Keep your staff safe and healthy

Reduce risks and protect your bottom line by ensuring staff are safe, healthy and not unduly stressed.

Why?

- There will be fewer accidents in your business and less sickness /absenteeism.
- The risk of your business being sued or prosecuted will decrease.
- Healthy, safe employees will be more productive.

Why is this important?

- Accidents and ill-health cost businesses money, in lost time, lost skills, insurance premium hikes, legal proceedings, etc.
- The direct cost to small business with sick pay schemes is over €490 million. When you include additional direct costs, such as replacing staff, paying overtime and medical referrals, and indirect costs, such as loss of productivity and the time spent managing absence, the overall cost is close to €1 billion.[i]
- Back pain/injury and anxiety/depression are the most commonly cited reasons for absence on medical certs.[ii]
- One-quarter of workers report that their work affects their health and that they would not be able to do the same job when they are 60. By 2030 however, workers aged 55–64 are expected to make up 30% or more of the workforce in many European countries. Efforts must therefore be made to ensure safe and healthy conditions throughout working life.[iii]
- Seven out of ten economically active disabled people of working age will have become disabled during their working life.[iv]

How to get started in a small way

- Understand what your obligations as an employer are from a legislative perspective - *http://www.citizensinformation.ie/en/employment/employment_rights_and_conditions/health_and_safety/health_safety_work.html* or *http://www.hsa.ie/eng/Small_Business/* will provide you with more information.
- The Health and Safety Authority (HSA) provide free online courses for small businesses-*https://hsalearning.ie/*
- Ensure your organisation's Safety Statement (a legislative requirement for all employers) is relevant for your business and reviewed on a periodic basis (e.g. annually) to ensure it is up-

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to-date for any new hazards your staff may be exposed to such as new machinery. See *www.BeSMART.ie* for more information.

- Identify potential hazards in the workplace, and where these risks exist identify how serious they might be and how likely they are to occur.
- Involve employees – they will have a good perspective on potential problems and solutions.
- See Change has created a document to guide employers on the creation of a mental health policy for the workplace - *http://www.ictu.ie/download/pdf/final_mental_health_policy_document_for_the_workplac e.pdf*

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[i] http://www.sfa.ie/Sectors/SFA/SFA.nsf/vPages/News~absence-costs-small-business-over-%E2%82%AC490-million-per-annum-17-02-2015?OpenDocument

[ii] http://www.sfa.ie/Sectors/SFA/SFA.nsf/vPages/News~absence-costs-small-business-over-%E2%82%AC490-million-per-annum-17-02-2015?OpenDocument

[iii] https://healthy-workplaces.eu/en/why-healthy-ageing-work-so-important

[iv] The Employers Forum on Disability in the UK