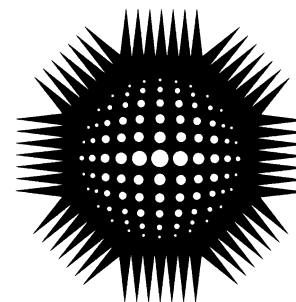


THE NATIONAL EXAMINATION BOARD IN  
OCCUPATIONAL SAFETY AND HEALTH

NEBOSH NATIONAL DIPLOMA IN  
OCCUPATIONAL HEALTH AND SAFETY



**nebosh**

**Unit A: Managing health and safety**

**TUESDAY 2 JULY 2013**  
**3 hours, 0930 to 1230**

*10 minutes reading time is allowed before the start of this examination. You may not write anything during this period.*

**Answer both Section A and Section B**

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**SECTION A**

This section contains six questions. Answer **ALL SIX** questions.

All questions carry equal marks.

The maximum marks for each question, or part of a question, are shown in brackets.

You are advised to spend about **15 minutes** on each question.

Start each answer on a new page.

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- 1 For a range of societal factors **outline** how they might influence health and safety standards and priorities. (10)
- 2 **Explain** the 'domino' and 'multi-causality' theories of accident causation, including their respective uses and possible limitations in accident investigation and prevention. (10)
- 3 (a) **Give** the meaning of the term '*hazard*'. (1)
- (b) A risk assessment identifies a hazard as 'working at height'.  
**Explain** why identification of the hazard in this way is likely to be inadequate. (4)
- (c) A risk assessment on the erection of scaffolding has identified a range of relevant hazards. It also contains a 'those who may be harmed' section that reads 'scaffolders, ground workers and members of the public'. The three groups have been considered collectively. With reference to relevant examples, **explain** why considering these three different groups all together is likely to be unsuitable. (5)

- 4 (a) **Outline** the main defences to a civil action for breach of statutory duty. (8)
- (b) Where two or more parties act jointly to commit a negligent act they are said to have joint and several liability for such negligence.
- Outline** the implications of *'joint and several liability'* in these circumstances. (2)
- 5 (a) **Give** the meaning of the term *'ethics'*. (1)
- (b) **Identify THREE** ethical principles that underpin a health and safety practitioner's professional conduct. (3)
- (c) **Outline** what is meant by a *'conflict of interest'*. (2)
- (d) A health and safety manager for a large organisation has been asked to recommend suitable auditing software. A close friend, who owns a small software development business, has approached the health and safety manager and asked him to 'put in a good word'.
- Outline** steps that the health and safety manager should take in order to avoid allegations of professional misconduct. (4)
- 6 An organisation employs 900 people at a warehousing and distribution site. The site manager has asked for a set of summary information to be provided each month for its executive meetings in order to monitor the overall health and safety performance of the site.
- Outline** the possible contents of the set of summary information. (10)

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## SECTION B

This section contains five questions. Answer **THREE** questions only.

All questions carry equal marks.

The maximum marks for each question, or part of a question, are shown in brackets.

You are advised to spend about **30 minutes** on each question.

Start each answer on a new page.

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- 7** A castle, which is open to the public as a visitor attraction, is surrounded by a dry moat. Access to the castle ticket office is gained via a bridge across the moat. While crossing the bridge, a visitor to the castle tripped over a low parapet wall and fell a distance of 5 metres into the moat, sustaining serious injuries. The organisation that operates the castle was warned two years previously of the possibility of falls from the bridge, yet failed to take any action to prevent such incidents.
- (a) With reference to *possible* breaches of the Health and Safety at Work etc Act 1974 and the Management of Health and Safety at Work Regulations 1999, **outline** the criminal law implications for the organisation and its managers. *Your answer should contain reference to the specific requirements that may have been breached, the likely venue for the prosecution and the possible penalties should the organisation and/or managers be found guilty.* (12)
- (b) With reference to relevant civil legislation, **outline** the nature of the duty owed by the occupying organisation to their lawful visitors. (4)
- (c) In its defence, the organisation attempts to rely on a warning notice posted in the ticket office that reads *'The management will accept no liability for loss or injury howsoever caused'*.  
**Explain** why the organisation will be unable to use this statement in its defence. (4)
- 8** (a) **Outline** the following key theories of human motivation:
- (i) Mayo (Hawthorn experiments); (2)
- (ii) McClelland; (2)
- (iii) McGregor. (4)
- (b) **Outline** the principles and key steps of behavioural change programmes. (6)
- (c) **Outline** the organisational conditions needed for success in behavioural change programmes. (6)

- 9 A fast-growing manufacturing organisation employs 150 people. Health and safety standards at the organisation are poor as arrangements have developed in an unplanned way without professional advice. The organisation has managed to avoid any serious accidents and staff at all levels do not seem particularly concerned. However, two employees have recently experienced near miss incidents and have complained jointly to the Health and Safety Executive (HSE).

A subsequent visit by an HSE inspector in connection with the near miss incidents has resulted in the issue of three improvement notices. The Managing Director wishes to dismiss the two employees whom he has described as 'troublemakers'.

- (a) **Explain** the advice that you would give to the Managing Director with respect to the proposed disciplinary action against the employees who have complained. (5)
- (b) **Outline** the steps that could be taken to *gain the support* of the workforce in improving the health and safety culture within the organisation. (15)

- 10 The following table shows the numbers of lost-time accidents to employees for two hospitals situated in the same locality. Hospital A is a long-established NHS general hospital employing 2,500 staff whereas Hospital B, which opened in 1998, is a private hospital employing 300 staff.

Year	Hospital A	Hospital B
2000	75	4
2001	69	7
2002	82	6
2003	78	5

- (a) Assuming that the number of employees has remained constant over the period, **calculate** the annual lost-time accident incidence rates for the two hospitals and draw general conclusions from the results. (4)
- (b) **Identify** possible limitations with the data that might make direct comparisons on safety performance unreliable. (4)
- (c) **Suggest** reasons for an actual difference in safety performance between the two hospitals. (12)

- 11 (a) An organisation has decided to introduce a permit-to-work system for maintenance and engineering work at a manufacturing plant that operates continuously over three shifts.

**Outline** the key issues that will need to be addressed in introducing and maintaining an effective permit-to-work system in these circumstances. (10)

- (b) A year after the introduction of the permit-to-work system an audit of permit-to-work records shows that many permits-to-work have not been completed correctly or have not been signed back.

**Outline** possible reasons why the permit-to-work system is not being properly adhered to. (10)