



## UNSAFE WORK AT HEIGHT RESULTS IN DISMISSAL

### Details of Incident

The consequences of an unsafe act recently resulted in a disciplinary investigation and subsequent dismissal of an employee at one of our plants. The employee decided to climb over a handrail, and step on to a clearly signposted lightweight fragile roof to clean spilled aggregate which had built up on it.

This unsafe act, which was a clear breach of plant rules, placed the employee in danger; the roof is approximately 3m above the ground, had no edge protection barrier and is not designed to support access.

It is only 3 years since a 31 year old contractor died when he fell through a fragile roof on one of our sites, leaving behind a pregnant wife and 3 year old child.

### Key Findings

- Falls through fragile roofs and roof lights account for almost a fifth of fatal falls from height across UK industry.
- The operative had worked for us for over 5 years.
- He had been trained in safe working at height and had signed as having understood the plant rules.
- The Supervisor was off site when the incident occurred.

### How Could This Incident Have Been Avoided?

- By stopping and thinking and seeking guidance on how to proceed.
- By following rules and not disregarding warning signage.
- By adopting a safe system of work.
- By ensuring work at height is properly planned in advance and approved by a Supervisor with a Permit to Work.

### Key Review Points

The employee clearly behaved unsafely, adopting the following will help keep us safe:


- Wherever practical avoid the need to work at height .
- **STOP** and **THINK**, then **CHECK** everything is safe before you act.
- Review plant rules and working at height procedures on a regular basis.
- Provide appropriate training and supervision .
- Ensure all work at height is properly planned in advance, approved by a Supervisor and controlled with a Permit to Work.
- Adopt and follow safe systems of work.



**REMEMBER:** *There is no production need, competitive advantage, cost or time saving measure that is worth an injury of any kind to any person*

**Look after yourself and each other**   
Don't let anyone act unsafely, always stop unsafe practices.

**Working At Height**   
Use appropriate access equipment and fall protection.

**Safe Systems**   
Follow safe systems of work, site rules, signage and traffic signals.