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# PROMOTING A POSITIVE HEALTH & SAFETY CULTURE

September 2019

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## Time allowed

Three hours

## Instructions

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

## 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

- No other computer equipment, notes or books are permitted.
- For those exams for which numeracy skills are required:
  - a) Non-programmable calculators are permitted.
  - b) Data tables are included at the back of the paper.



**ANSWER FIVE QUESTIONS FROM EIGHT.**

1.
  - (a) One or more persons must be appointed to help managers comply with their duties under health and safety law. Give examples of people from within the organisation, or outside, who could be appointed. [6 marks]
  - (b) The Health and Safety Executive (HSE) offer advice on getting specialist help for different types of health and safety problems. Give **five** examples of specialists who may be called upon for advice, outlining the type of problems they can advise on. [10 marks]
  - (c) List **four** agencies, outside their own organisation, that a health and safety practitioner may be called upon to act as the point of liaison. [4 marks]
  
2. In managing the health and safety culture within a company, it is important to promote good practice in reporting incidents at work. Consider how this information can be gathered and the level of analysis required to influence practice.
  - (a) List **six** of the questions that incident data should seek to answer. [6 marks]
  - (b) List **six** types of accident/incident that an organisation might want to collect data on. [6 marks]
  - (c) Give examples of **eight** items that a company may want to consider when undertaking a review of health and safety performance. [8 marks]
  
3. In addition to the environment, the health and safety of people at work is influenced by: the organisation, the job and personal factors. Personal factors may be defined as any condition or characteristic of an individual which could cause or influence him/her to act in an unsafe manner. They may be physical, cognitive, or psychological in nature.

Describe the **three** most common psychological personal factors which can be a contributing factor to accidents and give examples of how these may be changed or managed in order to improve outcomes. [20 marks]
  
4.
  - (a) Define a **health and safety culture** and describe the characteristics of a positive safety culture as defined by the HSE in HSG65. [10 marks]
  - (b) Discuss factors affecting a health and safety culture. [10 marks]

5. A monitoring programme is important in assessing health and safety performance. Methods of monitoring performance can generally be categorised as “active” or “reactive”.
- (a) Briefly describe **active** methods of monitoring and give examples. [3 marks]
  - (b) Briefly describe **reactive** methods of monitoring and give examples. [3 marks]
  - (c) Describe why investigation of accidents and incidents is an important part of a monitoring program. [6 marks]
  - (d) An active monitoring programme may include safety inspections structured around the four P’s; identify the **four P’s** and give an example of **each**. [8 marks]
6. During a review of health and safety procedures, it has been identified that there has been a negative attitude towards health and safety amongst the organisation. Make suggestions as to how to change this negative attitude into a positive attitude and outline the steps to take in order to achieve this. [20 marks]
7. A safe and healthy workplace environment is encouraged through training and consultation.
- (a) When is it necessary to provide further health and safety training beyond the initial staff induction process? [10 marks]
  - (b) List the benefits that training of staff will have on the health and safety culture of an organisation. [5 marks]
  - (c) Explain the benefits of consultation with the workforce regarding health and safety matters. [5 marks]
8. Human failures in health and safety can be classified either as errors or violations.
- (a) Describe what is meant by the **two** types of human error known as **slips and lapses** and **mistakes**, and explain the difference between them. [6 marks]
  - (b) Describe the **three** categories of violation, giving common reasons for **each**. [14 marks]

END OF QUESTIONS