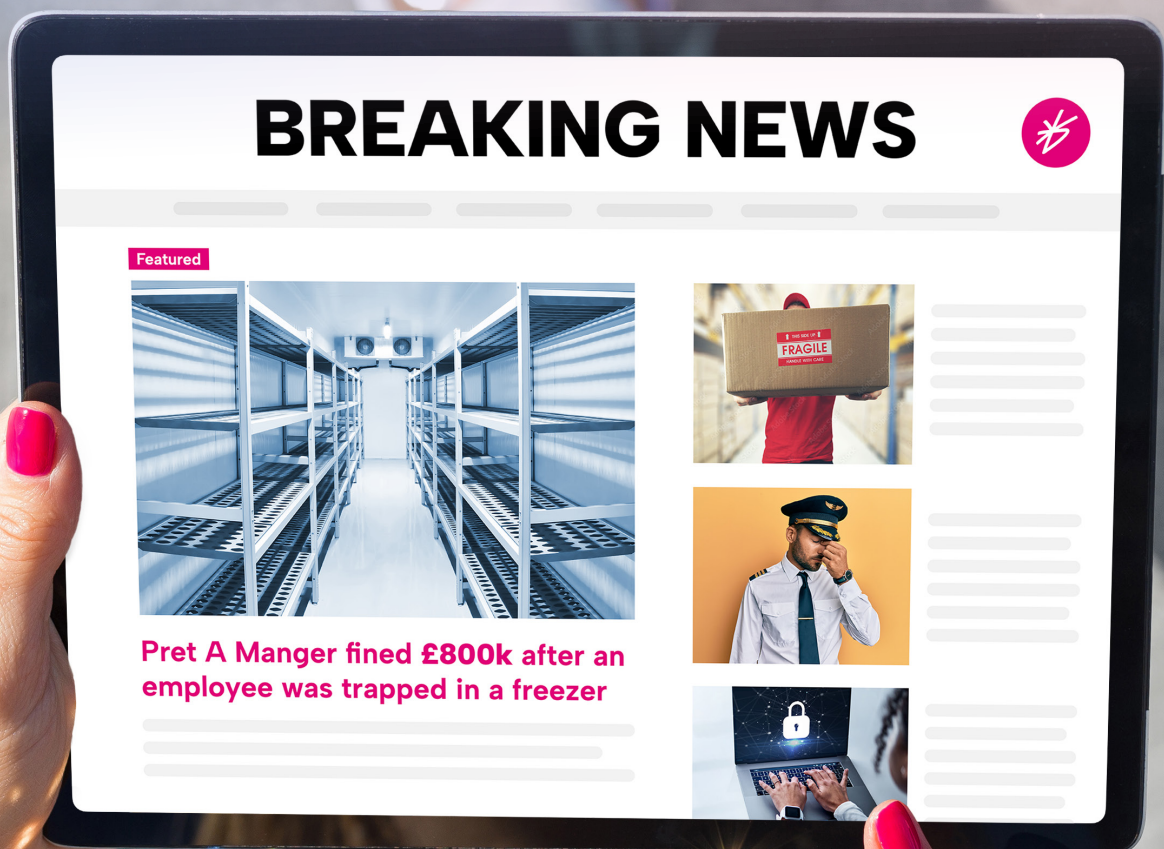


5 Lessons in HR and Health & Safety

Actionable tips for avoiding costly slip-ups



BrightHR uncovers 5 major HR and health & safety slip ups that caused a stir

Get actionable tips to prevent HR and health & safety slip-ups in your business. Learn the risk assessment that could have prevented huge safety fines for Pret-A-Manger, the sick leave solution that could have protected EasyJet, and lots more!



What you'll learn

- ✓ The health & safety risk assessments every business needs
- ✓ The importance of conducting fair HR investigations
- ✓ The risks of poor HR policy management
- ✓ More hidden costs of running your business
- ✓ How BrightHR has helped businesses like yours
- ✓ How much BrightHR could save your business

When HR and health & safety scandals hit the headlines



Case Study 1




Pret A Manger
fined £800k after
an employee was
trapped in
a freezer

A chilling health & safety tale for employers

Back in August 2023, Pret A Manger was fined £800,000 after one worker was trapped in a walk-in freezer for approx. 2.5 hours. Brrr!

Following an investigation by HSE, it was found the company had a lack of suitable and sufficient risk assessments and safety systems.

If that's not enough to send a shiver down your spine, the incident also placed greater emphasis on the importance of having procedures in place for lone workers. Whilst this is a bizarre and slightly extreme case, accidents *chill* happen... So, it's important to put proper health & safety processes in place!

