Health&Safety news

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THOMPSONS SOLICITORS
STANDING UP FOR YOU

Standing up for you

Phil Kyte, senior accident at work solicitor, sets out the challenges facing public sector workers, and details the legal options if you or one of your colleagues is a victim of a workplace assault

The risk of assault in public sector workplaces

WHEN IT comes to the risk of being assaulted at work, Thompsons Solicitors acts for some of the most vulnerable workers in the UK.

The most recent statistics show that incidents of assault are rising across the board within our key public sector workforces. Lots of people are coming under attack, from workers in the NHS, schools, and the prison service, to traffic wardens and social workers – the list goes on.

The NHS

Throughout the NHS, incidents of assault against staff have increased from 59,744 in 2011/12 to 68,683 in 2013/14, an increase of almost 15 per cent in just two years. NHS workers do an invaluable job and should be given the protection and support they deserve.

New resources are desperately required, but this government has blithely ignored the inevitable

It is unacceptable that, on top of gruelling working hours, an ever-growing workload and stagnating pay, more and more healthcare professionals are becoming the victims of violence at work. This would not be tolerated in any other workplace and should not be in the NHS.

In England the Tories have demanded that the NHS finds £20bn of cuts by 2015. That doesn't come without pain – over 7,000 clinical staff have been made redundant since the coalition government came to power – and a combination of agitated and vulnerable patients and staff who are at the end of their tether means the NHS is a pressure cooker environment.

Increased waiting times, overcrowded A&E departments and a shortage of beds are all unneeded stresses that, with an ageing population, will only continue. New resources are desperately required, but this government has blithely ignored the inevitable.

Schools

Teachers and teaching assistants are another group of workers facing increasingly challenging behaviour from pupils in schools. In 2012/13 there were an incredible 93 assaults on staff each school day throughout England. There were 17,680 physical assaults on staff, up from 16,970 the year before. This figure does not even include the number of incidents of verbal abuse and threatening behaviour that staff have had to endure on more than 51,000 occasions.

Despite this, the government appears pleased to have given head teachers more power to discipline pupils without recourse to the police, even though the number of

actual exclusions (both temporary and permanent) has fallen.

While no one would deny a child's right to be educated, staff are increasingly reporting frustration at a perceived lack of support from management. Anecdotally, clients regularly complain to us that management is reluctant to enforce discipline on pupils, thereby leading to an atmosphere where staff feel unprotected and vulnerable to further attack.

The prison service

The government recently announced a "crackdown" on violent prisoners, promising that perpetrators of serious assaults on staff will be prosecuted unless there is a good reason not to. Unlike the government, and in light of a 13.5 per cent increase in assaults on officers between March 2012/13 and March 2013/14, we share the Prison Officers Association's view that there is almost never a good reason not to hold violent and aggressive prisoners to account.

There were over 3,300 assaults on prison staff in the year ending March 2013/14, an increase of over 11 per cent on the previous period despite, and arguably because of, a reduction in staff numbers ?

? of 41 per cent in public sector prisons since 2010. The number of officer-grade staff has dropped, as of June 2014, from over 24,000 to 14,170 in that four year period, despite a prison population of 84,628; almost 8,000 above the government's own measure of how many prisoners can be held in decent and safe accommodation.

Prison officers have to work in increasingly dangerous environments with little support from a government and organisational structure designed to frustrate members' attempts to recover compensation for being assaulted at work. The vast majority of such assaults are dealt with by the governor under the adjudication process with only 25 per cent of offences being referred to the police.

Employers can often defeat claims on the basis that an assailant had not been violent before. This is a very difficult argument to rebut if there is no evidence of previous problems

Prison officers often complain that the adjudication process provides no real deterrent; governors can only impose relatively minimal sentences ranging from a caution to removal from wing for a limited period of time, and, while additional days can be added to a prisoner's sentence, this can only be done by an independent adjudicator.

What can you do?

