

Health and Safety

Health and Safety

Healthy and safety in the care industry changes from controlled environment such as residential homes and nursing home to uncontrolled environments such as domiciliary care and supported living.

Key words

Health - when you feel well and have no illness or injury

Safety – when you are protected from harm

Risk – the chance or likelihood that a hazard will cause harm

Hazard – something that has the potential to cause harm

Competent Person – one who is capable of identifying hazards and has the authority to deal with it

Legislation

Health & Safety Law

- The law is there to protect people at work
- Regulations tell employers what they must do
- Regulators tell employees what they must do
- Inspectors check that employers comply
- Courts (criminal and civil) enforce legislation

Employee responsibilities

- Not put themselves or others at risk
- Report hazards / unsafe conditions
- Co – operate with their employers

Your responsibilities

- Look after employee's health, safety and welfare
- Provide a healthy and safe workplace
- Provide a healthy and safe way to do jobs
- Provide information, instruction and training
- Assess risks and control them

Penalties & fines under criminal law if found guilty

REPORTING OF INJURIES, DISEASES AND DANGEROUS OCCURRENCES REGULATION (RIDDOR)

RIDDOR is primarily concerned with reporting of accident and incidents so they do not happen again or in case of diseases from spreading to the outside community. These incidents can take the form of injuries, disease and dangers

RIDDOR legislation covered throughout all care areas like medication, fire, first aid, moving and positioning, COSHH, infection control and many more.

Risk Assessment

- Law state that employers must reduce
- Control risks of injury or ill health
- Risk assessment help to prevent injury and ill health
- Risk assessment is means to an end, not an end in itself
– aim is to keep people safe, not have good paperwork
- Risk = likelihood x consequence

5 steps to health and safety risk assessments

1. Look for hazards
2. Who could be harmed
3. Evaluate and decide if controls are adequate
4. Record your findings
5. Review as when necessary

Step 1 Identify the Hazard

- Walk around the work place and look afresh at would cause harm
- Ignore the trivial, and concentrate on significant hazards
- Ask other employees for their opinion
- Use manufacturer's instructions or data
- Refer to accident/ incident records (remember Data Protection Act)

STEP 2 Decide Who Can Be Harmed

Employees are the main group, but don't forget

- Vulnerable adults and children (residents)
- Young workers, trainees etc. May be at particular risk – young workers have 50% more accidents than older workers (2004)
- Visitors, contractors, part – time workers, maintained worker etc. Who may not be in the work place all the time.
- Members of the public, or people you share a workplace with if there is a chance they could be hurt by your activities

Step 3 Evaluate the Risk

- Consider how likely it is that each hazard could cause you harm
- Even after all precautions have been taken, some risk could remain
- Decide for each significant hazard whether this remaining risk is high, medium or low.
- Have you done all the things the law requires you to do
- Are there any specific industry standards

Step 4 record your finding

You must record the significant findings of your assessment

This means recording the significant hazards and conclusions

You must also tell your employee about your findings.

You can refer to other documents (e.g. manuals H&S policy, company rules, manufacturer's instructions etc.) these may already

list hazards and precautions

Remember there is no need to repeat all that

Step 5 review

- Sooner or later, new machines, substance or procedures will be introduced which could lead to new hazards
- If there is any significant change, add to the assessment to take account of the new hazard
- Don't amend the assessment for every trivial change
- It is good practice to review the assessment from time to time to ensure precautions are still working effectively – e.g. every 6 to 12 months

Controlled Environment

A care home and nursing home is classed as a controlled environment. This means that the owners, manager and staff control the premises to ensure that it meets all health & safety standards. Due to nature of the premises, staff and management have direct control on the type of furniture, equipment, lighting and systems that will be used and maintained.

Staff will be in the same environment every time they come to work and be able to follow strict policies.

Uncontrolled Environment

Within domiciliary care and supported living, as care staff does have direct control over the environment. One day you can come to the home find it in a set condition, however the following day this could

have dramatically changed.

Examples

Furniture moved,

Boxes blocking doors (exits)

Infection control issues (dirty clothes)

Rubbish (waste)

Medication left out

Pets

Chemicals and faulty appliances

Risk Controls

Eliminate the hazard

Reduce the hazard

Prevent contact with the hazard

Safe systems of work (SSOW)

Personal protective equipment (PPE)

Potential Issues are Unacceptable Issues

- Rubbish overflowing
- Potential slipping
- Potential fire risk
- Potential pest problem
- Potential infection issues
- Potential slip issue for public
- Potential risk to traffic
- Blocking a garage
- Potential risk of being struck by object
- Potential COSHH spillage

Accidents & Incident

All incidents / accidents must be reported and investigated.
Purpose is to find the cause, with the intention of preventing a recurrence, rather than apportioning blame
An injury usually involves some degree of blame falling on management, supervision, victim or workers.

Potential care work Hazards

Aggression and violence
Bullying
Chemicals and harmful substance (COSHH)
Electricity
Fire
Water
Housekeeping
Manual handling
Sharps
Slips, trips and falls
Stress
Temperature
Infection
First aid issues

Routes of Entry

Absorption
Ingestion

Inhalation
Injection

Manual Handling

T.I.L.E

The task
The individual
The load
The environment

Personal Protective Equipment

Uniform
Face mask
Shoe
Glovers

Have you thought about your PPE??????