

Morphehs is a multi disciplinary consultancy that offers a bespoke range of services to cover environment, health, safety and engineering issues. Our methods have been developed to compliment operational practices within industry.

Morphehs provides a step-by-step approach to ensure successful development and deployment. You decide the level you want to reach and we will provide the expertise you require to achieve it.

Public Performance

- ⇒ Identify the areas where your organisation can make realistic and on-going environmental improvements that can be reported to customers, staff, shareholders and the general public.
- ⇒ Implement a system to identify and collect information on performance indicators so that an on-going environmental progress report can be produced.
- ⇒ Identify areas that need to be dealt with sensitively due to the local environmental impacts and safety issues effecting the local community
- ⇒ Independent advice and representation at public events, including presentations to local groups concerned about EHS issues.

User Friendly

- ⇒ Evaluate your operations and the materials that you use to assess the environmental impact that your product or service may have in its lifetime - we would use the most appropriate method to undertake this either by implementing a 'cradle-to-grave' approach.
- ⇒ Assess the EHS risks associated with a product or service that you supply and assist in producing literature to inform your customers about correct use and disposal methods.

Right Side of the Law

- ⇒ Identify the legislation that is relevant to your organisation.
- ⇒ Undertake a compliance assessment of your site or company.
- ⇒ Provide relevant documentation to ensure the legal information relevant to your operations are accessible when and where it is needed.

A License to Operate

- ⇒ Ensure that you have the correct permits to operate within the regulatory boundaries.
- ⇒ Assess your current techniques and technologies against current best practice.
- ⇒ We will work with your technical managers to implement changes in process, operational plant and any treatment facilities that are necessary.

Prevention of Waste and Emissions

- ⇒ Identify the key solid, liquid and gaseous waste streams to enable suitable prevention and management techniques to be applied.
- ⇒ Assess inefficiencies in resource use to make cost savings and optimise resource utilisation.
- ⇒ Evaluate the best available and cost effective prevention & minimisation techniques and treatment & disposal facilities.
- ⇒ Assist with implementing a waste management programme to ensure your organisation can comply with relevant legislation and company aims.

Education and Training

- ⇒ Identify your organisation's needs for education and training in EHS.
- ⇒ Provide a generic or tailored package to ensure the most suitable level of awareness can be reached throughout your organisation.
- ⇒ Undertake training sessions with employees or work with internal staff to ensure they acquire the necessary skills to undertake training within the organisation.

Standard Practice

- ⇒ Provide the assistance you require to meet the requirements of ISO14001 or OHSAS18001.
- ⇒ Help you develop a meaningful and realistic environmental management programme.
- ⇒ Analysis of your EHS aspects to enable effective and efficient prioritisation of actions.

*For further comprehensive details,
Please contact us:*

Environment, Health & Safety

Audits



Environment, Health and Safety change management

Morphehs offers a full range of Environmental, Health & Safety (EHS) auditing services, each identifying specific strengths and weaknesses of operations, potential liabilities posed by legislative standards, environmental objectives and Best Practice (e.g. effective emergency response plans).

Audit Types

Legislative compliance/due diligence

Using experienced auditors with an in-depth understanding of EHS legislation, its requirements and interpretation, we can provide clear and well-informed legislative compliance/due diligence audit consultancy.

Process auditing

Morphehs provides specialist consultancy to projects and organisations for process auditing. This may include:

- Materials management audits;
- Process performance audits;
- Process/activity operation audits; and
- Hazard and Operability (HAZOP) audits.

Waste management and Best Practice auditing

We can undertake audits of waste management systems - including waste management operational practice and waste management technology. Best Practice is an essential aspect of effective and safe waste management. We can also assist with developing company procedures for Best Practice programmes.

Environmental Management System auditing

The implementation of an EMS relies heavily on a plan-act-review basis. EMS audits must be undertaken objectively by an independent, qualified auditor to review effectiveness of work already undertaken, to determine if the EMS conforms to Standards and to establish whether the EMS has been implemented correctly. In addition to quality control, the audit programme will act as an improvement mechanism.

The following are a few of the key areas of EMS audits:

- Assessment against objectives and targets;
- Auditing of record keeping and documentation;
- Auditing of training programmes;
- Evaluation of environmental aspects identified in the initial review; and
- Overall environmental performance

We can assist with developing an audit programme specific to your organisation's requirements.

Audit Methodology

Our audits are tailored to meet Clients' requirements using the following base structure:

- Initial data compilation using a pre-audit questionnaire;
- On-site survey using completed and/or blank questionnaire;
- Liaison with site management, where applicable;
- Liaison with local/national regulatory bodies, where applicable;
- Thorough analysis of the gathered information;
- A written report presenting relevant data, factual observations on the facility and identifying specific operations, procedures or practices which do not or may not comply with the legislation or meet the company's objectives;
- Conclusions and recommendations for further studies or remedial actions, if required; and
- Performing follow up audits, at the Client's discretion.

Audit Procedure

In summary, the audit procedure comprises of the following key steps:

- Pre-audit preparation;
- On-site audit;
- Interviews with key personnel; and
- Area reconnaissance

Morphehs has conducted audits within a wide range of industry sectors and for a range of organisation sizes from Small Medium Enterprises (SMEs) through to multi-national companies.

