investigation by the Health and Safety Executive (HSE) that found that the company failed to properly analyse risk intelligence on prisoners and communicate risks and safety precautions to staff. There was also a failure to have sufficient procedures in place and follow them, to provide readily accessible protective equipment and to ensure further training was provided where identified as required.

In addition, there was a continued failure to adequately staff court activities, manage working hours, assess risks of violence and aggression, communicate safety critical information, have suitable procedures in place and to work in accordance with those procedures covering a period of over three years. Time pressures, staffing levels and business priorities had led to

routine violations of procedures by staff in order to get the job done which had gone unchallenged. This is despite such failings being brought to their attentions by HM Prisons Inspectorate, Ministry of Justice, HSE Inspectors and their own staff.

In a separate incident in 2016, another member of staff was rammed against a wall and strangled in the Woolwich Court annex which could have had very serious consequences. The alarm button was pressed, but there were no staff manning the annex to respond and so it took time to call and gain assistance from the main building. There should have been 32 of [the company's] officers at court that day, but there were only 22.

### What was the outcome?

The company pleaded guilty to charges under section 2(1) of the Health and Safety at Work etc. Act 1974 contrary to Section 33(1) (a) of the Health and Safety at Work etc. Act 1974. They were fined £2.25m and ordered to pay £433,596.07 in costs.

Anything else?

Speaking after the hearing, the HSE inspector said:

"[The company] drastically failed in their duties to protect both [the fatally injured woman] and other staff over a sustained period. It is not common to have a case covering such an extended period, but it appeared that [the company] were not learning from their mistakes. "



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## Online environmental short courses





### Environmental Awareness for Construction Workers



-  CPD Assured
-  60 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Environmental Awareness at Home



-  CPD Assured
-  60 minutes approx.
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### Environmental Awareness at Home and Work



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
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### Environmental Awareness at Work



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### Environmental Awareness - Giving up Plastic







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### Cyber Security Awareness







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### Data Protection and GDPR Awareness







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# Online health, safety and welfare short courses





## Abrasive Wheels Awareness



-  CPD Assured
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-  £6.50 - £15.00 + VAT
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## Asbestos Awareness (Category A)



-  RoSPA & CPD Assured
-  180 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Asbestos Awareness for Architects and Designers



-  RoSPA & CPD Assured
-  180 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## Confined Space Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





## COSHH Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
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## Display Screen Equipment (DSE) Awareness



-  CPD Assured
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-  £6.50 - £15.00 + VAT
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## Display Screen Equipment (DSE) Assessor Awareness



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-  120 minutes approx.
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## Electrical Safety Awareness



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-  £6.50 - £15.00 + VAT
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## Fire Extinguisher Awareness



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-  60 minutes approx.
-  £6.50 - £15.00 + VAT
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## Fire Safety Awareness



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-  £6.50 - £15.00 + VAT
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## Fire Warden / Fire Marshall



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-  £6.50 - £15.00 + VAT
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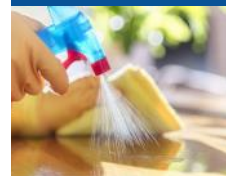
## Health Safety and Welfare for Workers







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-  4.5 hours approx.
-  £12.50 - £25.00 + VAT
-  In the Mix and Match 5 selection







## Infection Prevention and Control Awareness



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## Ladder Safety Awareness



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-  £6.50 - £15.00 + VAT
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## Legionella Awareness



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## Lone Working Awareness



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## Manual Handling Awareness







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### Mental Health Awareness



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### Mental Health Awareness for Managers



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### Noise Awareness



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### Risk Assessment Awareness



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-  £6.50 - £15.00 + VAT
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### Sharps Awareness



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### Silica Dust Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Slips and Trips Awareness



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-  60 minutes approx.
-  £6.50 - £15.00 + VAT
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### Slips, Trips and Falls Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
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### Stress Awareness

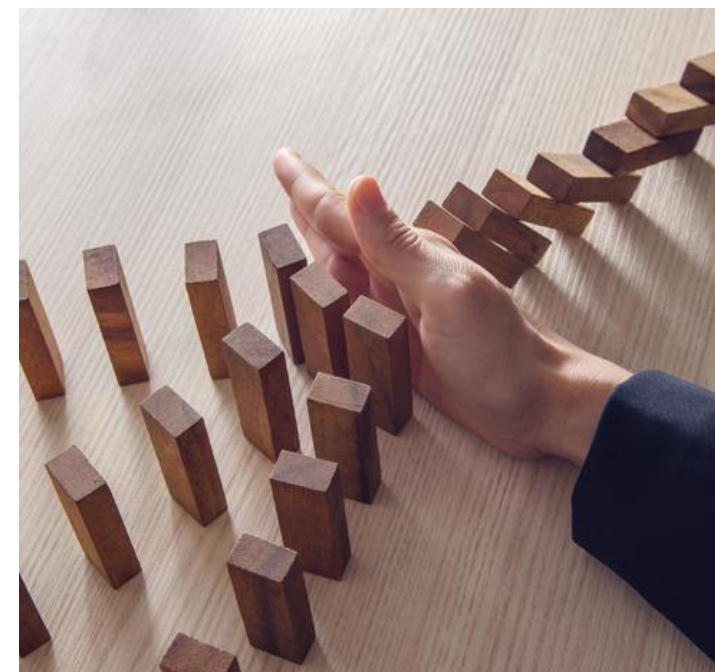


-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
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### Stress Awareness for Managers