It doesn't matter where you were assaulted or where you work, if you have been the victim of an assault in the workplace, there may be several options open to you.

Understanding the most appropriate course of action should be done with the advice of a specialist lawyer. The most common types of legal action are a civil claim against an employer and an application through a government funded scheme administered by the Criminal Injuries Compensation Authority (CICA).

Civil claims

Claiming against an employer is rarely a straightforward process. While the legal principles that need to be established are the same for any assault claim, each of the workplaces detailed above have their own peculiarities.

Generally speaking, a claimant has to show that their employer knew, or should have known, that the assailant posed a risk of violence towards staff, a concept known as "reasonable foreseeability".

This is often difficult to establish so the most important thing workers can do it to report and record not only assaults on themselves, but also any other incidents of violence or threatening behaviour that they experience or witness. A "one off" comment may not seem like much on its own, but may, when put in the context of an assailant's general behaviour, add up to a more serious pattern that an employer ought to have paid attention to.

Employers can often defeat claims on the basis that an assailant had not been violent before. This is a very difficult argument to rebut if there is no evidence of previous problems. Equally, staff talking among themselves about problems they face will not be sufficient to succeed with a claim – incidents have to be reported to management.

Having to do so can often make employees uncomfortable, and they may be reluctant to be branded as a "trouble maker", but claims fail for a lack of reasonable foreseeability more than any other reason.

Even once it has been established that an employer is aware of a problem, an employee still has to establish that, armed with that knowledge, an employer could have taken steps to prevent the assault taking place.

For example, if an employer had failed to properly risk assess someone and, had they done so, it would have been apparent that a staff to person ratio of 2:1 was needed but it was only 1:1 at the time of the assault, then the chances of success are greatly improved.

However, even if that were the case, it is still open to a court to find that the assault could still have happened, regardless

of whether the correct number of staff were present.

Criminal Injuries Compensation Authority

The rules that govern CICA claims are very different to civil claims. The authority is designed to compensate victims of crime who have been unable to recover compensation from alternative sources. However, the government introduced a new scheme in November 2012 that appears to be designed to do anything but, drastically tightening the qualifying criteria.

The most important point to bear in mind is the need to report an assault to the police, and obtain a crime reference number from them, as soon as possible. The CICA will almost certainly reject an application where the police have not been informed. In the NHS and schools, employees are often worried about breaching data protection. The CICA's attitude is hard line and can be summarised as "if it happened in the street you would not hesitate to involve the police, so why should it be any different if it happened at work?"

In the prison service, officers often report encountering resistance from governors and police liaison officers to involve the police, so by the time they refer the matter to the police it is often too late. Nothing within the adjudication process precludes an officer from attending their local police station to report an assault at work.

Judith Gledhill, head of personal injury, outlines what employers should be doing to avoid accidents in the workplace

Slips and trips

SLIPS AND TRIPS are some of the most common causes of accidents in the workplace and a major cause of injury. Workers were involved in 77,593 non-fatal accidents in 2013/14, with workplace slips and trips on average causing 40 per cent of all reported major injuries.

What could and should be done by employers to prevent workplace injuries caused by slips and trips and how can the law help?

The law states that employers must, so far as is reasonably practical, ensure that the workplace is safe for their workers. If they do not and one of their employees is injured, they may be found to have been negligent. Employers must accordingly take steps to remove the risk of an employee slipping or tripping.

Many of the obligations on employers are set out in a series of health and safety regulations that are widely known as the "Six Pack". Before October 2013, workers could rely on a breach of these regulations when bringing a compensation claim. Now, although employers still have to comply with the regulations, they will face criminal sanctions for breaches of the regulations (usually through prosecutions brought by the Health and Safety Executive) as opposed to a civil remedy such as a claim for compensation.

Once hazards have been identified, employers must consider how to remove or reduce the hazards to reduce the risk of injury

This change does not mean that health and safety regulations are irrelevant where an injured worker is considering bringing a compensation claim. Breaches of the regulations can in themselves be evidence of negligence.

