



# Health and Safety

The Pentagon Assurance way

Are you looking for effective health and safety management that actually improves your business performance, culture and compliance rather than simply promises that and delivers files and files of pieces of paper?

Are you frustrated at the lack of measurable improvement in your health and safety systems and performance?

Have you recently had an incident or accident and need support in relation enforcement action or potential claims?

Pentagon Assurance offer cost effective outsourced Health and Safety management to businesses.



SHAPING THE WAY BUSINESSES OPERATE



North East England Chamber of Commerce



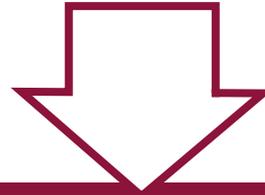
**Pentagon**  
ASSURANCE

# Why outsource legal competence to Pentagon Assurance?

From company policies and procedures to risk assessments and employee communications, there is a lot involved in health and safety compliance. Pentagon Assurance have the expertise and experience to create and maintain all requirements specific to your activities, that will save you time internally to concentrate on other important issues such as, developing your employees, running your core operations efficiently, building client relationships and securing new contracts.

Under the Management of Health and Safety at Work Regulations 1999 every employer shall, appoint one or more competent persons to assist in undertaking the measures to comply with the requirements and prohibitions imposed upon them by or under the relevant statutory provisions.

Competence is widely defined as covering the relevant Skills, Knowledge, Aptitude, Training and Experience to deliver the role. Hiring someone, training them and so on to specifically complete this task is a cost that is far higher than hiring a consultancy like Pentagon Assurance which also brings the following benefits:



## REDUCE RISK

Outsourcing Health and Safety competence means that you reduce the risk of legal and financial implications of not operating within health and safety law and demonstrate that you have undertaken reasonable precautions in the event of an incident. Non-compliance means larger fines, as well as damage to your reputation and business image.



## SEE THE BIG PICTURE

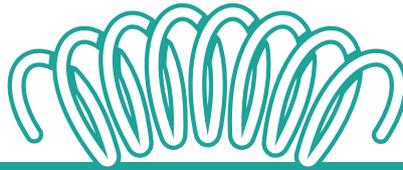
Being too close to something means we can't always see the whole picture. And even when we can, it pays to have a fresh, objective overview with a breadth and depth of experience of applying solutions in a variety of environments.



Pentagon Assurance is an [www.oshcr.org](http://www.oshcr.org) registered consultancy certified by BSI to UKAS ISO 9001:2015. OSHCR is championed by the Health and Safety Executive

(<https://www.hse.gov.uk/consultant/find-a-consultant.htm>) to bring

you peace of mind and the certainty that you are working with a certified professional who holds chartered-level (or equivalent) membership with their professional body, has valid pi insurance and is committed to on-going professional development. Businesses can have confidence in choosing a health and safety consultant from the register, as they are bound by their professional body's code of conduct and are committed to providing sensible and proportionate health and safety advice.



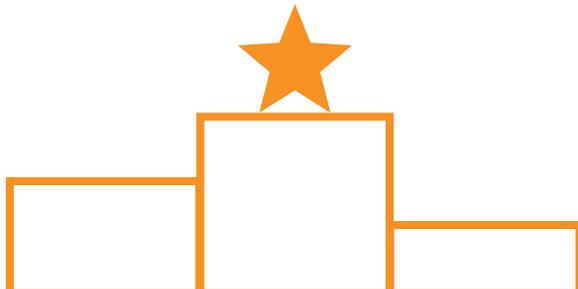
## FLEXIBILITY

The relationship between your company and Pentagon Assurance is of the highest importance to us at all times. Should an issue arise, or you have a concern that needs addressing we will deal with the problem quickly, and without hassle or fuss. We establish a whatsapp group with every client to provide personal communication in a timely manner and your employees have confidential access to us to ensure superb employee engagement at all times. Your Safety Management System is cloud hosted and available to you at all times and on a variety of platforms to match your business infrastructure.



## EFFICIENCY

In 2020 Salaries for full time employment of a health and safety professional advisor ranged from £37 to £47k and £52k+ for a management level employee. No matter what kind of economic climate you are operating in, keeping a close eye on overheads and costs is critical at any time but there has probably never been a more critical time to balance health and safety overheads than today. It may be counter-intuitive to add another overhead to your operating costs, but outsourcing health and safety to Pentagon Assurance saves you money directly and indirectly at a fraction of the full time employment costs and you get the benefit of access to both advisor and management level resource.

