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Is Health & Safety-a vital for growth and sustenance?

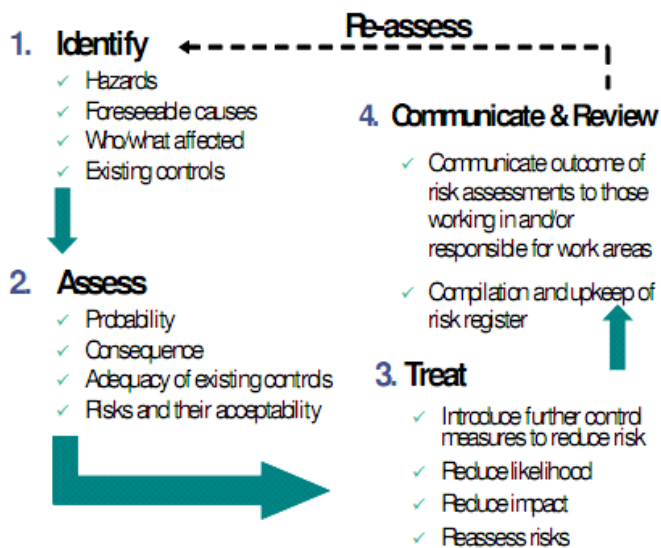
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Summary

Health and Safety is a vital area for any company to sustain its growth and maintain the confidence environment in company. It gives the boost to the employees that they safe at work at the same time their health needs well looked after by the company. In other words, they devote to work without fear. This possible by a excellent team work, firm health & safety policy within the company, effective implementation and constant monitoring. In this paper, HS&E Policy, work related ill health, HS&E visions, aims & objectives, leadership, commitment & involvement and risk assessment are discussed.

The important issues-To protect people, environment and property can be achieved by Employee wellbeing and productivity, Control direct costs / operating profit, Ensure business continuity, Mitigate material liabilities, Comply with community expectations and Maintain reputation. The HS&E targets and to control them by; Protect Health by reducing-incident rate of occupational diseases and other work related ill health, Prevent Injury by reducing- lost-time injury rate and Environmental Impact by reducing- energy consumed, solid waste & recycle rate of solid waste. It is very important to insure your company for injury, ill-health and damage because it is practically seen that the cost of insuring is 8-36 times less than uninsured cost for things like- Legal costs / Fines, Production delays, Emergency supplies, Site clean up & clearance, Investigation time, Training or overtime, Temporary labour, Loss of image and morale Increased insurance.

Risk Assessment Process





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The key area for HS&E may be categorized as Leadership, Commitment, Planning, Implementation, Corrective Actions, and Management Review. The Visible leadership and commitment can be practicing: Ensure you know what is expected of 'you', Discuss occupational health, safety and environmental issues with your teams – regularly, Challenge and follow up when you see something that may be hazardous, Take 'personal' responsibility for creating and maintaining a safe working environment, Reward the right behaviors Set an example on recycling & energy saving, Behave in a way that minimizes stress for your people and yourself, Don't just record absenteeism – manage it, Protect the health of your people through appropriate surveillance and screening and Support and promote Occupational Health promotion campaigns & educational initiatives.

Planning should be: Plan for performance improvement, Develop strategies to meet legal requirements Understand Company is objectives and targets, Define standards and procedures, Assign HS&E responsibilities, Provide awareness, competence and training and Communicate to all levels on a regular basis.

Implementation could be done by Organizing people, resources & systems for a sound HS&E deliverable performance, Implement plans to achieve objectives and targets, Develop and maintain documented procedures, Continuous performance monitoring and measurement, Consistent incident reporting and investigations and Document non-conformance and corrective action

Corrective Actions should be by- monitoring and measure performance by Implementation of an audit program and Implement corrective action programs as required.

Management Review is an important area must be by- Review each element of the HS&E management system regularly by management team / HS&E Committee, Change as necessary for continued suitability and effectiveness and Encourage identification for opportunities of improvement and take appropriate action.

A key area of HS&E is Risk assessments by Managing Risk through Hazard- identify the potential to cause harm and Risk-The likelihood that harm could be realized.

HS&E practices should be practised, implemented and monitored at regular interval.