



Reducing the risk of slips and trips during winter months

At AXA Commercial we want to help you understand the factors that contribute towards slips and trips during winter and what you can do to help prevent them from happening.

Slips and trips are the leading cause of major injuries at work⁽¹⁾ and can happen almost anywhere. The risk is known to increase during autumn and winter⁽²⁾ when we experience fewer hours of daylight, wet leaves on paths and cold weather which can lead to the build-up of ice and snow on paths.

In the 2023/24 period, 604,000⁽³⁾ workers reported non-fatal injuries at work, and the Health and Safety Executive (HSE) indicates that slips and trips alone cost UK employers over £500 million⁽⁴⁾ each year.

In addition to financial costs, individuals are likely to experience personal impacts such as loss of income, physical pain from injuries, and emotional distress.



Slips occur when there is a loss of, or no grip between a person's foot and the surface they're walking on causing them to lose their balance.

- **Snow, ice, frost**
Identify areas most likely to be affected. This could include walkways, service roads, entry/exit doorways, stairs and ramps. Keep an eye on weather forecasts and use grit in areas likely to become slippery in frosty or icy conditions.
- **Rainwater**
Clear guttering and drains to prevent blockages and overflow of water. Ensure rainwater can drain away effectively and not form puddles which could freeze when temperatures drop.



Trips occur when a person's foot hits an object or steps down onto an uneven surface at a lower level.

- **Wet leaves**
Keep walkways clear of fallen leaves. Consider cutting back or removing trees or bushes that may cause a persistent problem.
- **Lighting**
Ensure areas such as entry/exit doorways, stairs, ramps, and hallways are well-lit.
- **Housekeeping**
Keep work areas tidy and free from clutter. Clear up spills immediately and use signage to warn of any potential hazards during cleaning.



Plan for winter weather

Employers have a legal requirement to employees, and anyone affected by their work, under the Health and Safety at Work Act 1974, Management of Health and Safety at Work Regulations 1999 and Workplace (Health, Safety and Welfare) Regulations 1992. This includes assessing risks and taking the necessary steps to address them.

Having a formal plan and protocol in place for clearing ice and snow that includes risk assessments, safety standards and practices that all employees are aware of and adhere to is essential, should any claim for negligence arise.

- Review the areas around your premises and risk assess where there is the greatest risk for slips and trips to occur
- Produce a plan outlining what is to be cleared and provide suitable equipment for clearing ice and snow
- Train relevant staff in ice and snow clearance and ensure they are available when needed for clearance duties
- Ensure trained staff know where to put cleared snow so that it doesn't create a risk elsewhere
- Where possible, when snow or ice is forecast, grit relevant areas before they are occupied and in advance of snow falling



31% of non-fatal injuries to employees are caused by slips, trips and falls on the same level ⁽³⁾



95% of major slips result in broken bones⁽¹⁾



20% Of injuries from slips, trips, and falls result in employees being off work for 3 days or more ⁽¹⁾

We're here to help

We have resources available to help clients navigate the world of injury claims should an incident or claim arise. These include:

- How [AXA's Claims Inspector team](#) streamlines the claims process for injury claims and the assessment and settlement of damages
- The difference between [General and Special Damages](#)
- [Claim notification guidelines](#) on when to report an incident or claim

Learn more about our [Risk Management Services](#) and [Slip Safety Services](#)

Please contact your AXA Representative or Claims Relationship Manager to find out more.

⁽¹⁾ Why does it matter - Slips and trips - HSE | ⁽²⁾ Icy conditions and winter weather | ⁽³⁾ Non-fatal injuries at work in Great Britain | ⁽⁴⁾ What do slip and trip accidents cost?

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