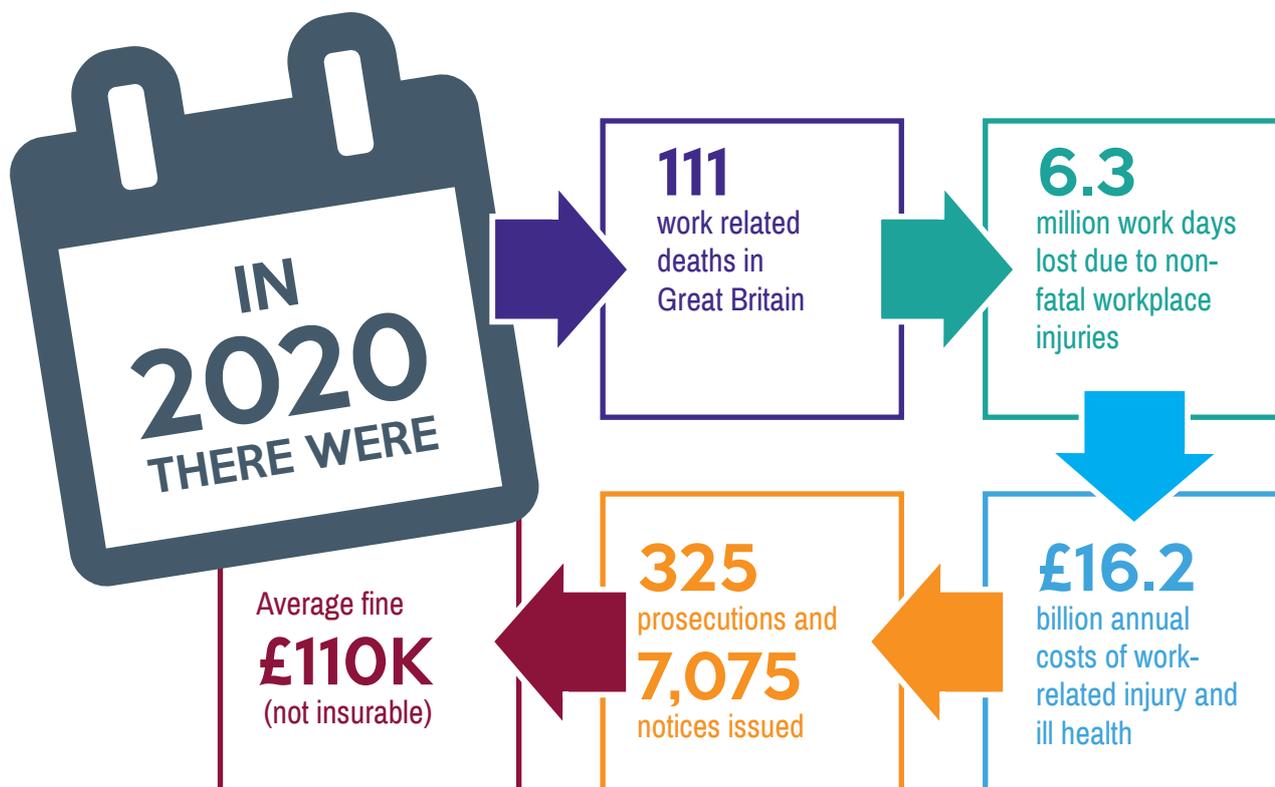


## GREAT FOR BUSINESS

From attracting talent to giving off all the right signals to clients, partners, customers and competitors, outsourcing health and safety is a means of investing in your company that speaks volumes and demonstrates you have value, worth and integrity. Pentagon Assurance always work to make introductions for our clients within our network which regularly leads to mutual clients being able to do business together.



# Why Invest in Health & Safety?



## Morally

It is not socially acceptable for organisations to place employees at risk of harm to make money. Employers who want to attract and retain talent recognise the value of health and safety in providing a great working environment in support of their outstanding brand and the motivations this can provide beyond salary and contractual terms.

## Legal duty

Employers have a legal duty of reasonable care towards those affected by their undertaking and a good safety management system supports ensuring compliance, which in turn makes enforcement action, fines and imprisonment less likely. Adequately controlling risks also reduces the risk of civil claims in relation to losses or injuries.

## Financial

- Reduced cost to repair, replace and substitute equipment and plant
- Improved efficiency, output and product quality through increased employee motivation and morale
- Improved Brand reputation, image and value
- Greater value and strength of client and supply chain relationships
- Reduced probability of claims and fines
- Lower Insurance Premiums
- Reduced staff turnover and recruitment costs
- Greater staff attendance
- Reduced costs from cleaning up, first aid, admin and other staff absence resulting from stress costs.