Key lessons for employers:

- If you're currently drafting your own risk assessments it can be time-consuming. Risk assessments need to be customisable so they can be quickly and accurately updated ahead of new laws
- Storing risk assessments digitally can save time, keep your business in line with the law, and give you everything you need to protect your business from HSE fines

Case Study 2



FRAGILE: Handle investigations with care

The recent post office scandal not only swept the nation but also had major TV pick up with an ITV series.

3,500 post office workers were wrongly accused of stealing after faulty software made it seem like money was missing. Out of which 900+ people were shockingly convicted.

As of September 2023, £21m has been paid to postmasters with overturned convictions but the case is ongoing.

Besides the very serious nature of this case, this draws specific attention to the risks of conducting unfair investigations at work before establishing the facts.

Key lessons for employers:

- To investigate alleged misconduct fairly, thoroughly and accurately you need to have reliable legal advice, guidance on how to manage investigations, and somewhere to store documents recording the process
- Make sure you have measures to protect employee wellbeing, like a workplace stress assessment, or a full employee assistance programme with access to wellbeing-boosting guidance, and 24/7 professional mental health advice

Case Study 3



That bytes! Credit score company Equifax fined MILLIONS for...

A cyber security breach! Back in December 2023, Equifax, a major credit score company was fined a whopping £11 million for failing to manage data correctly.

When it comes to personal data, you can never be too careful. Having an effective information management system and process is key.

Key lessons for employers:

- Make sure any unlimited cloud-based storage software you use complies with the Data Protection Act (DPA) to protect your business
- Similarly, make sure your processes are up to scratch with General Data Protection Regulation (GDPR) and all employee data is safe
- Even better if your system offers features like restricted access so you can keep confidential records safe and control permissions

Case Study 4




Plane awful
accusations
against EasyJet

Flying accusations for EasyJet

In the last few years, EasyJet pilots have come under fire for accusations that are plane awful.

Pilots were accused of corporate bullying in their handling of employee absences after an unprecedented wave of staff sickness forced EasyJet to cancel hundreds of flights back in 2022.

And it's not the first time the popular airline has come under scrutiny for sick leave. Back in the Pandemic years of 2020, they were accused of using employee sick records to calculate which employees should be made redundant.

Key lessons for employers:

- If you're currently tracking absence and sick leave manually via an absence line or on Excel, you might be leaving your business vulnerable to costly mistakes
- Absence management software makes it easier for your staff to notify you about absences in advance. It also helps you categorise leave for easier reporting and will help you track reoccurring absences for better employee management
- If your business is forced to make redundancies, you must follow a fair procedure. Having a library of redundancy resources and the right support and guidance is a must for any business

Case Study 5




A property
management firm
in Liverpool faces
a fine of £28,000

Health & safety nearly goes up in smoke!

In April 2024, a property management firm in Liverpool faces a fine of £28,000 for allowing a fire escape route to be blocked by a shipping container. Alongside this, nine fire doors were found to be in disrepair.

In recent years the Fire Door Inspection Scheme (FDIS) has found as many as three-quarters of fire doors are not up to standard, risking lives.

Key lessons for employers:

- Checking fire doors is not enough. You need regular fire health & safety risk assessments and a safety reporting tool to stay on top of fire alarm tests
- To be well prepared for HSE investigations everything must be documented and stored somewhere safe that's easily accessible and preferably backed-up online
- Method statements must be in place to identify hazards in your workplace to protect employee safety and your business from costly fines

How BrightHR can help you

One thing's for sure running a company has lots of hidden costs...

And it's clear from some of the examples above how easily fines and hidden costs can trip you up.

So, if you're looking to protect your business from fines and hidden costs and make significant savings in both time and money for your business, keep reading!

We've got fact-checked insights and a special tool to help you calculate the savings you could be missing out on without proper HR and health & safety support.



Payback Calculator
It's guaranteed

HR or health & safety cost

Solution

Compliant GDPR cloud-based document storage can cost you upwards of £3,000 a year



BrightHR offers:

- Unlimited document storage, that's GDPR compliant, to keep confidential employee data secure on the cloud
- Software that allows you to set admin permissions and privacy settings for important company data

Accidents in your business can cost as much as £7,500 if not more



BrightSafe can safeguard your business and help prevent accidents with:

- 24/7 access to health & safety professionals
- Live hazard reporting, incident and accident reporting
- Task and responsibility management

Annual training costs and LMS systems can cost thousands



BrightSafe has a full range of RoSPA-accredited courses on a range of topics we've covered above, like:

- Lone working
- Fire resistance in buildings, fire awareness and warden duties, and fire extinguisher use

HR or health & safety cost

Solution

Conducting one single risk assessment costs you up to £1,000



BrightSafe has 600+ risk assessment templates including:

- A lone working checklist and a lone working freezer risk assessment
- Fire safety risk assessments like a fire door checklist, evacuation plan template, fire awareness poster, fire safety toolbox, fire extinguisher training record
- And more!

