BE SAFE TECHNOLOGIES

UK BUYER'S GUIDE

# How to choose workplace safety technology

A practical guide for UK health and safety, operations and procurement teams

Assess the risks, compare options and plan a pilot with the people who will use it.



THE BUYING DECISION

# Choose technology around the work

Start with the hazards workers face and the practical decisions your team needs to make. A tool earns its place when people can use it in the flow of work and its information leads to action.

## Identify what needs to improve

Walk through a real shift. Find out how workers report hazards, how supervisors respond and where training, audits or safety records are difficult to manage. Agree with workers what a better process would look like.

## Match the tool to the task

An app can help someone report a hazard on the spot. A wearable can flag a condition that needs checking. Immersive training can help people practise a scenario. Management software can track the actions and records that follow. Each tool needs a defined job.

## Consider exposure and wellbeing

Automation may take people out of a hazardous task. Analysis may reveal where a preventive change is needed. Evaluate how the technology affects workload, trust and wellbeing alongside its intended safety benefit.

## Compare scope before price

Work out which sites, workers and processes need the technology. Use that scope to compare tools, suppliers and the total cost of putting each option into service.

> **Example buying brief**
>
> At our two depots, shift supervisors need to see overdue audit actions and record who verified each fix.

EVIDENCE AND REGULATION

# Test the claims behind new tools

Emerging tools can reach the market before there is enough evidence to judge their effect on safety. Use published research to frame your questions and workplace trials to test them.

## Look for evidence of a safety outcome

The article describes a technical review that considered six emerging technologies through published literature and expert consultation. Studies suggest that augmented and virtual reality can engage learners, while findings on improvement in safety knowledge vary. Evidence on the benefits and risks of collaborative robots remains limited.

## Ask what adoption tells you

Research cited in the article reviewed more than 19,000 patented technologies related to falls from height. Uptake was still limited where employers had little evidence of effectiveness or value. Ask for evidence from workplaces with similar tasks, conditions and workers.

## Put UK sector figures in context

The sector research cited in the article engaged 11 businesses, collected 14 responses to a recruitment and skills survey, and included hour-long interviews. In the wider sector mapping, 59% of organisations were micro businesses and 31% were small businesses. These figures describe the supplier landscape.

## Factor in changing work and regulation

A British Safety Council and Robertson Cooper review examined how changes in work could affect physical and mental wellbeing. The Council called for continued research and for AI regulation to take worker health, safety and wellbeing into account. In Great Britain, start with the duties relevant to the work, including the Health and Safety at Work etc. Act 1974.

## Check funding against the project

Public funding calls can have different eligibility criteria for product development, research and workplace deployment. Check the current call, eligible costs and deadlines before budgeting for grant income.

WORKER PARTICIPATION

# Design the rollout with workers

Include workers and their representatives when defining the problem, trialling the tool and reviewing how it works after launch.

## Trial a real shift workflow

Ask people to report a real or simulated hazard on the device they would use at work. Look for steps that take too long, reporting categories that cause confusion and details supervisors need to respond. Give workers a route to flag inaccurate readings, missed alerts and interference with the job.

## Set the response before switching on alerts

Mobile reporting can give managers earlier visibility of hazards. Set who reviews submissions, how they prioritise them and how they tell workers what happened next. Evidence about effects on wellbeing, performance and sickness absence varies.

## Explain what monitoring collects

Location, health signals and behaviour data can identify workers. Define the safety purpose, access and retention, and explain these to workers. Follow ICO guidance on worker monitoring, including completing a data protection impact assessment before processing likely to pose a high risk to individuals.

## Protect trust when introducing new systems

Wearables, algorithmic management and emotion-detection AI can raise concerns about surveillance and unfair assessment. The article draws on David James Rhodes’s emphasis on empathy and transparent communication. A fatigue alert should trigger a supportive safety check with a clear way to challenge a reading.

## Use four questions in the consultation

What hazard or task are we addressing? What data will we collect and who can see it? How can workers report errors or concerns? What action should a manager take after an alert?

FUTURE RISKS

# Assess automation, AI and fatigue

Map tasks that expose people to harm and consider how a proposed tool would change the task, the likelihood of an incident or the consequences.

### Use automation to change exposure

A robot can carry heavy loads in a warehouse or undertake part of a hazardous task. Map who is exposed today and check how the proposed change alters exposure during normal operation, handovers and equipment faults.

### Review incident patterns with the team

AI can scan incident history for repeated patterns by task, location or contributing condition. Use consistent categories and check records for gaps. Ask supervisors and workers to interpret a flagged pattern and decide whether equipment, timing or the process needs attention.

### Test shift changes against fatigue concerns

Scheduling tools can suggest different shift patterns. Review demanding tasks, rest opportunities and handovers before making changes. After a trial, compare fatigue concerns and incident patterns with the previous schedule.

### Apply the 4Ps alongside the hierarchy of controls

Use the article's 4Ps framework to ask where the technology intervenes. Can it reduce the hazard or exposure, lower the chance of an event or limit its impact? Record the intended effect before procurement and revisit it when sites, equipment or duties change.

