

# Health and Safety for Supervisors and Managers (Level 3) PPT

Ed11. June 2025

Date of update:  
June 2025

The following updates have been made to the 11<sup>th</sup> edition of this publication.

Slide No	Update comments
	<p><b>General</b></p> <ul style="list-style-type: none"><li>• a design refresh to support an engaging delivery</li><li>• content reviewed and updated to meet the Highfield Level 3 Award in Health and Safety in the Workplace (RQF) qualification specification</li><li>• Statistics have been updated for 2023/2024:<ul style="list-style-type: none"><li>◦ Accidents – fatal injuries</li><li>◦ stress, depression and anxiety</li><li>◦ working days lost</li></ul></li></ul>
28	<p><b>This slide has been updated to include the definition of 'Accident'.</b></p> <div><p><b>Accidents</b></p><p><b>Accident</b></p><p>An accident is an unplanned and uncontrolled event that results in injury or ill health of people, damage to property or other loss.</p><p>28</p></div>

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The accident statistics 2023/2024 have been updated:

## Accident statistics – all industries

Over the long-term, the rate of fatal injury to workers shows a downward trend

Fatal injuries 2023/2024:

138

The main cause:

**falls from a height**

The rate of non-fatal injury to employees reported by employers shows a downward trend.

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### Tutor notes

- Statistics should be updated by the trainer on an annual basis. Information is available from the HSE website [www.HSE.gov.uk/statistics](http://www.HSE.gov.uk/statistics).
- The figures do not include workers travelling on public highways, travelling by sea or air and those workers who die from natural causes.
- Common causes of occupational ill health reported are stress and musculoskeletal disorders.
- Source: <https://www.hse.gov.uk/statistics/overall/hssh2123.pdf>
- Source: <https://www.hse.gov.uk/statistics/causinj/index.htm>

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New slide added 'So far as is reasonably practicable'.

## So far as is reasonably practicable

The level of risk, in terms of severity and likelihood, must be weighed against the time, cost, and effort required to reduce it



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## Tutor notes

Edwards v National Coal Board 1949

'Reasonably practicable' is a narrower term than 'physically possible'. A computation must be made by the owner in which the quantum of risk is placed on 1 scale and the sacrifice involved in the measures necessary for averting the risk (whether in money, time or trouble) is placed in the other, and that, if it be shown that there is a gross disproportion between them (the risk being insignificant in relation to the sacrifice) the defendants discharge the onus on them.

In essence, making sure a risk has been reduced as far as is reasonably practicable (AFARP) is about weighing the risk against the sacrifice needed to further reduce it. The decision is weighted in favour of health and safety because the presumption is that the duty holder should implement the risk reduction measure. To avoid having to make this sacrifice, the duty-holder must be able to show that it would be grossly disproportionate to the benefits of risk reduction that would be achieved. Thus, the process is not 1 of balancing the costs and benefits of measures but, rather, of adopting measures except where they are ruled out because they involve grossly disproportionate sacrifices. Extreme examples might be:

- to spend £1m to prevent 5 staff suffering bruised knees is obviously grossly disproportionate
- to spend £1m to prevent a major explosion capable of killing 150 people is obviously proportionate

Ask delegates to discuss whether spending £20,000 on a new floor to prevent slip accidents to 500 employees per day is proportionate.

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**The cost per hour has been updated to £175.00 per hour.**

## Fees for intervention

### The Health and Safety Nuclear (Fees) Regulations 2022

- Applies to organisations for material breaches of health and safety legislation
- HSE recovers its costs for identifying and concluding its regulatory action
- The cost per hour is £174.00

#### KEY POINT

This only applies to HSE-enforced premises.

