



**Watson & Watson Health and
Safety Consultants Ltd**

[NEWSLETTER - March 2025](#)



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HEALTH & SAFETY NEWS:

BUILDING SAFETY REGULATIONS -

(See the Health & Safety Focussed Topics section of this Newsletter for The Building Safety Act 2022 - An Introductory Overview)

Remedial Action Plan - Cladding Risk

HSE is setting up a new Remediation Enforcement Unit within BSR to assess the cladding risk for those buildings registered.

This is part of the remediation action plan as announced by the Deputy Prime Minister, Angela Rayner MP.

The Remediation Enforcement Unit will hold to account owners of registered higher-risk buildings (HRBs) clad with combustible aluminium composite material (ACM) and high-pressure laminate (HPL), enforcing where necessary, to ensure the remediation of unsafe cladding on HRBs. We expect the unit to be up and running by Summer 2025.

Review of Approved Document A: Structure - Call for Evidence

BSR has launched a call for evidence on statutory guidance supporting Part A of the Building Regulations on structural safety (Approved Document A).

The call seeks views on areas of guidance requiring increased clarity, research or further development.

This forms the first step of the detailed review, which includes a programme of work looking into potential changes to Approved Document A. We will also consult in detail on any changes.

Please share the link below with your colleagues, members and networks to help BSR gather as wide a range of views as possible on the guidance.

[Read more about the call for evidence](#)

Building Control Applications: Updated FAQs

Our FAQs explain how the Building Control Authority works, and what BSR expects from industry.

The online Building Control FAQs are continuously updated using industry, operational and user insights. This includes common issues and reasons behind application rejections, compliance and client authorisation.

New FAQs have recently been added covering Category A and B, connected buildings and changing a duty holder.

[Read our FAQs](#)

Resident Campaign Launched: Focus On Rights & Responsibilities

The latest phase of BSR's 'Your Home, Your Safety' resident campaign has launched.

The campaign aims to raise BSR awareness and inform high-rise residents of their rights and responsibilities, with a focus in and around major cities such as London, Manchester, Birmingham, Liverpool and Leeds that have high numbers of HRBs.

Key messages encourage residents to report unresolved building safety concerns, understand their rights, participate in building safety decisions and ensure their high-rise building is registered.

[Find out more about the Your Home, Your Safety campaign.](#)

Training with BSR

HSE now offers regular online and in-person courses aimed at Principal Accountable Persons, industry and more.

Upcoming courses cover:

- Introduction to the Building Safety Regulator and Building Safety Act
- Introduction to the role of Accountable Persons and Principal Accountable Persons
- Introduction to the role of Client, Principal Designer and Principal Contractor
- Developing accompanying documents for the Building Control Process

[Get further information about BSR training courses.](#)

Source: Building Safety Regulator: February 2025



MANAGING THE RISK OF WORKING FROM HEIGHT

Falls when working at height remain the most common kind of workplace fatality, with 50 fatal accidents being recorded in 2023 to 2024.

Considering the risks associated with work at height, and putting in place sensible and proportionate measures to manage them, is an important part of working safely.

HSE's [step-by-step guide can help you control risks when working at height.](#)

It is also vital to make sure any scaffolding is stable and safe at all times.

HSE's [scaffold checklist](#) explains when a scaffold design is required. It also covers the level of training and competence needed for those erecting, dismantling, altering, inspecting and supervising scaffolding.

Visit the HSE's website for more guidance on [managing the risks of working from height.](#)

OR

Give us a call to discuss your requirements - **01623 753 654**

Source: HSE Weekly Digest eBulletin 16th January 2025



PROTECT WORKERS FROM HAND-ARM VIBRATION

There were 215 new cases of hand-arm vibration syndrome (HAVS) recorded in Great Britain in 2023.

HSE's hand-arm vibration calculator can assist you in calculating exposures and our website offers guidance on how to use it.

Access the guidance, as well as a link to the calculator, on our webpage: [The hand-arm vibration exposure calculator](#).

Following a HSE investigation, a Council was recently fined £60,000 for exposing workers to the risks arising from the use of vibrating tools. Read more in this press release: [Council fined after workers exposed to risks from vibrating tools](#)

Find out more - [Hand-arm vibration: management in the workplace](#).

OR

Give us a call to discuss your requirements - **01623 753 654**

Source: HSE Weekly Digest eBulletin 16th January 2025



PREVENTING WORK-RELATED STRESS IN 2025

HSE's latest [statistics for work-related ill-health and injury](#) show that around half of reported ill-health is related to stress, depression or anxiety.

That's an estimated 776,000 cases with each case taking an average of 21.1 days off work.