> ### Put findings into an operational review
>
> Record the action, owner and review date when an alert or recurring pattern points to a practical change. Ask workers what changed on the job.

SOFTWARE AND COMPLIANCE

# Follow the action through to closure

Map the process from the first report or inspection to a verified action. A good demo lets the people responsible for each step try it.

| Workflow | What to ask the supplier to show |
| --- | --- |
| **Incident reporting** | Record what happened, where and during which task. Assign a corrective action and give the reporter an update. |
| **Training records** | Find current and overdue learning by team. Show how a manager identifies who needs follow-up. |
| **Audits and inspections** | Record a finding, attach evidence, give the action an owner and deadline, then verify closure. |
| **Worker access** | Submit a report from site and retrieve the current risk assessment. Check access permissions and weak connectivity. |
| **Records and integrations** | Show how the system links records, connects to existing tools and exports actions and attachments. |

## Agree who reviews trends and takes action

Consistent records help managers spot repeat findings. An incident might trigger a review of a risk assessment or further training. Managers still need to judge the response and check that actions are effective.

## Give each tool a clear purpose

Use VR for practice, safety software for records and actions, and tools such as an automated call handler to protect supervisor time where interruptions are an issue. The article cites Oscar as an example of the latter.

COST AND IMPLEMENTATION

# Compare the full cost of ownership

A cloud subscription, a wearable and a site inspection device carry different costs. Give suppliers the same requirements so their quotes can be compared.

## Scope and subscription

Specify the sites, workers, processes and modules included. Ask about one-off configuration, licence charges, renewal terms and whether you can start with a limited scope and expand.

## Hardware and maintenance

Clarify whether people can use their own work phones or need dedicated devices. Include installation, replacement, maintenance, updates and who handles faults.

## Migration, training and integration

Budget time to clean up legacy records, configure workflows, train teams and connect systems. Confirm which activities the supplier includes and who will handle ongoing administration. Ask how you can export records when the contract ends.

## Value against the current process

If teams currently maintain separate incident, training and audit records, compare the cost with the time they spend reconciling information and following up. Give priority to features that support the intended outcome.

## Plan a pilot and a review date

Choose one task or site, name the process owner and agree success measures with workers. For hazard reporting, track whether people can submit reports easily, how quickly supervisors review them and how many resulting actions close on time.

> **Request a tailored quote**
>
> Tell Be-Safe which workflows, sites, users and integrations are in scope so the proposal can reflect how your teams work.

FREQUENTLY ASKED QUESTIONS

# Workplace safety technology FAQs

Six common questions when assessing safety tools for UK workplaces.

## What technologies are used in UK workplaces?

Examples include mobile hazard reporting, incident and audit software, digital training records, sensor-equipped helmets and construction drones for surveying or inspecting difficult-to-reach areas.

## What legal requirements should employers consider?

Start with the health and safety duties and controls that apply to the work and location. The 1974 Act provides a framework for Great Britain. HSENI provides guidance for Northern Ireland. Choose tools that help you carry out the relevant duties.

## How can software support compliance?

It can make evidence and action status easier to see. For example, an audit finding can be assigned, tracked and verified. The employer remains responsible for judging risks and completing the necessary actions.

## Where can wearables help?

Some devices can warn of potential heat stress or fatigue. Test the reliability of readings, define the response and check how monitoring affects workers' confidence and willingness to raise concerns.

## How can AI support workplace safety?

It can flag patterns in incident records or suggest shifts for review. Have a manager check the input data, discuss the result with people who know the work and decide which preventive action is appropriate.

## How should a UK business start implementation?

Pick a workflow with a defined need. In a point-of-work risk assessment pilot, show who completes it, who authorises it and which site-specific controls apply. Compliance Genie supports digital risk assessments and authorisation workflows.

BUYER CHECKLIST

# Before you commit

Review the supplier evidence and your pilot results with the people who will own the process.

- [ ] We have identified the hazard, existing controls and the outcome we need.
- [ ] Workers and their representatives have helped test the workflow.
- [ ] We know how alerts and reports lead to action and verified closure.
- [ ] We have agreed how worker data is collected, accessed and retained.
- [ ] We have compared quotes across the same sites, users and contract term.
- [ ] We have named the process owner and set a date to review the results.

## See Compliance Genie in action

Compliance Genie is mobile-first, cloud-based health and safety software for processes such as reporting, audits and risk assessments. Contractor Genie brings contractor management and site visits together. Bring a real workflow to your demo so we can discuss how it would work for your team.

**Book a Compliance Genie demo**

**info@be-safetech.com**

### Sources and further reading

Be-Safe Technologies · Original article and research context
Legislation.gov.uk · Health and Safety at Work etc. Act 1974
HSE · Managing risks and consulting workers
HSENI · Health and safety guidance for Northern Ireland
ICO · Data protection and monitoring workers

## Explore the Be-Safe Genies

Compliance Genie

**Compliance Genie**

Health and safety management

Contractor Genie

**Contractor Genie**

Contractor management and site visits