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Environment, Health & Safety Training



Environment, Health and Safety change management

Morphehs' training experience has been built upon projects for various industrial sectors and regulatory agencies. Listed below are details of our areas of expertise regarding training.

Training Needs Analysis (TNA)

We can identify your organisation's training needs by undertaking a Training Needs Analysis (TNA). This will entail identification of your cornerstone requirements - which personnel undertake what role and the training requirements they have.

Having identified the cornerstone requirements, it is necessary to consider the current level of training. This may include an initial assessment of awareness through questionnaire/interviews with staff etc., followed by a detailed assessment of the following:

- Training requirements set out in the management systems;
- Company structure and details of department roles, responsibilities and activities;
- Personnel details;
- Details of the Significant Effects from HSEMS;
- Details of persons that influence HSE Effects; and
- Assessment of existing communications and training routes.

The TNA is achieved through:

1. Audit/information collection;
2. Assessment of existing systems;
3. Identification of current boundaries and requirements to work within; and
4. Discussion of the situation, detailed requirements and possible options.

Training programme design

Training programmes are designed with close reference to needs and the current situation. There are a number of fundamental issues that we consider, including:

1. Why do we want to implement training?
2. Where are we now?
3. Where do we want to be?
4. How are we going to get there?
5. Once things are underway, what is the effectiveness of the training?

Based upon our experience, we understand that there is no one fixed approach to training programme design -

the training must be geared to the particular circumstance to make it relevant to the individual and organisation. To ensure that training programmes are successful, we work to the following principles:

1. Keep it simple;
2. Involve people;
3. Use an imaginative approach;
4. Use the right language and focus;
5. Find champions;
6. Integrate the environment into existing cultures; and
7. Auditing progress.

Training programmes include consideration of providing sessions that are most appropriate (content, length, frequency, style etc.) to senior managers, middle managers, shop floor work force and those who undertake specific environmentally related tasks.

Training programme execution

We have a wealth of experience of delivering effective training programmes. We have experience of using a blend of materials and techniques and adopting varying roles in training courses (e.g. as lead trainers, as support trainers, as technical experts, as support to staff). This provides flexibility, ensures objectives are met and facilitates the development of a permanent in-house training ability by using and developing staff as trainers in the sessions.

Training programme auditing

Training should be audited to gauge effectiveness. We can carry out training programme audits which may include:

- Assessment of training courses: feed back forms will be provided and attendees comments will be collected; and
- Assessment of awareness and change: this will involve an assessment of the training's impact on operations and staff awareness.

Whatever your training requirements, we have the know-how and experience to meet your Corporate/Company training objectives.

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Environment, Health & Safety Management Systems



Environment, Health and Safety change management

A Management System is used to describe a systematic approach to identifying, controlling and improving the EHS aspects within your company. We have the experience and knowledge to ensure this process is a success for your organisation.

The most common method used to implement an EMS is to follow one of the three most widely known environmental management standards. These include the *British Standard for Environmental Management Systems- BS7750*, the *Eco-Audit and Management Scheme - EMAS* that falls under EU Regulations and the *International Standard for Environmental Management Systems - ISO14001*.

We have experience of all of these standards and understands how different companies can gain the greatest benefits by implementing them. We also have expertise associated with OHSAS18001 (Health and Safety) and RC14001 (based upon the US Responsible Care Programme - American Chemistry Council).

Initial Review

This involves an assessment of the existing level of compliance to legislation, to the relevant EMS standard/scheme and general environmental performance in relation to the main business activities. From this significant environmental issues can be identified which provide the basis of the EMS programme.

EHS Policy

Development of an EHS Policy is essential as it defines the aims and direction of the organisation. The policy may also include the objectives of the EHSMS. We can assist in formulation of the Policy to ensure that it reflects the business, as well as EHS needs of the organisation.

Legislation

We can identify and interpret all relevant EHS legislation relating to the business activities of the company. This will be supplied in an agreed format that can be used fundamentally as a reference document.

EHS Effects

We can undertake a full assessment of the activities of the organisation and the products used during these activities to quantify the significant EHS effects within the organisation.

This will be used to prioritise the actions that need to be addressed in order to improve the environmental performance of the company

EHS Programmes

One of the steps necessary to implement an EHSMS is to develop a programme. This gives the EHSMS a clear structure and allows targets to be set. We have extensive experience of project management and can assist in the process of providing a realistic framework for the various phases in the implementation of an EHSMS.

Organisation & Identification of Human Resources

We can assess the organisation of human resources in conjunction with the relevant managers in order to identify areas of responsibility for the actions that need to be undertaken. This process is essential to ensure the success of the EHSMS and will also clarify the roles that need to be developed through training.

Operating Procedures

It is important that procedures are written and implemented to cover activities that have a potential EHS impact. We can assist with this process to provide a comprehensive set of procedures that follow the organisation's format and address the EHS issues at the appropriate level.

EHS Management System Manual

One of the key elements of any formal EHSMS is ensuring that each of the elements of the system are suitably recorded and there is a process for up-dating any information that is distributed throughout the company. We can assist your organisation with this requirement.

Environmental Review

As with any management system the EHSMS will need to be reviewed in order to assess progress and set objectives for further improvements. We can assist by facilitating and also providing independent review relative to standards and internal requirements.

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