Start the year off right

No matter where you work, the law requires all employers to prevent work-related stress and support good mental health in the workplace. That means including stress in risk assessments and acting on it. You can also:

- Download HSE's [Working Minds campaign calendar 2025](#)
- Put time in the diary to get started or review what's in place
- Download a [risk assessment template](#) and see examples
- Complete our free [online learning](#)

Learn how to prevent stress in 5 steps

HSE's free online learning will guide you step-by-step and provides all the tools, templates and information you need to get proactive on preventing stress and supporting good mental health at work.

- **Reach out** and have conversations - see the [Talking Toolkit for help](#)
- **Recognise** the signs and causes of stress - the [Stress Indicator Tool](#) could be useful
- **Respond** to any risks you've identified
- **Reflect** on actions you've agreed and taken
- And **make it Routine** - how can you make this part of your every day?

OR

Give us a call to discuss your requirements - **01623 753 654**

Source: HSE eBulletin Service 20th January 2025



VEHICLE & TRANSPORT SAFETY AT WORK

Vehicles at work continue to be one of the main causes of fatal and major injuries.

The latest figures for 2023 to 2024 show that show that 25 workers were killed when struck by a moving vehicle: [work-related fatal injuries in Great Britain](#).

The HSE's [workplace transport website](#) has a range of guidance, advice and other resources to help reduce the risks and keep workers safe.

You can also download relevant publications from the HSE website, which include -

- [Workplace transport safety - an employer's guide](#)
- [Workplace transport safety - an overview](#)
- [Rider-operated lift trucks](#)

OR

Give us a call to discuss your requirements - **01623 753 654**

Source: HSE Weekly Digest eBulletin 23rd January 2025



MAKE SURE YOU KNOW YOUR COSHH ESSENTIALS

A variety of harmful substances are found in our working environments – knowing how to control these safely can help protect you from harm.

If you work with hazardous substances:

- The HSE's [Control of Substances Hazardous to Health \(COSHH\) website](#) can help you understand the actions you should take to protect your health
- Download HSE's publication which explains how to control exposure and comply with the regulations: [Working with substances hazardous to health: a brief guide to COSHH](#)

OR

Give us a call to discuss your requirements - **01623 753 654**

The HSE's [COSHH safe handling chemicals poster](#) also provides crucial guidance on how to handle chemicals safely in your workplace, including a

In partnership with the British Safety Industry Federation, HSE has published a refreshed version of a video on the Face Fit Respirator Demonstrator model (FFRED).

The video is for tight-fitting respiratory protective equipment (RPE). It provides information for workers and their employers on:

- why it is important for individuals to have face fit tests for tight-fitting masks, such as disposable filtering face pieces (FFPs) and reusable half-face mask types
- the importance of it having a good seal to the face
- what happens if the respirator does not fit properly

You can watch the [video on the FFRED](#).

HSE's guidance on [fit testing basics for RPE](#) has also been refreshed to provide information of how to maintain the hygiene of face fit testing kit.

OR

Did you know that we offer a Face Fit Service -

Give us a call to discuss your requirements - **01623 753 654**

Source: HSE Weekly Digest eBulletin 30th January 2025



SAFETY REPORT ISSUED REGARDING HEIGHT ADJUSTABLE MOTORISED SCREENS

Risk of serious crushing or impact injury to children

The Office of Product Safety Standards (OPSS) has issued a product safety report regarding the Conen Motorised Display Wall Mount (SCETAW 2407-0111).

There is a risk of serious crushing or impact injury to children which may arise from the equipment detaching from the wall and falling forward. There is also a risk of serious crushing injury to children between the bottom edge of the display screen and any fixed objects.

[View the product safety report on GOV.UK](#)

The machine does not satisfy the requirements of The Supply of Machinery (Safety) Regulations 2008.

Users of these or similar motorised height adjustable display mounts that do not include an anti-collision device or similar protective features should contact the machine manufacturer or their supplier for advice on measures that can be taken to eliminate or reduce risks.

Source: HSE Education eBulletin 11th February 2025



ASBESTOS 2025 -

Are you ignoring removal guidance?

New research reveals that nearly half of tradespeople view asbestos as a problem of the past.

[According to a recent survey](#), over a quarter of respondents (26%) also stated that they have not followed the correct removal procedures when they have encountered asbestos.

The survey was commissioned by an independent training provider, unrelated to HSE.

5,000 people a year die from past exposure to asbestos. It can take 20 to 30 years for symptoms to develop and, although there is no safe exposure to fibres, repeated exposures significantly increase your risk of getting ill. Some asbestos-related diseases, such as mesothelioma, are almost always fatal.

No matter what safety equipment you have, if you're not adequately trained, you shouldn't be working with asbestos. It is illegal to work on asbestos containing materials without proper training.

