

NEBOSH

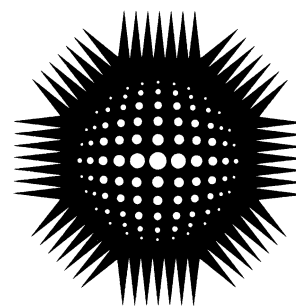
KNOW - WORKPLACE HEALTH AND SAFETY PRINCIPLES

UNIT DN1:

For: NEBOSH Level 6 National Diploma for Occupational Health and Safety Management Professionals

UNIT DI1:

For: NEBOSH Level 6 International Diploma for Occupational Health and Safety Management Professionals



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PAPER 1 OF 2

Guidance to learners



General note about this sample assessment

Please note that this is a *sample* assessment, designed to be illustrative of the different types of questions learners will face. It is therefore **not** a full sample; it does **not** contain as many questions as a live paper will have. This sample has 17 marks available, whereas a full paper will have 100 marks available.

This sample can be used for either the DN1 or DI1 units. In a live assessment, a paper will be produced for each unit. Although the questions in this sample paper are the same for both units, they may differ in a full live paper.

There are **two** question papers for this assessment. This paper (**Paper 1 of 2**) contains questions based on a fictitious scenario (100 available marks).

All the tasks in this assessment are mandatory.

You will have 4 weeks (20 working days) to complete **both papers** of the assessment.

Please refer to your registration confirmation email for the upload deadline.

Please note that NEBOSH will be unable to accept your assessment once the deadline has passed.

You **must** use the answer template for **Paper 1**.

This assessment is not invigilated, and you are free to use any learning resources to which you have access, eg your course notes, or the HSE website, etc.

By submitting this completed assessment for marking, you are declaring it is entirely your own work. Knowingly claiming work to be your own when it is someone else's work is malpractice, which carries severe penalties. This means that you must **not** collaborate with or copy work from others. Neither should you 'cut and paste' blocks of text from the Internet or other sources.

Scenario-based questions

The examination begins with a scenario to set the scene. You will then need to complete a series of tasks based on this scenario. Each task will consist of one or more questions. Your responses to **most** of these tasks should wholly, or partly, draw on relevant information from the scenario. The task will clearly state the extent to which this is required.

The marks available are shown in brackets to the right of each question, or part of each question. This will help guide you to the amount of information required in your response. In general, one mark is given for each correct technical point that is clearly demonstrated. Avoid writing too little as this will make it difficult for the Examiner to award marks. Single word answers or lists are unlikely to gain marks as this would not normally be enough to show understanding or a connection with the scenario.

Please attempt **ALL** tasks.

SCENARIO

A haulage company owns and operates one site from which it runs a fleet of 40 trucks, many of which are over 10 years old. The organisation has been operating for nearly 60 years and has grown from an initial workforce of 5, to 150 workers (a mixture of drivers, vehicle maintenance and office workers). The current managing director (MD) has been in post for 25 years.

The haulage company's main contract is to deliver car parts across Europe for a major car manufacturer. This contract was put in place nearly 20 years ago, at a time when the car manufacturer only made and sold cars within its own country. The contract was negotiated between the MDs of the two organisations, who are old school friends. Other than an annual financial review, there has been no significant review of the contract terms since it was signed.

Over the past few years there have been numerous health and safety breaches at the haulage company's site. For example, six months ago a family member of one of the maintenance workers visited them to deliver an important document. While on the site one of the visitor's feet was broken after a forklift truck ran over it. The worker took their family member to hospital. After leaving the hospital, they rang a solicitor for an initial consultation about bringing a compensation claim against the haulage company. Following the consultation, the solicitor also advised the worker to check that the organisation had reported the issue to the Health and Safety Executive (HSE). When the worker approached the MD, they were told that it would not be reported as the family member should not have been on site, so it was their own fault. Nevertheless, the worker contacted the HSE and explained the circumstances. The worker subsequently resigned as they did not want to work for an organisation whose MD had such a bad attitude.

In the past, the HSE had tried to work with the management at the haulage company's site and had, on several occasions, provided advice on how safety could be improved. Following the report about the broken foot, an inspector visited the site again. The MD was not available to speak to the inspector at this visit, so the inspector spoke to the site manager. The inspector found evidence of at least six different health and safety breaches across the site. They also noticed a child disappearing through a hole in the perimeter fence; on closer inspection they also noticed that there was no signage on the perimeter fence. The inspector issued improvement notices for the health and safety breaches that were found across the site.