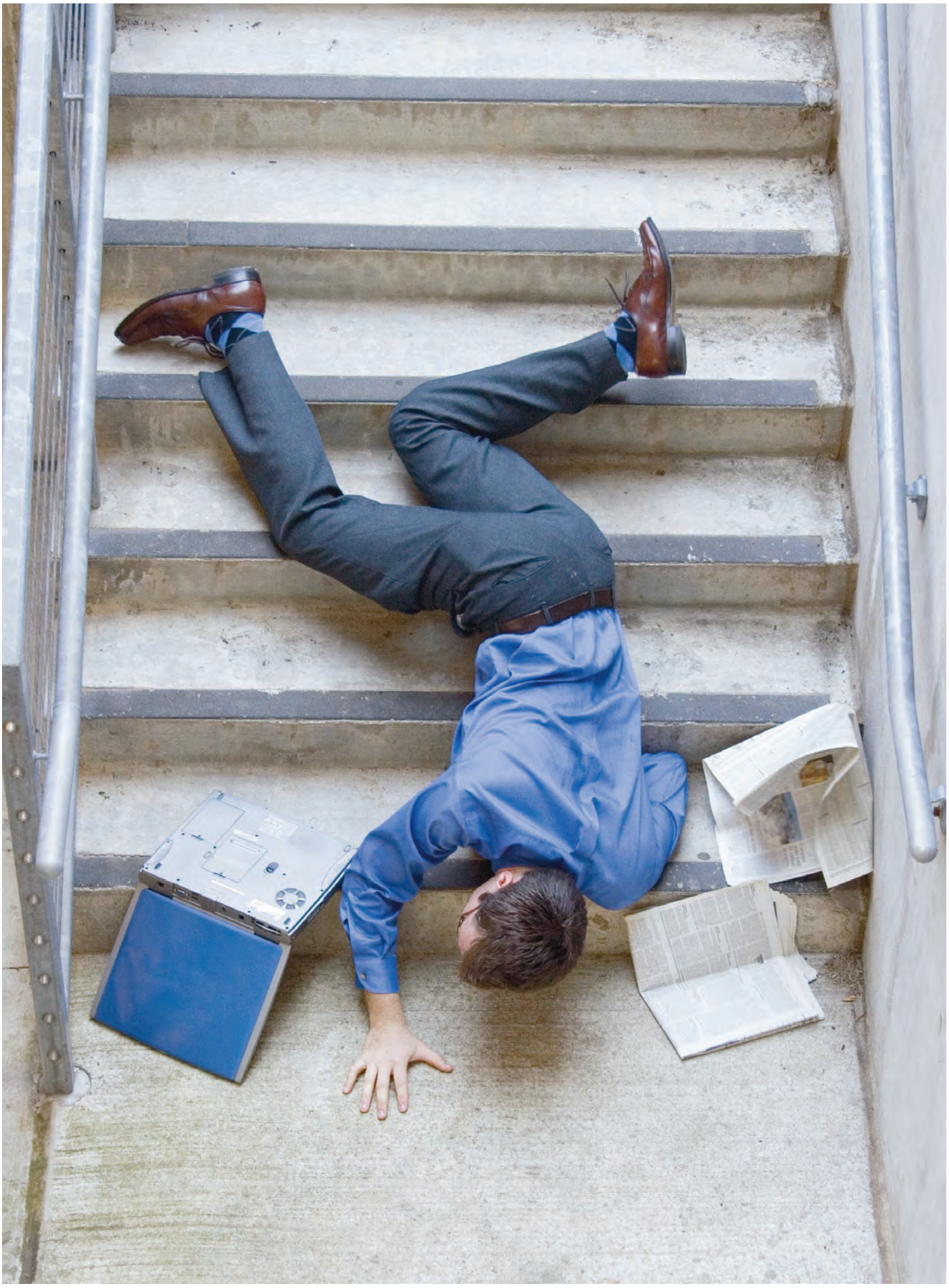
What do the regulations say?