Find out more about -

- HSE's [Asbestos and You campaign](#) for tradespeople
- [asbestos information, instruction and training](#)

Employers have a legal duty to protect workers from harm, that means assessing the risk of disturbing asbestos and controlling the risks. If there isn't enough information, employers need to arrange a sample survey and analysis to determine the presence, type and condition of asbestos.

Discovering asbestos on a job does mean you need to take extra steps, but the cost of ignoring it is significant both to people's lives, but also your finances and reputation.

ASBESTOS - YOUR DUTY CAMPAIGN UPDATE

Duty to manage guidance is now available in Welsh language.

As we approach St David's Day, which takes place on 1 March, HSE's Asbestos - Your Duty campaign is calling on your support to share our campaign resources with your networks to keep people safe from asbestos.

This now includes the [duty to manage asbestos guidance in Welsh](#). This includes a PDF to improve understanding of what the legal duty to manage asbestos involves.

It is 25 years since asbestos was banned in the UK, but it is not a problem of the past. Asbestos may still be present in buildings built, or refurbished, before 2000. The Asbestos - Your Duty campaign has a range of free resources available to support those with the legal duty to manage asbestos. You can:

- watch our short video that outlines the [steps to the duty to manage asbestos in buildings](#)
- visit our webpage to [access and download campaign assets](#), including a digital poster
- view our guidance and [asbestos management plan template](#)

ASBESTOS - HSE INSPECTIONS OF SCHOOLS TO ASSESS THE MANAGEMENT OF ASBESTOS

HSE is continuing to inspect schools across Great Britain to assess how well they are managing the risks from asbestos.

The findings of our 2023 to 2024 inspections show that most schools are complying with their legal duties and have effective systems in place to manage and monitor the condition of asbestos-containing materials (ACMs).

However, there are some common areas where schools continue to require improvements. Most of these relate to failings in their management systems and include key findings that schools should:

- ensure staff and organisations have clear roles and responsibilities for managing asbestos and have deputies or contingency plans in place to cover for absences
- check that when contractors tender for work that there is a permit-to-work or similar safe system of work in place
- have clear asbestos management plans including how information is provided to emergency services who attend site
- include photographs of ACMs in their asbestos registers to assist with identifying their locations and condition
- check that in-house staff carrying out maintenance work on or near asbestos have a method statement, also known as a plan of work
- provide appropriate asbestos training for in-house staff and ensure that external contractors are appropriately trained

Similar issues were identified in our [2022 to 2023 inspection report into the management of asbestos in schools](#). Schools may want to consider these findings to ensure that their management arrangements remain effective and that common areas of improvement identified during these visits have been addressed.

HSE is carrying out further inspections to schools across Great Britain in 2025 to 2026.

HSE's [Asbestos – Your Duty campaign](#) provides additional free resources to support dutyholders with the legal duty to manage asbestos in buildings.

Visit HSE's website for further information on:

- [asbestos in schools](#)
- [asbestos management checklist for schools](#)
- [the duty to manage asbestos in buildings: Overview](#)

ASBESTOS - REVISED DfE GUIDANCE ON MANAGING ASBESTOS IN SCHOOLS

The Department for Education (DfE) has updated its guidance on managing asbestos in school and college buildings.

The guidance provides clear information on duties for managing asbestos and resources for those responsible for maintaining school and college buildings.

While the guidance is aimed at schools in England, it contains useful information for schools and colleges across Great Britain.

Further information can be found on GOV.UK: [Managing asbestos in your school or college](#)

Source: HSE Asbestos eBulletin 25th February 2025



HSE ENFORCEMENT NOTICES & PROSECUTION - IN THE NEWS:

COMPANIES FINED AFTER 16-YEAR OLD WORKER EXPOSED TO ASBESTOS

Two companies have been fined after a teenage worker was exposed to asbestos. The 16-year-old had been working for P Turnbull Joinery and Building Services Ltd on an outbuilding of a domestic property after the firm had been hired by Alt Berg Holding Limited to refurbish the property in Richmond, North Yorkshire

FOR THE FULL STORY -

[Click Here or on the Picture Below](#)

Source: HSE Asbestos eBulletin 25th February 2025



STEEL COMPANY FINED £100,000 AFTER WELDER CRUSHED

The worker suffered multiple fractures and internal injuries following the incident at a shipyard.

He was crushed between an excavation bucket and a fabrication table when a forklift truck began a lifting operation, unaware of the welder's position behind it.

