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Ladders in the General Workplace

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Ladders in the General Workplace

- Unfortunately many companies have still not considered the requirements for access equipment in the workplace, even though the **Work At Height Regulations** were introduced in 2005



Fit For Purpose

- As employers we all have a duty to provide equipment in the workplace that is “fit for purpose”
- This means in all industry sectors not just traditional construction and repair and maintenance





Ladder Use is Common Place

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Retail





Offices



Cleaning



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Maintenance





Utilities / Public Sector

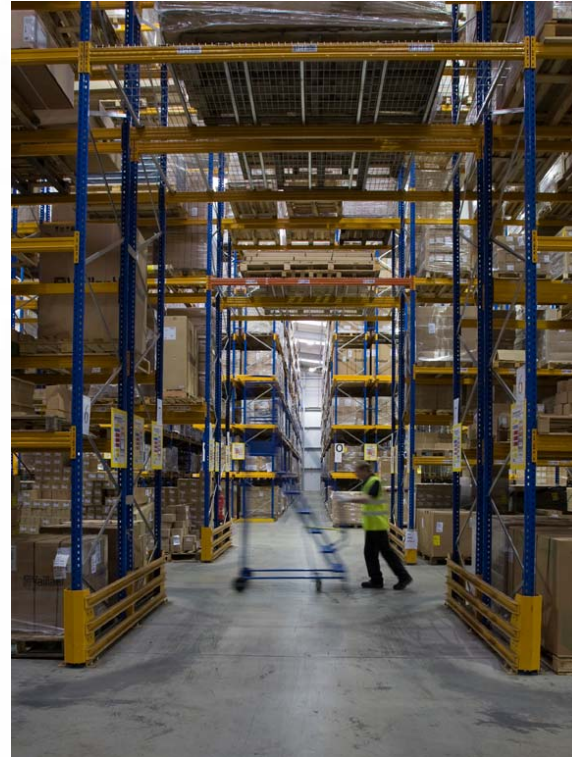
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Entertainment



Warehouse



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Incorrect Use Can Have Devastating Results

- **Falls** from height remain the **single biggest** cause of workplace deaths and one of the main causes of major injury
- **Too often** the use of ladders and other access equipment products are **overlooked** during safety audits
- **Using the wrong equipment** or allowing non competent users can have **devastating results**



Case Studies

Leading Automotive Manufacturer wrapped with Hefty Fine

After pleading guilty to breach of section 2(1) of the Health and Safety at Work Act 1974, this leading UK automotive manufacturer was **fined £25,000** and ordered to pay **£3,321 in costs**. The incident that led to this fine involved two workers falling from a pair of 2.5 metre high stepladders, after attempting to fit a 3 metre length of steel channel to the underside of a gantry crane.

How could this have been avoided?

- ✓ Risk assessment
- ✓ Selection of more suitable equipment
- ✓ Training and developing competence



Case Studies

Fall at Work Leads to Director fines

A Bristol car fitting company and the two directors have been hit with a **£13,000 fine** following an employee falling from a roof at work. One of the directors had instructed the employee to climb onto the roof to retrieve a birds nest following a previous incident where the birds had attacked another member of staff. **The employee fell 4 metres, landing head first and suffering some serious injuries.**

How could this have been avoided?

- ✓ Conducting a risk assessment
- ✓ Use of appropriate access equipment
- ✓ Employer awareness of WAHR



Case Studies

Ladder Fall Costs Council

A Western England county council was **fined £12,000** following an **employee falling from a ladder and obtaining serious foot injuries**. The council admitted to four charges of breaching Health and Safety laws and was also ordered to pay over **£2,500 in costs**. The ladders were identified as being unsuitable for this particular job.

How could this have been avoided?

- ✓ Selection of appropriate access equipment
- ✓ Adequate training and systems implementation
- ✓ Senior management taking responsibility



Work at Height Regulations

What are they for?

They are there to ensure access equipment is used properly and to prevent death or injury!

The Work at Height Regulations 2005 consolidate previous legislation on working at height.



Work at Height Regulations

What is work at height?

Work in **any** place including a place at

above

ground level

or below

where a person could be injured if they fell from that place



Work at Height Regulations

Where do the regulations apply?

Every work activity at height where there is a risk of fall liable to cause personal injury

In every industry



Work at Height Regulations

Who are dutyholders?

- Employers
- Self-employed
- Anyone who **controls** the work of others
- Employees

This includes owners of premises or facilities managers, to the extent that they control the work at height activities of others

Work At Height Regulations

What must you do as an employer?

- Only allow work at height where there is no other option
- Plan and organise work at height
- Ensure those working at height are trained & competent
- Assess the risks from working at height
- Select and use appropriate work equipment
- Properly control risks from fragile surfaces
- Control risks from falling objects
- Inspect, maintain and record the equipment used



Risk Assessments

Step 1

Hazards Identification

Step 2

Who may be harmed and how?

Step 3

What are the risks, what precautions are needed?

Step 4

Record and implement

Step 5

Review and update as required



Risk Assessments

Who may be harmed and

- Inexperienced workers
- Disabled workers
- Experienced workers
- Visitors (cleaners, maintenance, etc.)
- Members of the public, customers
- Talk to the staff to see if anybody has not been considered



Risk Assessments

Hazards

- Walk around – understand what could cause harm
- Talk to your employees – they notice dangers
- Visit www.hse.gov.uk (look for Risk Assessment)
- Check for instructions on products and equipment in use
- Think long term



Risk Assessments

Review and update as required

- Workplaces and situations change
- Review your risk assessments and update
- Do not wait for the year end if significant change happens

Above all – If in doubt contact the Ladder Association!



Risk Assessments

Record and implement

- Check this has been completed properly
- All affected have been considered and consulted where required
- Significant hazards have been dealt with
- Further action has been noted with whom is responsible
- Record work is to be actioned and date completed
- Precautions are reasonable, any remaining risk is low



Risk Assessments

What are the risks, what precautions are needed

- Can the hazard be removed?
- Can it be made less harmful?
- If possible reduce the risk
- Prevent access to work areas from others
- Make sure the proper equipment will be provided



Corporate Manslaughter & Corporate Homicide Act 2007



- The **Corporate Manslaughter** and **Corporate Homicide** Act 2007 is a landmark in law
- For the first time, companies and organisations can be found guilty of corporate manslaughter as a result of serious management failures resulting in a gross breach of a duty of care
- The act applies where serious failures in the management of health and safety result in a fatality



Understanding the Offence

An organisation will be **guilty** of the new offence if the way in which its **activities** are **managed** or **organised** causes a **death** and amounts to a **gross breach** of a duty of care to the deceased



Duty of Care

A **duty of care** exists for example in respect of the systems of work and equipment used by employees, the condition of worksites and other premises occupied by an organisation and in relation to products or services supplied to customers

The Act does not create new duties – they are already owed in the civil law of negligence and the new offence is based on these



Penalties

An organisation guilty of the offence will be liable to an

unlimited fine.

The Act also provides for courts to impose a **publicity order**, requiring the organisation to **publicise details of its conviction** and fine.



The Ladder Association Training

The Ladder Association can help you...

- Ensure all work at height is planned and organised
- Ensure those involved are competent
- Ensure appropriate equipment is selected
- Ensure that your employees have full knowledge of current rules and regulations
- Ensure awareness of product standards and classifications for

The Ladder Association Training Programme

The Ladder Association is committed to developing and promoting best practice for the safe use of ladder equipment through training.

Courses are delivered by professionals and are designed to help you and your staff develop the skills needed to adhere to stringent regulations and employer's legal responsibilities.

