



SAFETY2BUSINESS

## OTHERWISE EMPLOYED ON-SITE WORKERS AND YOUR STAFF WORKING AT ANOTHER BUSINESS PREMISES



We have, in the last year, had to deal with a couple of very serious accidents involving otherwise employed workers who are based away from their employer business on site at and for a hosting employer. They are often described or known as **implant workers**. These incidents prompted quite a lot of interest and intrusive enquiry from the **HSE** during the accident investigation.

What we can tell you is that many companies have never considered the impact and potential fall out of an accident like this involving separate business entities and different locations. Just who is responsible and then for what? It can easily be a roller-coaster ride for blame and recrimination. Frankly, it is an administrative minefield and a subject requiring special attention from consultants.

The facts about how a business should deal with field workers, agency staff or implants are simple and really pretty straightforward. It's the attention to detail and the implementation of all the right administrative procedures and in particular the circulation of all the correct documentation across both parties that causes the problem.

Just because a frequent site visitor is otherwise employed by a supplier or customer does not admonish or relieve you or your business from a whole host of complex and interlinked responsibilities. Any site visitor, even a "permanent" or very frequent visitor, employed by a supplier or customer and based permanently or temporarily on your business premises, needs to be included within the control of contractors rules provided in the safety management system. Their employment and the providing company or hosting business need to consider their respective responsibilities and make sure that the roles position and responsibilities are effectively risk managed.