HSE's investigation found that the steel company failed to:

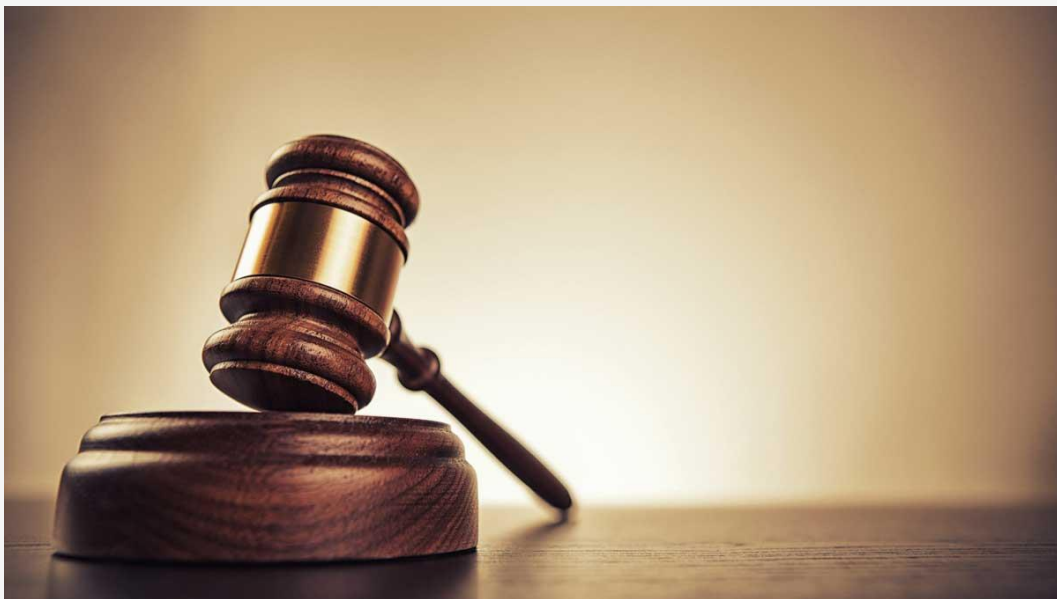
- ensure that the lifting activity was properly planned by a competent person, or carried out in a safe manner
- establish a safe system of work for this activity

[Guidance on planning and organising lifting operations](#) is available on HSE's website.

FOR THE FULL STORY -

[Click Here or on the Picture Below](#)

Source: HSE Weekly Digest eBulletin 27h February 2025



WOOD COMPANY FINED MORE THAN £1M AFTER WORKER INJURY

Two workers were injured in separate incidents at the wood manufacturing firm

One worker suffered serious injuries after his leg became entangled in moving parts at the bottom of a storage bunker. Several months later a scaffolder fell more than 13 feet to the ground after a rusty plate gave way on a rooftop gantry.

Both incidents led to investigations by HSE and the company were issued with fines totalling £1,068,000.

The same company had previously been fined more than £2 million in 2022 when another worker died after suffering serious burns at the same plant.

FOR THE FULL STORY -

[Click Here or on the Picture Below](#)

Source: HSE Weekly Digest eBulletin 20th February 2025



HOUSING COMPANY FINED £900,000 AFTER PUTTING RESIDENTS AT RISK OF DISEASE

The company was fined following an outbreak of legionella at its sheltered housing accommodation, putting vulnerable residents at risk of contracting Legionnaires' disease.

HSE's investigation found that the company:

- managed the risk of legionella in the water system poorly
- failed to adequately train and supervise staff

The residents were a particularly vulnerable group due to their age and underlying health issues, putting them at a higher risk of contracting Legionnaires' disease.

HSE's website has [guidance on legionella and Legionnaires' disease](#), including how employers and those in control of premises must assess and manage sources of risk.

FOR THE FULL STORY -

[Click Here or on the Picture Below](#)

Source: HSE Health & Social Care eBulletin 18th February 2025



HEALTH & SAFETY FOCUSSED TOPIC:

BUILDING SAFETY ACT 2022 - AN INTRODUCTORY OVERVIEW

Note: For our Clients who are applying for Constructionline Gold, the answering of Building Safety Act questions will be compulsory from the 1st of July 2025.

Depending on your Clients whom you are working for, please be aware that they may ask you to complete the Building Safety Act questions sooner.

The Act facilitates the –

1. **Establishment of the Building Safety Regulator** – the HSE have been named as adopting this role and they will be overseeing the safety and performance of all buildings.
 - a. **National Construction Product Regulator** – will oversee a more effective construction products regulatory regime.
2. **Protection of Leaseholders.**
3. **The Protection of Residence of High-Rise Buildings** – and their rights to address any concerns which they may have.
4. **Building Owners** – Duty Holders such as the Principal Designer and the Principal Contractor are required to manage building safety risks, with clear lines of responsibility during the design, construction and completion of all buildings.