The Management of Health and Safety at Work Regulations 1999 require employers to assess risks to their employees. Such risks include the risks of slipping or tripping at work. The regulations require employers to undertake a risk assessment of the workplace and working practices to highlight potential hazards. Obvious things that should be considered when undertaking a risk assessment include the following:

- Are floor surfaces free from holes and other defects?
- Are floor surfaces non-slip?
- Do floor surfaces become slippery when wet (quarry tiles are a good example of this)?
- Are mats laid at the entrance to external doors and are these in mat wells and flush with the floor surface?
- How are floors cleaned? Are appropriate cleaning fluids used?
- Are there boxes or other obstacles in walkways, which could cause workers to trip? Are there training wires or cables, which again may be a tripping, hazard?

Once hazards have been identified, employers must consider how to remove or reduce the hazards to reduce the risk of injury. Warning signs could be displayed where a floor is being mopped. The floor could be dry mopped after cleaning.

Cables and wires could be placed under carpets or situated above head height. Storage spaces could be created for boxes ?



Case study: trip

In the case of Palmer -v- Marks and Spencer, Mrs Palmer tripped over a weather strip that ran across the floor at the work's entrance to her employer's store and was injured. The accident occurred before 1 October 2013. There was no dispute that the weather strip caused her to trip and fall. Her argument was simple.

The presence of the weather strip meant that the construction of the floor was not "suitable" as required by the Workplace Regulations because it presented a tripping hazard. This was evidenced by the fact that she had tripped.

The Court of Appeal rejected her claim. It decided that the word "suitable" in the Workplace Regulations implied some element of foreseeability of injury.

The weather strip was no more than 91/2 millimetres proud of the surface of the floor, and there had been no reported previous accidents despite the fact that the entrance was used by a lot of staff. Taking this into consideration, the court decided that the trip did not represent a foreseeable risk of injury, despite that it clearly presented a tripping hazard.

? and other obstacles. Workers should be trained about how to ensure that workplaces are kept free of substances that could cause slipping and tripping accidents.

The Workplace (Health, Safety and Welfare) Regulations 1992 require workplace floors to be suitable for the purpose for which they are used, kept in good condition and free from obstructions. The regulations confirm that traffic routes should not contain holes or slopes and should not be uneven or slippery where such conditions would create a health risk. The regulations also state that, so far as it is reasonably practical, all traffic routes should be kept free from obstructions and from any substance that may cause someone to slip or trip.

It is important that where hazards in the workplace are identified, they should be reported to the employer and a record made of the date and time of the report

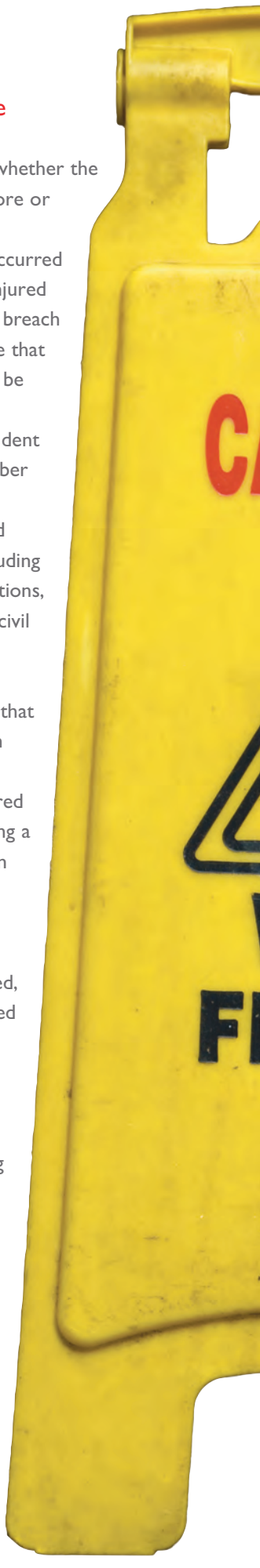
How do these regulations operate in practice?

