



Health and Safety

Financial Sector

It is an easy assumption to make that health and safety is only of interest to higher risk industries.

In fact, legislation on health and safety is of general application and has an impact on all businesses with failure to comply with relevant requirements leading to possible prosecutions. Cases are often high profile and can lead to substantial fines. Sound health and safety management helps to avoid these pitfalls and reduces the possibility of employee claims for injuries at work.

At Nabarro, we have considerable experience in reviewing health and safety policies and arrangements for clients in the financial sector, identifying where there are potential gaps, and suggesting where improvements could be made. We also regularly provide tailored training to our clients on health and safety issues.



KEY RISK AREAS

Office-based environments bring their own health and safety concerns. Of particular relevance to businesses in the financial sector are:

VDUs: workstations and work patterns require specific detailed assessments with particular focus on ensuring that the special needs of individual employees are taken into account. Health and safety training and information is also required to be provided to all applicable employees.

Health and Safety Management: health and safety management requires organisations to carry out risk assessments and record the results in writing, with affected employees being made aware of any precautionary measures. The system needs to be underpinned by appropriate training for employees, managers and directors.

Workplace environment: all aspects of the working environment need to be reviewed and assessed, from ventilation, heating and lighting to workstations, seating and welfare facilities.

Welfare: health and safety requirements cover all aspects of employee welfare, from minimising the risk of injury by lifting things to ensuring that there are adequate first aid facilities. Detailed guidance covers

health issues such as pregnancy and stress, running in parallel with the related employment protection laws.

Building safety: contractor management is one of the biggest areas of risk for office-based employers. Employers must have systems in place for checking and maintaining, for example, electrical equipment and installations, gas appliances, air conditioning and water cooling systems. Employers also need to be aware that they need to have processes for assessing and monitoring outside contractors, and the appropriate records to support this.

Consultation: employee consultation on health and safety issues is a requirement for all large businesses, which also means having the consultation system properly documented.

Individual employees: The increasing numbers of employees having flexible working patterns, working at home, travelling (in their own or an employer's vehicle) and/or working alone, make it increasingly difficult to balance employer obligations to have reasonable measures in place for securing their safety when they are working.



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OUR EXPERIENCE INCLUDES:

Advising a financial sector client in relation to Legionella issues relating to the client's hot water system.

Advising a financial sector client on their Health & Safety policies following a reorganisation.

Advising financial sector clients on the impact of smoking legislation.

Advising a financial sector client in relation to asbestos exposure.

Advising financial sector clients on risk reduction measures that can be taken when engaging contractors.

Advising numerous clients on Health & Safety Executive and local authorities investigations following workplace fatalities including advising on the Coroner's inquests.

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