Accountable persons will need to demonstrate that they have effective, proportionate measures in place to manage building safety risks in the higher risk buildings.
5. **Built Environment Industry** – the Act creates a clear, proportionate framework for the design, construction, and management of safer, high-quality homes in the years to come. It strengthens the construction products regulatory regime, with new requirements to make sure all construction products on the UK market are safe for

their intended use, with a National Regulator for Construction Products to monitor and enforce this

The Building Safety Act 2022 and the Golden Thread -

The Golden Thread being defined as 'the information that allows you to **understand a building and the steps needed to keep both the building and people safe**, now and in the future -

- When a building is being developed, information must be kept that describes the building and shows how it complies with the regulations.
- Embrace the digital process across the Supply Chain, by the information being -
 1. Kept digitally
 2. Kept securely
 3. A building's single source of truth
 4. Presented in a way that people can use
 5. Available to people who need information to do a job
 6. Available when the person needs the information

Registration & Approval of High-Risk Buildings -

All new buildings fall under the Building Safety Act 2022; while including additional requirements for buildings classed as Higher Risk Buildings to be registered and approved prior to commencement of the building phases.

Higher Risk Buildings being classed as buildings which –

- Are at least 18 metres in height
- Are at least 7 story high, and
- Which contain at least two residential units – including hospitals, care homes and student accommodation

Note – Hotels, prisons and military accommodation are not classed as higher-risk buildings.

The Building Safety Act and the use of Gateways -

The use of Gateways as checkpoints, these being as follows and applied for the construction, refurbishment or any works in High Risk Buildings -

Gateway One - Planning:

From the 1st of August 2021, any developer seeking planning permission for High-Risk Buildings must submit a comprehensive fire and structural safety report, this should make clear how the proposed design should meet the strict safety standards of the Building Safety Act.

Gateway Two - Pre-Construction:

Replacing the building control 'deposit of plans' stage, this occurs prior to construction work. No building work can begin until the Building Safety Regulator confirms that the plans meet the demands of the building regulations. Complex schemes can be submitted in phases, but this is at the discretion of the Health & Safety Executive.

Gateway Three - Pre-Occupation:

Gateway Three occurs at the final completion stage of the higher-risk building (this gateway must take place before the building can be occupied). The Building Safety Regulator will assess whether work has been completed in line with the building regulations. If it passes, then the building will be registered, and can be occupied. There is a proposed 12-week period for the Health & Safety Executive to approve the application for a Completion Certificate. It will be an offence to occupy a building without this certificate.

The Building Safety Act and the Vetting & Appointment of Duty Holders -

Duty Holders being based on the CDM definitions such as –

- The Client
- The Principal Designer
- The Principal Contractor
- General Contractors

- General Designers.

Duty Holders being vetted against Pre-qualification Standards such as -

- BSI Flex 8670 / Chapter 3 – 11F General Competence for all persons within the supply chain
- PAS 8671 / Chapter 3 – 11G Principal Designer Competence
- PAS 8672 / Chapter 3 – 11H Principal Contractor Competence

As part of the vetting / pre-qualification process, the following Company Policies with evidence of implementation and training is to be provided -

- Whistleblowing Policy
- Anti-bribery Policy
- Corporate Social Responsibility Policy
- Cyber-Security Policy
- Net Zero Policy

Ensuring that responsibilities/duties, as per the Duty Holder role are understood and adhered to, this with reference to the following sections of the legislation -

- Client – sections 11D and 11E
- Principal Contractor – sections 11H and 11E
- Principal Designer – sections 11G
- Duties specific to General Contractors & Designers - ref Regulation 11N in the Building Safety Act's Secondary Legislation

Additional Contractor Duties -

1. The Contractor is not to begin construction work unless satisfied the Client understands the duties they must take under all the requirements.
2. The Contractor needs to ensure building work carried out complies with all relevant requirements and provide each worker under their control with appropriate supervision, instruction and information, so building work complies with regulations.

3. Assist the Client, other Contractors and Designers with sufficient information to ensure they comply with regulations.
4. If carrying out only part of the building work for a project, consider risks that might affect this and report any concerns to the Principal Contractor.
5. If requested, provide advice to the Principal Contractor or Client on whether any work is higher-risk building work.

Additional Designer Duties -

1. The Designer is not to begin construction work unless satisfied the Client understands the duties they must take under all the requirements.
2. The Designer must ensure that building work follows the designs, and it complies with all relevant requirements.
3. Assist the Client, other Contractors and Designers with sufficient information about the design, construction and maintenance to ensure they comply with regulations.
4. If carrying out only part of the design work for a project, consider risks that might affect this and report any concerns to the Principal Designer.
5. If requested, provide advice to the Principal Designer or Client on whether any work (whether preparing or modifying a design) is higher-risk building work.