Much will depend on whether the accident occurred before or after 1 October 2013. Where the accident occurred before this date, the injured worker can point to a breach of regulation and argue that their employer should be liable for the accident.

If however the accident occurred after 1 October 2013, breaches by an employer of health and safety regulations, including the Workplace Regulations, no longer give rise to civil liability.

The breach may, however, be evidence that the employer has been negligent and can be highlighted by the injured employee when bringing a claim for compensation based on negligence.

It is important that where hazards in the workplace are identified, they should be reported to the employer and a record made of the date and time of the report. Where employers are carrying out a risk assessment, hazards in the workplace should be highlighted and included in the assessment. Such reports and assessments will help to reduce accidents and injuries in the workplace. After all, no one goes to work to be injured.



Case study: slip

Ms Kennedy provided care to the elderly and infirm in their own homes. She was visiting a terminally ill service user in icy weather and, while walking down a path to the service user's home, she slipped on the ice, fell and injured her wrist.

Ms Kennedy pursued a case for compensation against her employers for failing to take necessary steps to guard against the risk of slipping on ice, by providing protective footwear or footwear attachments.

The case went to the Scottish equivalent of the Court of Appeal (the Scottish Inner House) where it was found that the employer had no duty to provide "add-on" or "Yaktrax" footwear devices which would give better grip on snow and ice, because it was decided that slipping in these circumstances was not considered a "risk at work" under the relevant regulations (Personal Protective Equipment at Work Regulations 1992).

This ruling was based on the thinking that, as Ms Kennedy was having to walk across a dangerous surface with the same level of risk as other pedestrians using the street at that time, her work did not increase the risk.

Judges said that: "A risk to which a worker is exposed within a public environment which his employer does not control is not a 'risk at work' unless his work in some way increases the risk."

This ignores the fact that Ms Kennedy was only on a dangerous path because she was doing her job.

Case study: trip

In the case of **Smith,** Mr Smith was working at a cemetery and used the washrooms adjoining the kitchen. The washrooms were in a very bad state of repair, with plaster falling from the roof and electric cables on the floor.

The lighting in the washrooms was not working. As he left the wet room Mr Smith tripped on the cables and fell. His accident was before 1 October 2013. A claim was sent to the council alleging a breach of The Workplace Regulations.

The defendant admitted primary liability, but argued that Mr Smith's damages should be reduced as he was aware of the hazard and should have avoided the cables. At trial, the judge found that the area was a longstanding hazard which the council was aware of and that no warnings about the risks had been displayed. As such the claimant was not partly to blame for his accident in failing to spot and avoid the cable.

The question is would Mr Smith have succeeded if the accident had occurred after 1st October 2013? Let us examine the facts. The washrooms were in a bad

state of repair. The council was aware of the hazards caused by the cables but did nothing about them.

The lighting was not working. In such circumstances it would be hard for a judge to find that Mr Smith's accident was not foreseeable. Even if Mr Smith could not rely on breach of the regulations, his claim should still have succeeded in negligence.

The position may however have been very different if the problems with the washroom area had not been reported to the council.

The council may well have successfully defended the claim on the basis that they did not know about the problems and could not

Daniel Poet, personal injury specialist, explains where employees stand when it is either too hot or too cold

The law on temperature in the workplace

MANY WORKERS experience both excessively cold and warm working environments during the course of their employment. Both can give rise to a risk of injury, but what protection is provided under the law?

The Regulations

Regulation 7 of the Workplace Regulations deals with temperature in the workplace.

It states that: "During working hours, the temperature in all workplaces inside buildings shall be reasonable."

The obligation is absolute ("shall"). It is not subject to a reasonable practicability qualification. To succeed you don't need to establish negligence by the employer.

It is also no defence for an employer to argue that any unreasonable temperatures were short lived or transient in nature. The duty is not qualified in this way.