# Safety Management Systems and Certifications

When you implement any Occupational Health & Safety management system you must understand: who you are, what you do, where you do it and who could potentially get ill or hurt as a result. You must also take the lead on making your workplace health, safe and get the workers involved.

Before Pentagon Assurance embark on any Management System we establish: where you are now, where you want to be and outline a path to getting that by applying project management principles in everything that we do.

Systems do not need to be complicated and there are 4 key aspects to consider:

The legal minimum standard is documented in HSG(65) and that is our standard basis for health and safety retained services when outsourcing.

In due course the benefits of management systems will become apparent and can significantly drive your overall business strategy so organisations may choose to design and build a suite of systems to be efficient in delivery, administration and ensure all aspects of the business focus on the quality of products and client requirements.

For Occupational Health and Safety the recognised standard is numbered 45001:2018 by the International Standards Organisation (ISO)



**Plan what you need to do to prevent workplace ill health and injuries and how you are going to do it**



**Do what you say you are going to do**



**Check how well it is working**



**Fix problems and look for ways to make what you are doing even better**



# ISO 45001:2018 – Occupational Health & Safety Management System



Achievement of this standard serves to improve employee safety, reduce workplace risks and create better, safer working conditions which will optimise overall performance.

In establishing the ISO 45001 management system Pentagon Assurance will use a Failure, Mode, Effect Analysis (FMEA). The FMEA provides a design basis for your system to ensure it covers your activities and allows transparency in how the system needs to change as your business grows and personnel develop.

There are many companies who will sell an ISO system “in a box” with a 10 year certificate. There is no one size fits all solution, your business is unique and that will be one reason why your clients buy from you and your staff remain loyal. The costs to buy these systems are usually low at first but as they require inordinate amounts of time and effort to comply with whilst having little or no relevance or benefit to what your organisation does the costs become very high over the lifetime.

In 2015 ISO migrated standards to become risk based, that is less prescriptive about what you should do and focussed on being a successful organisation and building on what you already do well, it was this change in approach which led to the creation of Pentagon Assurance and our passion for how these services can deliver benefits and bottom line improvement for organisations.



A number of alternate certifications have been established which look to validate how an organisation manages workplace health and safety, The lead scheme in the UK is Safety Schemes in Procurement (SSIP) and some of these are required by industry sector clients and or may be more financially suited to your organisation.

Pentagon Assurance are a certified assessor of SSIP and work as auditors for certification bodies such as CHAS. We naturally can't assess applications we submit, but we have a 100% first time application success record in applications ranging from introductory to Gold standard with all registered bodies.

SSIP brings together some of the UK's leading assessment and certification bodies, backed by the Health and Safety Executive and a wide range of industry bodies. The intent of SSIP is to make supply chains more efficient in assessing Health and Safety to a consistent standards to allow buyers to quickly identify suppliers.

One key area we have been able to bring immediate cost savings to clients is where they have acquired multiple such certifications as varying clients have referenced a specific SSIP body, It is not required to do so and we can support with a deemed to satisfy certificate and in some cases save thousands on such overheads.

## UKAS ISO 45001:2018

Working to an ISO standard can be certified by the recognised accreditation body which is the United Kingdom Accreditation Service (UKAS) and a number of certification bodies are licensed to certify compliance on their behalf such as; BSI, Lloyds, DNV, British Assessment Bureau etc. There is an additional cost to have this certified by a third party and as increasingly clients look to work with suppliers who are UKAS certified. The return on investment should come through efficiency in bidding for work or being audited etc whilst delivering.



# 5 Questions to ask yourself in deciding if outsourcing could be for your organisation:



Do you employ a legally competent person who enables you to meet the current health and safety requirements?



Do you have a written health and safety policy statement setting out your company's approach to ensure the safety of your employees and others who may be affected by your business?



Has your company carried out suitable and sufficient risk assessments in relation to all significant sources of harm arising from your activities, and recorded the results where more than five persons are employed?



Does your company have arrangements in place to report accidental injuries, diseases and dangerous occurrences under RIDDOR (The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) and keep records?



Has your company assessed the capabilities and training needs of all employees with regard to health and safety and provided adequate health and safety training?

If a company answers no to any of the above, it indicates that they may not be fully legally compliant and outsourcing could be hugely beneficial and the next logical step.

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