



FRAMEWORK FOR SUCCESSFUL HEALTH & SAFETY MANAGEMENT

Wednesday 7th December 2022

Time allowed

Three hours

Instructions

- Ensure that you pay particular attention to words in **bold**.
- Write the question number next to each answer in your answer booklet.
- You are **not** required to rewrite the question in your answer booklet.

Information

- Different questions may carry a different number of marks.
- Marks for each question are shown in [].

Advice

- Read each question carefully before you start to answer it.
- Use the full time permitted and check all your answers.

Materials

- Notes or books are **not** permitted.
- Non-programmable calculators are permitted.



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ANSWER ANY FIVE QUESTIONS FROM THE FOLLOWING EIGHT QUESTIONS

1. (a) Performance reviews are one method a manager can use to measure staff performance.
State **five** other methods a manager can use to measure the performance of a department or individual. [5 marks]
(b) Describe the items which must be included within a performance review. [15 marks]
2. Describe the contents of an effective health and safety policy. [20 marks]
3. (a) Describe the information that can be used to identify training needs for an existing job role. [10 marks]
(b) Describe the information that must be considered when examining the training needs of a management job role. [4 marks]
(c) Explain the reasons employees violate safety rules or procedures. [6 marks]
4. (a) Describe the typical controls used in a health and safety audit in the workplace. [9 marks]
(b) Describe the aims of a health and safety audit. [5 marks]
(c) Explain the challenges of using health and safety audit schemes. [6 marks]
5. Describe the performance standards employers use to meet business needs and the requirements of the Health and Safety Management System. Use examples to support your description. [20 marks]
6. Risk assessments help management keep employees and others safe in the workplace.
(a) Explain what is meant by a cost benefit analysis. [4 marks]
(b) Describe the potential costs to organisations of implementing health and safety systems. [6 marks]
(c) Discuss the potential benefits to organisations of effective health and safety risk reduction. [10 marks]
7. Evaluate the benefits and challenges of occupational health and safety management systems. [20 marks]
8. Suggest a checklist an organisation can use to collect the information required to investigate a medium level accident. [20 marks]

END OF QUESTIONS