The temperature in workrooms should provide reasonable comfort without the need for special clothing

However, in practice, it can be difficult to establish what is "reasonable" under the law as everybody's reaction to heat and cold is different.

The Approved Code of Practice sets out guidance for cold workplaces: "*The temperature in workrooms should normally be at least 16 degrees Celsius unless much of the work involves severe physical effort in which case the temperature should be at least 13 degrees Celsius. These temperatures may not, however, ensure reasonable comfort, depending on other factors such as air movement and relative humidity.*"

But while there is a clear ruling for low working temperatures, no equivalent law

Case study

A notable recent Thompsons' trial success on this issue illustrates the point well. The trade union member was a 30-year-old cardiac physiologist, working for a large NHS health trust. As part her job she was required to monitor cardiac procedures from a viewing room next to the main laboratory.

A few months before her accident some refurbishment works began, which resulted in a partition wall being installed in the viewing room. This had the effect of reducing the size of the room considerably and cutting off the air conditioning.

In addition, the member had to wear heavy lead-lined clothing to protect her from radiation. The member was not able to sit down and a policy was in place forbidding drinks being consumed in the room. Evidence from colleagues confirmed that they also felt uncomfortably hot in the room and that verbal complaints had been made to management.

After 30 minutes in these conditions the member began to sweat profusely and felt dizzy. She could not leave the room during the procedure for safety reasons. The member then fainted and in doing so struck her leg on the table. She has subsequently developed complex regional pain syndrome.

The matter was further complicated by the fact that our member had a history of blacking

exists for high temperatures.

As such, there is at least some guidance available as to what constitutes an unreasonably cold working environment, when assessing a potential claim against an employer.

Where the temperature is necessarily low, for example for food hygiene purposes, then the Health and Safety Executive (HSE) provides separate chilled food advice on their website

The situation becomes more complicated when assessing warm working environments as no upper figures are cited in the ACOP. Instead, the ACOP states:

"*The temperature in workrooms should provide reasonable comfort without the need for special clothing. Where such a temperature is impractical because of hot or cold processes, all reasonable steps should be taken to achieve a temperature that is as close as possible to comfortable. 'Workroom' means a room where people normally work for more than short periods.*"

A reasonable temperature for a workplace therefore depends on the nature of the work being carried out and the environmental conditions of the workplace. In determining what is reasonable, the court must have regard to other prevailing circumstances, for example any limit to air flow due to restricted space, the weight and breathability of any protective clothing and so on.

What should employers do?

To find out if you have a reasonable workplace temperature, employers should carry out a thermal risk assessment and then act on the findings of the risk assessment by implementing appropriate controls. If the problem is seasonal they may only need to be implemented temporarily.

Examples of constructive action may include:

- Insulating hot plants or pipes
- Providing air-cooling
- Shading windows
- Siting workstations away from heat
- Permit working at a lower rate.

Where a comfortable temperature cannot be achieved throughout the workroom, local cooling should be provided.

Where, despite the provision of local cooling, workers are exposed to temperatures which do not give reasonable comfort, the HSE even suggests protective clothing such as ice vests, in combination with rest breaks, can be provided.

Where workers are exposed to high temperatures, the HSE suggests the use of protective clothing such as ice vests

out, albeit with no warning. However, evidence from a professor in neurovascular medicine instructed on behalf of the claimant confirmed that she would, on balance, not have fainted but for these conditions. On previous occasions she has fainted with no warning, whereas in this case she had experienced a build-up of symptoms such as sweating and dizziness.

After a two day trial, the judge found that the employer had breached Regulation 7 of the Workplace Regulations. The temperature in the viewing room, taking into account the environmental factors, was unreasonable.

A note of caution

It should be noted that this claim involved an accident that took place before the Enterprise and Regulatory Reform Act 2013 came into effect.

This Act removed civil liability for breaches of health and safety regulations and so any person pursuing a similar claim after 1 October 2013 will now need to prove common law negligence. Inevitably, this will make such claims more difficult to win. However, the ACOP will still prove invaluable when assessing the potential merits of such a case.