The inspector visited the site again 21 days after the notice date and then again, a further three weeks later. During this last visit the MD told the inspector that the notices would not be actioned as it was the MD, not the inspector, who was in charge. The inspector said that they had no alternative but to issue a prohibition notice. The MD tore up the notice in front of the inspector, saying that it would cost too much to put things right and that bonuses would be at risk if the improvements were made. The HSE subsequently prosecuted both the haulage company and the MD, and both received fines. So far, the MD has not paid their fine and is refusing to speak to the court's officials about the issue.

Since then, there has recently been a fatality at the site. A 10-year-old child had entered the site with some friends through the hole in the perimeter fencing. The child was knocked over and killed by a reversing truck.

There have been a lot of reports in the press and on social media about the child's death, which have included information on the haulage company's poor health and safety performance record. The car manufacturer's procurement director has seen these reports and visits the site to discuss the ongoing relationship between the two organisations. The procurement director tells the MD that they are now very concerned about the relationship and that the car manufacturer, especially as they are now a supply chain focal company. The procurement director explains that Corporate Social Responsibility (CSR) is also a top priority and that they have signed up to one of the codes on CSR which has health and safety requirements within it. The car manufacturer takes both their focal company and CSR responsibilities very seriously.

Following the fatality, the board of directors of the haulage company voted to recruit a health and safety manager as they realised that something had to change. The MD was the only member of the board who did not agree with this decision. You were successful in obtaining the role of health and safety manager.

Your first job is to review the health and safety policy and any procedures currently in place. You are concerned to find out that there is no policy or written procedures. Procedures are passed by word-of-mouth from worker-to-worker. The drivers have told you that "this is just the way things are done around here". You check to see what driver training has taken place but can find no training records. You also check that you have up-to-date drivers' paperwork and find that many of the driving licences on record have either expired or do not exist; in some cases, drivers are driving categories of vehicles for which they do not hold a licence. You also discover that many of the drivers are not taking sufficient driving breaks during the working week. This is due to pressure from management to get the job done quickly, at all costs. Drivers accept this as the 'norm' and have the attitude that if that is the way management want it done then that is what will be done, even if it means that they are working under excessive pressure.

You then carry out an investigation into the fatality and are told by workers that children coming onto the site are a regular occurrence; they also tell you that they have chased children off the site on many occasions. You hear reports from most of the drivers that this was "an accident waiting to happen" as there have been a lot of near misses in the past involving children and site vehicles. The drivers tell you that most of the fleet go out on Monday mornings and return Friday afternoons or early evenings; at both of these busy times there are always children inside the perimeter fencing watching the trucks manoeuvring. You also discover that the hole in the perimeter fence has been reported to the MD on several occasions by different workers.

Workers also tell you that, despite numerous requests from drivers, the trucks have no reversing cameras or audible alarms. The drivers also tell you that they have stopped reporting issues and asking for safety-related equipment/clothing as these requests are always ignored. They also say that they think, with hindsight, that this equipment/clothing is not required because they have not been involved in any incidents. You find that even if the MD authorises the purchase of the safety-related equipment/clothing they will very often change their mind and tell the drivers to buy it for themselves. You ask the drivers why they stay with the haulage company, and they all reply because they can turn up, get the job done but not care if they do a good job or not. Their attitude is, that if management do not care how the job is done, neither should they. The drivers also tell you that the pay is exceptional, much higher than the industry average.

You ask the MD for the site's risk assessments. The MD tells you that there is "no such thing as risk"! The MD goes on to say that it is up to the individual to make sure that they act responsibly so that they do not cause themselves or anyone else an injury; so there is no need for the MD to bother doing risk assessments. You raise the issue of the reversing devices for the trucks and say that the workforce must be consulted on such issues, rather than the MD making a unilateral decision. The MD's response is to laugh at you before walking away.

Task 1: Organisational factors

- 1 Comment on the *organisational* factors that could have contributed to the poor health and safety culture at the haulage company. (12)
- Note: You should support your answer, where applicable, using relevant information from the scenario.*

Task 2: Supply chain and corporate social responsibility obligations

- 2 The haulage company's main client is a car manufacturer that is a supply chain focal company.
- Based on the scenario, what are the implications for the haulage company of the car manufacturer's focal company role? (5)