The Building Safety Act and Key Behaviours -

Respect for Life, the Law, Environment and Public Good, by -

- Prioritising the health and safety of others and draw attention to hazards
- Ensure the work undertaken is lawful, ethical and justified
- Recognise how important physical and cyber security and data protection are
- Respect and protect personal information and intellectual property

- Preserve and improve the built and natural environment
- Optimise public good and social value
- Take due account for the limited availability of natural resources

Honesty & Integrity, by -

- Behave in a reliable manner, treating others equally and fairly
- Recognise how your work and behaviour may affect others, respecting their privacy and reputation
- Respect confidentiality
- Declare and manage conflicts of interest
- Prevent and report corrupt practices and professional misconduct
- Reject bribery and improper influence

Accuracy & Rigour, by -

- Always act with care
- Only perform roles in which you are competently trained, or with competent supervision
- Ensure knowledge and skills remain up to date
- Assist with developing others
- Review evidence honestly, accurately and objectively, and respect the alternative views of others
- Identify, mitigate and manage risks
- Avoid misleading or allowing others to be misled

Direction, Conduct & Communication, by -

- Effectively communicate the issues the built environment has on society
- Communicate unambiguously to avoid misunderstanding
- Champion equality, diversity and inclusion
- Raise awareness about the latest industry advances, and their impact and benefits

- Be objective and truthful, in both a professional and personal capacity
- Challenge statements or policies that cause concern

Visit the HSE's website for more guidance on the [Building Safety Act 2022](#)

Source: [Building Safety Act](#)



MANAGING DRUG & ALCOHOL MISUSE AT WORK

Overview -

Employers have a legal duty to protect employees' health, safety and welfare. Understanding the signs of drug and alcohol misuse (or abuse) will help you to manage health and safety risk in your workplace, develop a policy to deal with drug and alcohol-related problems and support your employees.

What the issues are and what to look out for -

Misuse is not the same thing as dependence. Drug and alcohol misuse is the use of illegal drugs and misuse of alcohol, medicines and substances such as solvents.

Consider these warning signs, which could indicate drug or alcohol misuse:

- unexplained or frequent absences
- a change in behaviour
- unexplained dips in productivity
- more accidents or near-misses
- performance or conduct issues

These can also be signs of other things, like stress or illness.

Consult Your Employee -

You must consult employees or their representatives on health and safety matters. Consultation involves you not only giving information to employees but also listening to them and taking account of what they say.

You could ask your employees what they know about the effects of drugs and alcohol on health and safety and the restrictions or rules on drug and alcohol use in your business.

Look At Safety-Critical Work -

Think about the kind of work you do and any safety-critical elements where drug or alcohol misuse could have a serious outcome, for example:

- using machinery
- using electrical equipment or ladders
- driving or operating heavy lifting equipment

You can use this information to help with your risk assessment.

Where employees in safety-critical jobs seek help for alcohol or drug misuse, it may be necessary to transfer them to other work, at least temporarily.

Develop A Policy -

All organisations can benefit from an agreed policy on drug/alcohol misuse. You could include a drug and alcohol policy as part of your overall health and safety policy.

If an employee tells you they have a drug or alcohol problem, an effective policy should aim to [help and support them](#) rather than lead to dismissal.

But it should also highlight when you will take disciplinary or other action, for example that you will report drug possession or dealing at work to the police straight away.

There are examples of drug and alcohol policies in [Health, work and wellbeing \(PDF\)](#) – an Advisory, Conciliation and Arbitration Service (Acas) booklet and [Managing drug and alcohol misuse at work](#) – a Chartered Institute of Personnel and Development (CIPD) booklet.

If you choose to use [Screening and testing for drugs and alcohol](#), you could include that in your policy.

Check & Review What You Have Done -

You should regularly check if your policy is working and whether you need to make changes.

Screening & Testing -

Some employers have adopted screening as part of their drug and alcohol policy. If you want to do the same, think carefully about what you want screening to achieve and what you will do with the information it gives you.

There may be a case for screening, particularly in certain jobs (for example employees who make safety-critical decisions like drivers, pilots and some machinery operators). In jobs like these the misuse of drugs or alcohol could have disastrous effects for the employee, colleagues, members of the public and the environment.

Bear in mind that -

- employees must consent to screening for practical and legal reasons
- screening by itself will not solve problems caused by drug and alcohol misuse and, where introduced, should be part of a company's overall health and safety policy

- screening must be carried out properly to ensure samples cannot be contaminated or tampered with, and that testing procedures and analysis are accurate
- employees can't be made to take a test but, if they refuse when an employer has good grounds for testing, they may face disciplinary action

The Chartered Institute of Personnel and Development (CIPD) has more information on screening in their guide [Managing drug and alcohol misuse at work](#).

