

**We often hear HSE is expensive – really? If its costing more than 1% of turnover you are wasting \$ and probably spending on the wrong things.**



Health and safety investments are not about spend, but rather the effectiveness and strategic allocation of those funds.

At face value, implementing safety measures, training, equipment, and maintaining compliance do drive direct costs that impact the bottom line. So targeting spending is critical.

Throwing money at generic safety programs, hiring more HSE staff to create work for themselves, purchasing unnecessary or inappropriate equipment, or conducting irrelevant training can fail to genuinely improve safety while still incurring costs.

Spending on minor issues while neglecting major, high-probability, high-impact risks is a poor allocation of funds. Only spending on safety after an incident occurs (e.g., legal fees, compensation, fines) is often far more expensive than proactive prevention.

So what is "spending on the right things"?:

Identify and invest in the critical risks: Health and safety, like any other investment, is a matter of balancing priorities – so focus on the things with highest likelihood and potential severity.

Monitoring: controls need regular monitoring to ensure they are still in place and effective. Make this a priority. And make people on the floor responsible for doing this.

Review your HSE processes: if it is not adding value, ditch it. A chemicals register is not required for 6 substances on site. An incident register is not needed for two events a year. An HSE meeting is not required with a team of 3.

Dump the HSE team: permanent HSE positions may make you feel someone is looking after HSE but all positions make work for themselves. Is a dedicated resource really the way to go?

In essence we advocate for smart, strategic, and data-driven safety investments rather than simply spending for the sake of it or hanging an HSE officer sign on someone's door. It's about maximizing the impact of every dollar spent on safety to truly protect the businesses people and assets.