Drafting a single HR policy could set you back £590 per policy



BrightHR has:

- An entire library of expertly written HR policies, templates and guides
- 24/7 Employment law advice so you can set clear guidelines and prevent harmful situations like workplace bullying from ruining your culture; potentially costing your business at an employment tribunal

The average business owner spends 31 hours processing 270+ absence requests and lose 14 hours managing 120 overtime requests



BrightHR offers:

- Fast absence management software that lets you log absences and find last-minute cover with ease
- Overtime tracking and an employee time-keeping app

Employee issues, retention rates and productivity levels all take a toll on your business and increase your risk of tribunal claims



BrightHR has:

- Confidential and discrete HR and employment law support when you need it most
- An award-winning employment advisory service (EAP) to protect the wellbeing of both you and your employees and reduce absenteeism

How BrightHR has helped 100,000+ business owners like you protect their business...



We have been using BrightHR for a few years now and the software is brilliant and has everything we need. However, the truly fantastic thing is the legal helpline and the invaluable advice and support you can get.

As a small business owner, it's impossible to know everything, and unrealistic to employ specialists in each area. The support service within Bright is first class and I simply can't recommend it enough. They're always on hand with expert advice that's 100% reliable. We would thoroughly recommend BrightHR.

James Dale | YourTalentSolutions



As always, this BrightHR call helped me with a delicate matter. My point of contact was extremely helpful and dealt with my query not only professionally but also very quickly. She sent me an email with related paperwork almost straight away. We are so happy we found your HR company and recommend to everyone we can!

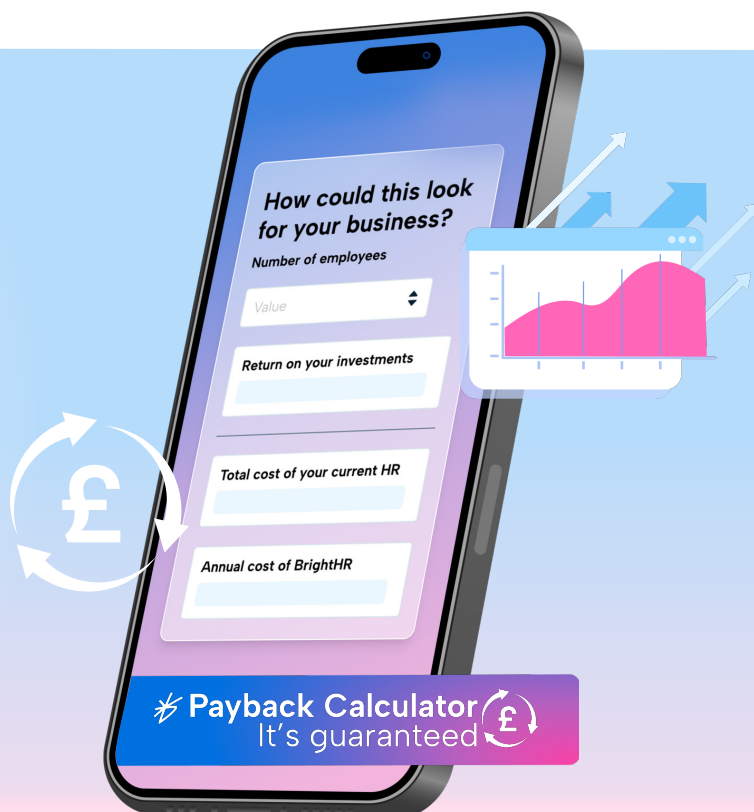
Tracie Shaw | Teepee Childcare

Calculate your hidden costs based on your business size

Our calculator is a super quick way to help you instantly see all the hidden costs slowing down your business and the return-on-investment of using BrightHR.

Whether it's advertising, document creation, or worst-case scenario legal fees and fines, it's hard to measure exactly how much HR and health & safety software could save your business. That's why we've done it for you!

Try it for yourself today and see how much BrightHR could save your business:



Discover HR savings

Discover health & safety savings