For advice on how to make sure drug testing is reliable and accurate go to the [European Workplace Drug Testing Society \(EWDTS\) website](#).

Supporting Employees -

When you've assessed the risk and have a policy on drug or alcohol misuse (or abuse) in your workplace, make sure your employees know about the policy and the support you offer.

Training & Awareness -

You could increase awareness by including an explanation of the drug and alcohol misuse policy in your induction process for all new employees.

You could also brief managers and supervisors so they are clear about:

- how to recognise the signs of drug or alcohol misuse
- the organisation's rules on drug and alcohol misuse
- what to do if they suspect an employee is misusing drugs or alcohol
- what to do when an employee tells them about a drug or alcohol problem

Support For Employees -

Employees with a drug or alcohol problem may ask for help at work if they are sure their problems will be dealt with discreetly and confidentially. But also consider your own legal position if you are given evidence or information that suggests an employee's drug misuse has involved breaking the law at work.

Drug and alcohol dependence are recognised medical problems. Someone who is misusing drugs or alcohol has the same rights to confidentiality and support as they would if they had any other medical or psychological condition.

Encourage them to get help from their GP or a specialist drug or alcohol agency and refer them to your organisation's occupational health service (if you have one).

Consider allowing someone time off to get expert help. Often the cost of recruiting and training a new employee may be more than the cost of time off.

Think about whether drug and alcohol misuse in your workplace is treated as a disciplinary matter or a health concern. If you dismiss someone because of drug or alcohol misuse without trying to help them, an employment tribunal may find that you've dismissed them unfairly.

But, if their normal work is safety-critical you may need to temporarily move them to another job.

Health Advice & Information -

If you don't have access to occupational health services, you can still support employees' health and wellbeing. You can make sure there is information at work about where they can go for advice and help if they're concerned about drug or alcohol misuse.

The Law -

You have a general duty under the Health and Safety at Work etc Act to ensure, so far as reasonably practicable, the health, safety and welfare of your employees. Employees must also take reasonable care of themselves and anyone who could be affected by their work.

There is [up-to-date information on laws](#), such as the Misuse of Drugs Act 1971 and The Road Traffic Act 1988, which apply to drug and alcohol misuse. [Frank](#) also has useful information on the law.

Useful Organisations -

Specialist drug or alcohol organisations

- [Alcohol Concern](#)
National charity working to help reduce problems caused by alcohol.
- [Alcohol Focus Scotland](#)
National charity working to prevent and reduce alcohol harm.
- [DAN24/7 \(Wales\)](#)
Free, bilingual drugs helpline for anyone in Wales wanting information or help relating to drugs or alcohol.
- [Drinkaware](#)
An independent UK-wide alcohol education charity, which works with others to help reduce alcohol-related harm by helping people make better choices about their drinking.
- [Drinkline](#)
National free alcohol helpline: 0300 123 1110
Drinkline runs a free, confidential helpline for people who are concerned about their drinking, or someone else's.
- [FRANK \(Talk to Frank\)](#)
FRANK offers confidential support and advice on drugs.
- [Institute of Alcohol Studies](#)
Independent institute which brings together evidence, policy and practice to inform the debate on alcohol's impact on society.
- [Scottish Drugs Forum](#)
Scotland's national resource of expertise on drugs and related issues.

Other organisations -

- [Advisory Conciliation and Arbitration Service \(Acas\)](#)
ACAS provides information, advice, training, conciliation and other services for employers and employees to help prevent or resolve workplace problems.
- [CIPD](#)
CIPD is the professional body for HR and people development.
- [National Institute for Health and Care Excellence \(NICE\)](#)
NICE provides national guidance and advice to improve health and social care.

- [NHS Choices](#)
The official website of the National Health Service in England.
- [NHS Health Scotland](#)
NHS Health Scotland is a national Health Board working to reduce health inequalities and improve health.
- [Public Health Agency \(PHA\) \(Northern Ireland\)](#)
PHA focuses on public health and wellbeing.
- [Public Health England](#)
Alcohol and drug misuse prevention and treatment guidance.
- [The Royal Society for the Prevention of Accidents \(RoSPA\)](#)
RoSPA works to change both legislation and attitudes surrounding accidents.
- [TUC](#)
The TUC exists to make the working world a better place for everyone. It brings together more than 5.5 million working people in 48 member unions.