The TUC's view, which a number of unions are supporting, suggests that the reasonable high working temperature should be a maximum temperature of 30 degrees - or 27 degrees for those doing strenuous work.

Catherine Horner looks at the significant difference between common law and the Protection from Harassment Act

Bullying and harassment at work

Employees can pursue a claim for distress, upset and anxiety falling short of a recognised psychiatric illness.

THOMPSONS SOLICITORS advises trade union members across a variety of sectors about the potential legal remedies to bullying and harassment at work.

In this article we examine the legal position in relation to personal injury cases involving bullying and harassment and consider the practical steps that can be taken to address these problems in the workplace.

Bullying can take a number of different forms and common complaints include:

- being ignored or excluded
- being set unreasonable targets or workloads
- being shouted at or belittled/humiliated, perhaps in front of other members of staff
- denied access to training or promotion
- being subjected to excessive scrutiny or performance management
- disciplinary proceedings.

But what happens when bullying behaviour at work crosses the threshold into harassment?

Protection from Harassment Act 1997

The Protection from Harassment Act 1997 carries criminal sanctions and was originally intended to combat offences such as stalking. At this time it was not intended to address bullying in the workplace or to be applied in the employment context. However, in 2006, the House of Lords considered the relevance of the Act in employment situations.

The leading case is **Majrowski -v- Guy's and St Thomas' NHS Trust**.

Mr Majrowski was employed by the Trust as a clinical coordinator and alleged that his female manager had harassed him, behaviour that (he alleged) was fuelled by homophobia. The Law Lords were not required to determine whether or not the treatment of the manager amounted to harassment for the purpose of the Act; rather they were to determine whether or not the Act itself could apply within the employment context. They held that it could.

How does the Act help in personal injury cases?

It is extremely difficult to successfully pursue proceedings in the personal injury court for compensation when illness or injury arises due to bullying at work. The Act does not overcome all of these difficulties, but does provide some helpful features.

No need to prove that psychiatric illness occurred

Under common law, it is necessary to prove that an employee suffers from a clinically recognised psychiatric condition in order to pursue a claim for compensation. There is no such requirement under the Act and employees can pursue a claim ?

Occupational stress case study

Mr Yapp was British High Commissioner in Belize and was the subject of allegations of sexual misconduct made by a government minister. The Foreign and Commonwealth Office (FCO) made no investigations but immediately withdrew their employee from his post and suspended him.

Due to his employer's treatment of him and the stress this caused, Mr Yapp developed depression. As a result of which, when his suspension was lifted, he was not well enough to return to his post, and in fact was unable to work again.

Mr Yapp took his employer to court, where it was found that the FCO had failed to act fairly when making their decision, that they should have made more investigations before acting and that there had been a breach of contract and of their duty of care towards their employee.

However, the court decided that the FCO could not have foreseen that Mr Yapp would be psychologically injured even when faced with such a stressful situation, since he had not shown any previous vulnerability to stress.

As a result, Mr Yapp will receive some compensation for breach of contract but will not be compensated for the significant injury he suffered and the effect that has had on his ability to work.

This case shows the difficulty of securing damages in cases of workplace stress when it is judged that the employer could not have foreseen an adverse reaction to a stressful situation. It shows that any future cases have to try to overcome the judges' assumption that being subjected to unfair and arbitrary disciplinary sanctions does not carry a risk of injury unless the victim has previously had known issues with stress.

? for distress, upset and anxiety falling short of a recognised psychiatric illness.

No need to prove reasonable foreseeability

Ordinarily it is necessary to prove that the employer should have reasonably foreseen that an employee was likely to suffer psychiatric harm prior to the illness occurring. This is extremely difficult to prove. It is not enough to show that the employer knew of an individual's stress, dissatisfaction or that they were being treated badly.

It is only possible to succeed at common law if it can be shown that the employer knew or ought to have known that psychiatric illness would occur unless steps were taken to address the problem. In practice, unless the employee has been absent from work with stress related illness before, most cases will fail due to lack of foresight.

