



Coleman Electronics explain how ISO 45001 has helped the organisation to streamline their Health and Safety System and identify and manage the Psychosocial risks in the workplace.

### At a glance

Established in 1983, Coleman Electronics are one of Ireland's leading integrated Fire & Security solutions specialists. Operating with a 50+ team of engineering and support staff, the organisation offers customers nationwide 24/7/365 coverage and support services. Coleman Electronics provide full package programmes from design, planning, installation, commissioning and handover to support & maintenance contracts.

The organisation offers dynamic and innovative solutions in a wide range of services including CCTV, Access Control, Intruder Alarm Systems, Door & Gate Automation, Fire Systems, Emergency Lighting and Energy Systems to customers nationwide who operate in all sectors.

Coleman Electronics customers include state & government agencies, food & beverage industry, pharmaceutical sector, oil & gas exploration, schools, colleges, universities, private hospitals, public hospitals, manufacturing sector, healthcare, local authorities, SME's and residential.

**Dave Micheau** – HR & Quality Manager at Coleman Electronics stated that 'there have been many benefits resulting from certification to the [ISO 45001:2018](#) Occupational Health and Safety management standard'. The key requirement is to provide a safe and healthy workplace, prevent work related injury and ill-health and continually improve our occupational health & safety performance. Achieve **Goal-Zero** for accidents & near misses is the company health & safety mantra. Some highlights include:

### Consultation & Participation of employees

In order to ensure the active participation and consultation of employees on all aspects of the health and safety standard, the organisation appointed employee safety representatives and formed a health and safety committee. The committee's role is to oversee and manage the health & safety systems and employee wellbeing within the business. Some highlights include:

- The improvements in communication between experienced staff and new hires regarding onsite risks and safety protocols.
- Increased employee awareness of the top safety risks within the business.
- Enhanced health and safety culture - improved staff reporting of potentially dangerous occurrences / incidents.
- Fluid Health & Safety feedback channels from employees thereby increasing the speed at which changes are implemented for the benefit of staff & customers alike.

### Streamlining of health & safety practices into daily organisational activities.

- Project risk assessments and method statements are communicated to staff via mobile app.
- Weather alerts & risk awareness details are communicated to staff via WhatsApp and email.
- [Enhanced employee participation](#) through the Health and Safety Committee.



## Leadership and commitment

Top management consistently demonstrate leadership and commitment with respect to the occupational health and safety management system by:

- Completing onsite wellbeing reviews with both office & field-based staff.
- Communicating the importance of abiding by all health and safety practices.
- Providing additional resources to ensure the safety & wellbeing of all staff members including employee wellbeing programs, specialist risk prevention training and comprehensive PPE.
- Completing unannounced onsite health and safety equipment and process audits that are designed to check and ensure that all equipment is safe to use and that staff are actively aware of the risks and potential dangers associated with their job roles. This process involves completing van and safety checks and testing the employee knowledge and understanding of top health & safety risks, procedures and objectives.

## Managing Psychosocial risks in the workplace

Dave Micheau stated that:

'Supporting mental health within the organisation has never been more important. The pandemic will have lasting impacts for the mental health of the existing working population but also the younger generations who have yet to enter the job market'. The organization have implemented processes to adequately and effectively manage psychosocial risks within the businesses. Some of the key benefits include:

- The creation of a positive working environment.
- Implementing a framework for managing psychological health and wellbeing.
- High levels of discretionary effort.
- Improved recruitment, retention and diversity.
- Enhanced worker engagement, performance and productivity.
- Legal compliance.
- Reduced employee absence from workplace stress & anxiety.

## [Get in contact](#)

If you are interested in learning more about the benefits an ISO 9001 quality management system can bring to your business, why not contact us for a free consultation.