For additional assistance if you have any concerns, or require Toolbox Talks, Risk Assessments etc please feel free to contact Our Offices on - **01623 753 654.**

Source: [HSE WEBSITE](#)



WATSON & WATSON TRAINING & SERVICE:

THIS SECTION OF THE NEWSLETTER CONTAINS UPCOMING TRAINING AS PROVIDED BY US AND A SNAPSHOT OF SERVICE WHICH MAY INTEREST YOU - For further information of our training & services please go to our website - [Click Here](#)



**IOSH MANAGING SAFELY COURSE -
£475 + vat**

The IOSH Managing Safely is an extremely popular 3-day course which provides a good understanding of Health & Safety Management, Legislation and Risk Assessment.

The course is ideal for those with responsibilities for supervising and managing health and safety and risk assessments within the workplace.

If you would like to find out more about this course or other services Watson and Watson can offer please give us a call on 01623 753 654.

Or to Book Online visit -

<https://www.watsonandwatsonsafety.co.uk/health-and-safety-training/iosh/iosh-managing-safely/>



IOSH MANAGING SAFELY REFRESHER COURSE - £175 + vat

IOSH Managing Safely Refresher is an engaging one-day course that revisits the key elements of IOSH Managing Safely for those who have completed the full 3-day course in the last 3 to 5 years* and gained a good understanding of Health and Safety Legislation and Risk Assessment as well as specific skills and expertise in managing health and safety within your workplace.

**IOSH require you to provide a copy of your original certificate number to register on the Refresher course*

Why Complete the IOSH Managing Safely Refresher Course?

- Greater skill, knowledge and expertise in managing health and safety within your team
- Revisit and improve your understanding of health and safety

- Internationally recognised certification for both managers and supervisors
- Improve company-wide health and safety awareness culture and appreciation for safety measures
- Increased workplace productivity due to fewer hours lost to accidents and sickness

If you would like to find out more about this course or other services Watson and Watson can offer please give us a call on 01623 753 654.

Or to Book Online visit -

<https://www.watsonandwatsonsafety.co.uk/health-and-safety-training/iosh/iosh-managing-safely-refresher/>



WATSON & WATSON HEALTH & SAFETY CONSULTANTS LTD

- FIRST AID TRAINING

We are pleased to announce that we are now running First Aid Training -

**Emergency First Aid At Work (1-day course) -
£129 + vat**

**First Aid At Work (3-day course) -
£250 + vat**

If you would like to find out more about these courses or other services Watson and Watson can offer please give us a call on 01623 753 654.

Or to Book Online visit -

[Emergency First Aid At Work \(1-day course\)](#)

[First Aid At Work \(3-day course\)](#)



SSIP ACCREDITATION ASSISTANCE SERVICE - (CHAS, SMAS, SafeContractor etc)

ARE YOU LOOKING TO GET A SSIP ACCREDITATION?

We can help, as we assist 100's of our Clients each year to become accredited. This covering the following SSIP's members -

- **CHAS**
- **SMAS**
- **SMAS**
- **SafeContractor**
- **CQMS**
- **ACCLAIM**

Main Highlights of Our Service -

- **Fixed Fee Service** - We pride ourselves on providing comprehensive, no nonsense services at an agreed fixed fee sensible price. **This with no hidden charges unlike some of our competitors.**
- **Has a Money Back Guarantee** - In the unlikely event you do not achieve your SSIP accreditation and you have fully complied with our

guidance and advice we will give a full refund of the fees you have paid to us.

- **Nationwide Coverage** - We work with clients across the length and breadth of the UK and in a diverse spectrum of industry sectors.
- **Accreditation Specialists** - Our dedicated Consultants are fully insured professionally qualified Health and Safety Specialists and are registered with IOSH; and as such adhere to the Continuous Professional Development programme.

For more information on our SSIP Accreditation Assistance Service, please call us on **01623 753 654** for a no obligation chat, or visit our website by clicking on the following text -

[Health & Safety Accreditations](#)

EXISTING SSIP ASSISTANCE CLIENTS -

Please note, once Watson and Watson have assisted clients in achieving their SSIP certificate, it is then the clients responsibility to ensure that the portal remains up to date going forward (e.g. with company insurances if / as required.)

However, Watson and Watson can offer a SSIP Monitoring service to ensure that going forward Client portals remain up to date after the initial compliance achievement.

If you would like to discuss the Watson and Watson SSIP monitoring service more please call the office on **01623 753 654**.



WATSON & WATSON HEALTH & SAFETY CONSULTANTS LTD

POLITE NOTICE -

Short Notice Work Requirements

DO YOU REQUIRE US TO DO ANY ADDITIONAL WORK?

We would be happy to do this for you, however, our consultants are really busy, which is great, but this is a reminder that if you need any work carrying out, then please give us at least **two weeks notice**. This enables us to complete work for you in a timely manner.

Note: Additional Work being defined as work which we have not previously contracted to undertake on your engagement of our service.

Please feel free call us to clarify -

01623 753 654.

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