It is in all our interests to tackle the issue of workplace bullying before problems arise

However, for cases pursued under the Act, there is no such requirement.

No defence of "reasonable practicability"

Under common law, the Courts will expect the employer to take reasonable steps to prevent illness occurring. Under the Act, the employer cannot escape liability even if they have done all that they reasonably can to prevent harassment occurring in the workplace.

Time limits

Time limits for pursuing a claim under the Act are much longer than under common law or in the Employment Tribunal. Court proceedings must be commenced within six years of the date that the harassment began.

What needs to be proven to pursue a case?

- There must be a "course of conduct", not just a single incident
- The conduct must amount to "harassment", judged in an objective sense
- It must be calculated to cause alarm or distress to the victim
- It must be targeted at the individual pursuing the claim
- Judged objectively, the behaviour must be oppressive and unreasonable
- The conduct must occur within the course of employment.

There is no specific definition within the Act of what behaviour will amount to harassment. Early case law tells us that the behaviour must be extremely serious – capable of amounting to criminal behaviour.

As case law has evolved, the courts have distinguished between conduct that is unattractive and unacceptable and that which is oppressive and unreasonable. It is clear that, in order to fall within the meaning of the Act, the conduct must be very serious.

Many examples of behaviour which occur within the workplace and which might commonly be regarded as 'bullying' will not be sufficiently severe for a finding to be made under the Act.

Squabbles or arguments between employees will not be enough, nor will incidents arising from a clash of personality within the workplace. Overbearing management or scrutiny of work is a common complaint, but our experience suggests that this sort of behaviour is unlikely to be regarded as harassment, save in the most extreme cases.

The Act provides a statutory defence for employers whose conduct is reasonable in all the circumstances. Reasonable criticism of performance or disciplinary proceedings are unlikely to be regarded as harassment within the meaning of the Act, even if the criticism or allegations made about the employee are not ultimately upheld.

The value of the Act in practice

While the Act provides an alternative avenue for victims of harassment at work

and can be a useful tool in pursuing cases, in practice it remains extremely difficult to pursue compensation in the personal injury Courts.

Even in successful cases, compensation is the only remedy available. Claims cannot restore the health of victims, or provide them with safe and satisfying employment. Therefore, it is in all our interests to tackle the issue of workplace bullying before problems arise.

Practical steps to combat bullying in the workplace might include:

- encouraging employers to implement bullying and harassment policies in the workplace and, once in place, ensure adherence to them
- ensuring that all members of staff know what policies are in place and what they should do if they feel that they are being bullied at work. Consider formal and informal complaints procedures and grievances to try and resolve the issues at industrial level
- using posters and leaflets in the workplace to raise awareness of bullying and reinforce the message that no form of bullying at work is acceptable, and encourage staff surveys to analyse the nature and extent of the problem
- encouraging dialogue among staff members and to listen to those who feel bullied at work. Victims of bullying can find it very difficult to talk about their experience – listening to what they say and looking for the solution which is best for them is crucial
- if the problems cannot be resolved at industrial level, consider whether or not legal advice is required

Our pledge to you

THOMPSONS
SOLICITORS

STANDING UP FOR YOU

Thompsons Solicitors has been standing up for the injured and mistreated since Harry Thompson founded the firm in 1921. We have fought for millions of people, won countless landmark cases and secured key legal reforms.

We have more experience of winning personal injury and employment claims than any other firm – and we use that experience solely for the injured and mistreated.

Thompsons pledge that we will:

- work solely for the injured or mistreated
- refuse to represent insurance companies and employers
- invest our specialist expertise in each and every case
- fight for the maximum compensation in the shortest possible time

The Spirit of Brotherhood by Bernard Meadows

Health and Safety News aims to give news and views on developments in health and safety issues and law as they affect trade unions and their members. This publication is not intended as legal advice on particular cases.

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