



# ICM

SEPTEMBER 2015

PROMOTING A POSITIVE HEALTH & SAFETY CULTURE

**Instructions to candidates:**

- a) Time allowed: Three hours (plus an extra ten minutes' reading time at the start – do not write anything during this time)
  - b) Answer any FIVE questions
  - c) All questions carry equal marks. Marks for each question are shown in [ ]
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- 1.
    - a) Define the term **health and safety culture**. [6]
    - b) Identify THREE basic drivers behind an organisation's wish for good health and safety management. [6]
    - c) Customers gain a concept of an organisation's health and safety culture through the information provided to them with the product or service supplied. Describe FOUR questions an organisation needs to consider answering before drawing up this information. [8]
  - 2. Mike has just started a new job with an organisation as the health and safety manager.
    - a) Describe the information he would look at to get an idea of the state of the health and safety culture. [6]
    - b) Identify the formula Mike will need to use to measure the incidence rate. [4]
    - c) Summarise other indications of a poor health and safety culture that Mike can look into. [10]
  - 3.
    - a) As a health and safety practitioner, list FIVE items you need to be able to advise an organisation on. [5]
    - b) The company you work for does not appear to really understand the business benefits of a positive health and safety culture. You have been invited to speak at a directors' meeting. Evaluate a business case of uninsured costs for them to take health and safety seriously. [15]
  - 4.
    - a) List FOUR factors which influence the behaviour of employees at work. [4]
    - b) Produce a simple checklist that may be used to check that the principles of the health and safety considerations of a job have been taken into account. [16]
  - 5.
    - a) Define the most important factor affecting the health and safety culture within an organisation. [2]
    - b) The managers are questioning why there is a need to train their staff in health and safety. Evaluate FIVE benefits of providing sound information and training to employees. [10]
    - c) You need to set up a programme of health and safety training. Produce guidance for the human resources department on when staff should be booked on such courses. [8]
  - 6.
    - a) Identify when demands by customers have a negative effect on a health and safety culture. [4]
    - b) Evaluate when poor communications have a significant influence on health and safety issues. [8]
    - c) Explain the most common influences economics play in affecting health and safety standards. [8]
  - 7.
    - a) Evaluate the key benefits of promoting a positive health and safety culture. [14]
    - b) List SIX important components of a positive health and safety culture. [6]
  - 8. Mistakes are a part of human behaviour. However, unfortunately they can pose a serious problem within the workplace.
    - a) Identify the types of mistakes. [4]
    - b) List SIX questions that could be asked when considering the potential source of human errors. [6]
    - c) Outline TEN steps the health and safety manager can suggest to reduce the likelihood of human error. [10]