

New online learning tool helps businesses address work-related stress

A “much needed” new online learning tool designed to prevent work-related stress has been launched.

Businesses are encouraged to sign-up to the free-to-use interactive tool, designed by the Health and Safety Executive’s (HSE) Working Minds campaign, to understand what they need to do to comply with the law.

The tool provides the simple and effective guidance employers need to take action to meet their legal duties and begin to understand how to include stress in their workplace risk assessments.

Created as part of HSE’s Working Minds campaign, which promotes good mental health in the workplace, the new tool is made up of six short modules. These take employers through relatable, everyday scenarios, such as how to recognise the signs of stress in individuals and teams like regular lateness to work, being withdrawn and higher staff turnover.

Liz Goodwill, head of work-related stress policy at HSE, said: “More than half of small and medium sized (SME) businesses recently visited by HSE knew they had a legal duty to assess the risk of work-related stress, but the number who actually did this was significantly lower. This new online tool will help employers understand the steps and actions necessary to help bridge this gap. It is a much needed solution.

“Lack of time, money and know-how are common reasons why businesses can struggle to prevent and proactively tackle the issue. Now, they have a resource that provides free learning which is simple and engaging and does not take a huge amount of time to complete.

“Businesses will come away with an understanding of what the law requires of employers and what actions they need to take. It provides an opportunity for employers to refresh their existing knowledge and help drive the culture change that the Working Minds campaign is aiming to achieve. I encourage them to give it a go.”

The tool was launched today, Wednesday 8 November, at HSE’s online Health and Work conference. It can be found here: [HSE Workplace Stress \(focusgames.com\)](https://www.focusgames.com/HSE-Workplace-Stress).

Whether you’re a small business or a large corporation, the law requires all employers to carry out a stress risk assessment and act upon the findings to prevent work related stress and support good mental health in the workplace.

Since 2019, the total annual cost of poor mental health has increased by 25%, costing UK employers up to £56 billion a year. Over half of working days are lost due to work-related stress, depression or anxiety. Stress, depression and anxiety are the number one reasons for work-related illness in the UK and figures continue to rise.

Liz Goodwill, added: “The Mental health and employers report from Deloitte suggests employers see a return of £5.30 on average for every £1 invested in staff wellbeing. By providing this free learning, our aim is to help lower the investment cost and assist employers to reap the potential benefits including increased productivity, lower absenteeism and reduced staff turnover.”

Working Minds helps employers to follow five simple steps based on risk assessment. They are to **Reach out** and have conversations, **Recognise** the signs and causes of stress, **Respond** to any risks you’ve identified, **Reflect** on actions you’ve agreed and taken, and make it **Routine**. It needs to become the norm to talk about stress and how people are feeling and coping at work.

Notes to Editors

1. The [Health and Safety Executive](#) (HSE) is Britain’s national regulator for workplace health and safety. We prevent work-related death, injury and ill health through regulatory actions that range from influencing behaviours across whole industry sectors through to targeted interventions on individual businesses. These activities are supported by globally recognised scientific expertise.
2. To read more about HSE’s Working Minds campaign click [here](#)
3. For press and media enquiries please contact media.enquiries@hse.gov.uk
4. [Mental health and employers: the case for investment – pandemic and beyond | Deloitte UK](#)

[Manufacturing company fined half-a-million pounds after forklift truck death](#)

The mother of a man who was killed when the forklift truck he was driving overturned says she still feels angry as he ‘simply went to work and didn’t come home.’



Jamie Anderson

Jamie Anderson was killed on 4 June 2019, when the forklift truck he was operating overturned at a depot in Newark.

The 35-year-old father of one, was found in the car park trapped under the roll cage of the vehicle. He had been using a counterbalance forklift truck to move waste material when it clipped a kerbstone at the edge of the roadway and overturned. He was not wearing a seatbelt.

His mum Sarah Anderson, a care assistant from Newark, said: “No mother should lose a child and for Jamie’s son Harley he has lost a loving father.

“As a family we have gone through all emotions, and I still feel angry as Jamie simply went to work and didn’t come home. This should not have happened.

“He was a happy-go-lucky boy and would do anything for anyone. It’s the everyday things that remind me of him and I miss his smile and blue eyes. He’s missed so much.”

An investigation by the Health and Safety Executive (HSE) found that The Barcode Warehouse Ltd failed to enforce the use of seatbelts by forklift truck operators. They should have properly risk assessed the use of forklift trucks on their premises and enforced the use of seatbelts. Instead, it was left to individuals to choose whether to wear a seatbelt or not.

HSE has guidance available on managing [forklift trucks](#).

At Nottingham Magistrates’ Court on 8 November the Barcode Warehouse Ltd of Telford Drive, Newark pleaded guilty to breaching Section 2(1) of the Health & Safety at Work Act 1974. They were fined £500,000 and agreed to pay costs of £7,039.55.

Speaking after the hearing HSE inspector, Tim Nicholson said: “This tragic incident led to the avoidable death of a young man. Jamie’s death could easily have been prevented if his employer had acted to identify and manage

the risks involved and enforced the use of seatbelts by forklift truck operators.”

This HSE prosecution was supported by HSE lawyers Nathan Cook and Jonathan Bambro, and Paralegal Officer Rubina Abdul-Karim.

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2. More information about the [legislation](#) referred to in this case is available.
3. Further details on the latest [HSE news releases](#) is available.

[Specialist lifting company fined after two workers fell from a crane](#)

A specialist heavy lifting company has been fined after two men fell from height during the assembly of a crane.