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## Tutor notes

What the law says

The Health and Safety and Nuclear (Fees) Regulations 2022 (legislation.gov.uk) say that a fee is payable (April 2024 £174) to the HSE if:

- a person is contravening or has contravened health and safety laws

	<p>A material breach is something that an inspector considers serious enough that they need to formally write to the business requiring action to be taken to deal with the material breach. If the inspector gives you a notification of contravention (NoC) after their visit, you'll have to pay a fee. The NoC must include:</p> <ul style="list-style-type: none"> <li>the law that the inspector considers has been broken.</li> <li>the reason(s) for their opinion.</li> <li>notification that a fee is payable to HSE.</li> <li>where an inspector simply gives you advice, either verbal or written, you won't have to pay anything for this advice.</li> <li>see <a href="http://www.hse.gov.uk">www.hse.gov.uk</a> for the latest financial facts and figures regarding a fee for intervention. It is likely that all enforcement will come at a cost in future as authorities seek to recover their costs and central government reduction of grants and subsidies to the HSE, local authorities and so on.</li> <li>ask learners whether they think their own business could potentially pay out a lot should an inspector carry out a visit!</li> <li>there is obviously a lot of motivation for businesses to comply as a fee for intervention could be expensive.</li> </ul>
133	<p><b>The CE mark has been updated to UKCA mark.</b></p> <div data-bbox="285 954 357 1021" style="background-color: #0070C0; color: white; border-radius: 50%; padding: 5px 10px; text-align: center; font-size: 1.5em; width: 40px; height: 40px; margin-bottom: 10px;"></div> <p><b>What are the employer responsibilities?</b></p> <ul style="list-style-type: none"> <li>• Carry out an assessment to ensure it is suitable</li> <li>• Provide information, instruction and training</li> <li>• Provide suitable accommodation</li> <li>• Maintain and replace it when necessary</li> <li>• Provide it free of charge</li> <li>• If worn with other PPE, it must be compatible</li> <li>• It must comply with legislation, for example, it has a UKCA mark</li> <li>• It must not increase risk.</li> </ul> <p style="text-align: center; margin-top: 20px;"> <span style="color: #0070C0;">133</span>      <span style="color: #0070C0;">◀</span> <span style="color: #0070C0;">▶</span> <span style="color: #0070C0;">Home</span> </p>
233	<p><b>The tutor notes have been updated as follows:</b></p> <p><b>Stress, depression and anxiety led to an estimated 16.4 million working days lost and 776,000 workers suffering in 2023/2024</b> – the tutor is to gain updated stats from HSE site and discuss with the class.</p> <p><a href="#">Health and safety statistics 2024</a></p> <ul style="list-style-type: none"> <li>• The HSE defines stress as an adverse reaction people have to excessive pressures or other types of demand placed on them.</li> <li>• Work-related stress is not an illness but can lead to increased health problems.</li> </ul>

	<ul style="list-style-type: none"> <li>Employees experience stress when they struggle to manage various pressures and challenges. Employers ought to align job demands with the skills and knowledge of their workers. For instance, if employees perceive a lack of skills or time to meet tight deadlines, it can lead to stress. Offering planning, training and support can alleviate pressure, lowering stress levels.</li> <li>The impact of stress varies from person to person and what causes stress for one individual may not have the same effect on another. Elements such as skills, experience, age or disability can influence an employee's ability to cope with stress.</li> </ul>
252	<p><b>The statistics have been updated as follows:</b></p> <div style="background-color: #e0f2f1; padding: 10px;"> <p style="text-align: center;"><b>Moving and handling – the bigger picture</b></p> <div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="flex: 1;"> <p><b>Year on year, manual handling injuries are a significant cause of workplace injuries</b></p> <p><b>7.8 million working days were lost due to musculoskeletal disorders in 2023/24</b></p> <p><b>There are targeted inspections by the enforcing authorities.</b></p> </div> <div style="flex: 1; text-align: right;">  </div> </div> </div> <p>252</p> <p style="text-align: center;">◀ ▶</p> <p><b>Tutor notes</b></p> <ul style="list-style-type: none"> <li>Although both employers and employees are encouraged to reduce the risk of workplace accidents and injuries, they still occur. When they do, they must be reported under the RIDDOR over-seven-day injuries.</li> <li>The cost to society is estimated at £4.9 billion.</li> <li>Manual handling is a particular enforcement target area by the HSE and local authority environmental health practitioners/officers.</li> <li>Ensure learners are signposted to the HSE website (<a href="http://www.hse.gov.uk">www.hse.gov.uk</a>) and put this up on a flip chart for everyone to make a note of. Note that manual handling injury is part of a bigger section called 'musculoskeletal disorders'.</li> </ul>

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