

Health and Safety in Complex Times

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What determines complexity?

- *Being ready or not* - Covid19, a fire, terrorism, knife crime.
- *Proactive or re-active* – a requirement to be effective in both regards!
- *Proactive* – planning for and demonstrating resilience and responsiveness.
- *Reactive* - a duty to reflect on events.

Complexity now and specific to Covid -19

- Re-engaging with learners, employees and stakeholders.
- Managing premises and resources regarding re-opening and re-engaging.
- Understanding and delivering compliance with changing environments.

The legal position.

- Health and Safety at Work etc. Act 1974
- Management of Health and safety at Work Regulations 1999 (as amended)
- Fire Regulatory Reform Order 2005.

The contractual obligation.

- Embedding requirements of managing health and safety in complex times also requires a determination and understanding of contractual requirements.
- ESFA current agreements (v 1.0 17/04/20) has obligations in regard to 'working with other organisations' and 'robust record-keeping procedures'

A proactive approach.

- *Resilience and responsiveness* is best underpinned by selected but effective *competence*, a plan which demonstrates how *cross-functional co-operation* is required and which also reflects the importance of *teams* and *collaboration*.

The case for a reactive strategy and response.

- Every *management system* across our business needs to be evaluated and *reviewed* in the event of a critical incident and/or loss event of any type.
- We have both a *legal* and *moral duty* to examine what has happened, why, how, and where we move forward with our actions and responses.

Contributions to complexity

- What makes our situations complex are:
- *The unknown* - Covid19 as an example
- *The unpredictable* – terrorism and knife crime, fire etc. (and Covid 19!)
- *Cost* – insured and uninsured loss
- *People* – the effect on behaviour and culture

Emergency and Critical Planning

- Do you have one?
- What disciplines does it cover?
- Who owns it?
- Stakeholder involvement at every level
- An approach to being *proactive* and *reflecting* legal obligations.
- Scope for *reactive monitoring*.

What should you be considering?

- The effectiveness of risk assessment at corporate level.
- The currency of your written plans and arrangements.
- The effectiveness of your response(s)
- Your determination to evaluate and plan for improvements where identified.

Any questions?