On 19 January 2021, two employees of Osprey Heavy Lift Limited fell as a result of a partial collapse of a platform on a crane at the Port of Blyth, Northumberland.

The platform was being installed using four lifting chains, each had a hook and safety clasp. The hooks were looped over metal lugs on the platform in order to lift it into position. The workers removed the two lifting chains nearest the crane structure and moved along the platform to attach the other side to the crane pendants.

At this point, the two remaining lifting chains came off the lugs and one side of the platform fell to the ground.

Despite both men using safety equipment, they both fell from the platform. One operative fell about four metres to the ground below causing serious injuries, including fractures to ribs, right wrist, and eye socket.



The collapsed platform

An investigation by the Health and Safety Executive (HSE) found that Osprey Heavy Lift Limited failed to properly plan the lift and therefore unsuitable lifting accessories were used. Suitable anchor points for operatives using fall arrest equipment were not identified and there was no consideration of fall distances. Additionally, they failed to provide appropriate instructions and information for work at height and lifting operations.

HSE has guidance on [working at height](#) and [lifting operations](#).

At South Tyneside Magistrates' Court on November 7, Osprey Heavy Lift Ltd of Portishead, Bristol, Somerset pleaded guilty of breaching Section 2(1) of the Health and Safety at Work Act 1974. The company was fined £24,000 and ordered to pay costs of £9,136.

After the hearing, HSE inspector, Clare Maltby said: "Companies who undertake crane assembly work must properly plan lifting activities and work at height, making certain the equipment selected is suitable for the task.

"All organisations undertaking lifting and work at height must ensure work is properly planned, and the correct equipment is selected. Workers should be provided with adequate health and safety information and instructions."

This HSE prosecution was supported by HSE lawyer Samantha Wells.

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[Rogue plumber handed suspended prison sentence](#)

A man from St Helens has been given a suspended prison sentence for carrying out illegal gas work in Cheshire.

Richard Goldthorpe, 37, installed various gas appliances at an address in Sandbach in April and May 2022 despite not being registered with the Gas Safe Register.

The homeowner contacted the police after noticing Mr Goldthorpe had not carried out the work properly. They were then made aware of Mr Goldthorpe's previous chequered history.

The Health and Safety Executive (HSE) had previously served Goldthorpe with a Prohibition Notice (in 2014), banning him from carrying out gas work. However, in 2020, he was prosecuted for carrying out more illegal gas work and given a 16-month prison sentence as a result.

HSE guidance can be found at: [Gas – HSE](#).

Goldthorpe has also been exposed for his illegal gas work on BBC's Rogue Traders TV programme.

An investigation by HSE found that Mr Goldthorpe carried out the installation of gas appliances despite not being Gas Safe Registered.

Richard Goldthorpe, of St Georges Road, St Helens, pleaded guilty to breaching Regulation 3(3) and Regulations 3(7) of the Gas Safety (Installation & Use) 1998 act and to breaching a HSE Prohibition Notice. He was sentenced to a total of 32 weeks imprisonment, suspended for 12 months, and was ordered to pay £1,000 costs at Chester Magistrates on 6 November 2023.

HSE inspector Rose Leese-Weller said: "Richard Goldthorpe brazenly undertook gas work which he knew he was not registered to do.

"All gas work must be done by registered Gas Safe engineers to ensure the

highest standards are met to prevent injury and loss of life. Such offenders will be prosecuted.

“Goldthorpe has been previously prosecuted for the same offences and had even been warned on national television that he was breaking the law. The work he did was unsafe, it is only a matter of chance that no one was seriously harmed.

“All gas work must be done by registered Gas Safe engineers to ensure the highest standards are met to prevent injury and loss of life. The public should always ask to see the gas engineer’s identification and check the registration number online (www.gassaferegister.co.uk) or ring the Gas Safe Register customer helpline 0800 408 5500.”

This HSE prosecution was supported by HSE senior enforcement lawyer Nathan Cook and enforcement lawyer Gemma Zakrzewski.

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4. Guidance on [gas safety](#) is available.

[Demolition company given £60,000 fine as worker seriously injured](#)

A Woolwich labourer is ‘lucky to be alive’ after part of a Victorian building fell on him during demolition work in Kilburn, North West London.

MAC Demolition Ltd, the Middlesex firm contracted to carry out the works, has been fined £60,000 after Tommy Brooks was left with life changing injuries. The 57-year-old had been employed on the site as a labourer for three months before the incident.

The company had been contracted to carry out soft stripping works on the Victorian property as well as the demolition of its roof.



Tommy Brooks was carrying out demolition work on this Victorian property in Kliburn.

Guidance on [safe demolition](#) is available.

On the morning of 2 March 2022, Mr Brooks had been tasked with clearing bricks for reclamation. He was working at the corner of the building when a large piece of masonry fell from the unstable roof, landing on top of him.

He was left with significant long term injuries including a broken shoulder and 12 broken ribs, as well as spinal and internal injuries.

An investigation by the Health and Safety Executive (HSE) found MAC Demolition had failed to adequately assess the risk of falling objects during demolition and failed to implement and enforce adequate exclusion zones.

MAC Demolition Ltd pleaded guilty to breaching Regulation 20 of the Construction (Design and Management) Regulations 2015. They were fined £60,000 and ordered to pay £3,229 costs at a hearing at Willesden Magistrates Court on 2 November 2023.

After the hearing, HSE inspector Gordon Nixon said: “Tommy’s injuries were life changing and he is lucky to be alive.

“This serious incident and the devastation it caused could have been avoided if basic, industry standard control measures had been put in place.

“Companies need be aware that we will not hesitate to take appropriate enforcement action against those that fall below the required standards.”

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