-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection







### Vibration Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Work Equipment Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

### Working at Height Awareness







-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection



## Online safeguarding short courses





### Autism Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Child Mental Health Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Child Online Safety Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Child Sexual Exploitation Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Designated Safeguarding Lead (Children)



-  CPD Assured
-  150 minutes approx.
-  £12.50 - £25.00 + VAT
-  Sorry not in the Mix & Match 5 selection





### Designated Safeguarding Lead (Vulnerable Adults)



-  CPD Assured
-  150 minutes approx.
-  £12.50 - £25.00 + VAT
-  Sorry not in the Mix & Match 5 selection





### Extremism and Radicalisation Awareness



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Mental Health Awareness



-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

### Mental Health Awareness for Managers







-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection



### Modern Slavery Awareness







-  RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

**NEW**  
Course





### Safeguarding Children Level 1



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Safeguarding Children (Advanced) Level 2



-  CPD Assured
-  120 minutes approx.
-  £7.50 - £20.00 + VAT
-  In the Mix and Match 5 selection





### Safeguarding Vulnerable Adults Level 1



-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Safeguarding Vulnerable Adults (Advanced) Level 2



-  CPD Assured
-  120 minutes approx.
-  £7.50 - £20.00 + VAT
-  In the Mix and Match 5 selection

### Safer Recruitment Awareness







-  CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection



## Online short food safety and hygiene courses





### Food Allergen Awareness



-  IoH, RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection





### Food Safety and Hygiene - Level 1



-  IoH, RoSPA & CPD Assured
-  60 minutes approx.
-  £6.00 - £10.00 + VAT
-  In the Mix and Match 5 selection





### Food Safety and Hygiene (Catering) Level 2



-  IoH, RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £12.00 + VAT
-  In the Mix and Match 5 selection





### Food Safety and Hygiene (Manufacturing) Level 2



-  IoH, RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £12.00 + VAT
-  In the Mix and Match 5 selection





### Food Safety and Hygiene (Retail) Level 2



-  IoH, RoSPA & CPD Assured
-  90 minutes approx.
-  £6.50 - £12.00 + VAT
-  In the Mix and Match 5 selection

### HACCP for Catering Level 2







-  IoH & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

**NEW**  
Course

### HACCP for Manufacturing Level 2







-  IoH & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

**NEW**  
Course

### HACCP for Retail Level 2

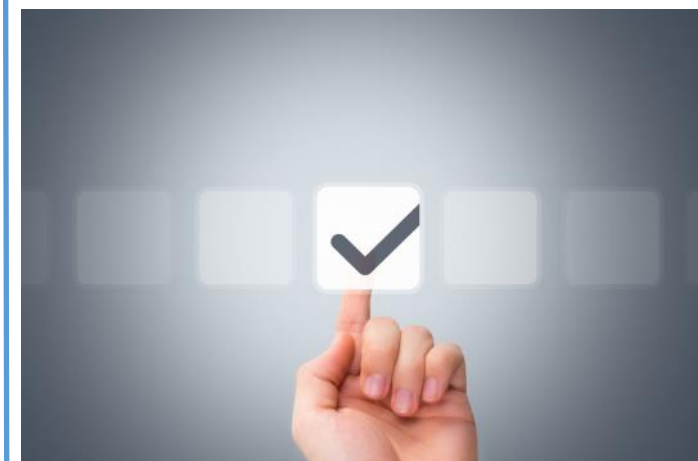


-  IoH & CPD Assured
-  90 minutes approx.
-  £6.50 - £15.00 + VAT
-  In the Mix and Match 5 selection

**NEW**  
Course



## Mix and Match 5 Bundle



£ £40.00 + VAT



- Our Mix and Match 5 Bundle enables you to self-select 5 online training courses, from a set list of courses.
- If purchased separately, these courses could cost up to £115+VAT.
- You receive an approved certificate for each of the courses that you complete.
- You have 190 days from the initial enrolment to log on and complete the courses.
- The courses do not need to be completed in one sitting.– you can log out and return any time up until the bundle is completed or until the 190 day access expires.