



Birmingham Health, Safety & Environment Association

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January 2006

Newsletter

The Annual General Meeting Kingswinford School Presentation



Daniel

Jenny

In a change to our normal tradition, the 2006 programme was launched by a presentation by two pupils from **Kingswinford School**, **Daniel Davenport** and **Jenny Smith**. Jenny and Daniel had taken part in the 2005 BHSEA Schools Health and Safety Initiative, in conjunction with the World Class Leadership and Management Project.

Six Schools took part in a work experience project and presented their results afterwards at Old Swinford Hospital School. Jenny and Daniel spent their time in Kennametal and carried out risk assessments in various departments in order to devise an Induction Booklet for Work Experience Students.



Simon Eason

Jenny and Daniel were supported at the AGM by their **Headteacher, Peter Limb** and **Simon Eason, Quality and**



Peter Limb

Assurance Manager at Kennametal.

Peter gave a brief introduction to the students and the history of the work experience project, whilst Simon gave us a background to the firm's activities in the Machine Tool business. He went on to describe the importance of addressing the problems faced by local pupils undertaking work experience projects for the first time. The Secretary, **Andy Chappell**, described the lead up to the project, with a preparatory briefing on the scope of Health and Safety Law, reinforced by an accident case study to outline the principles of risk assessment. After the presentation at the **Old Swinford Hospital School**, following the projects, Andy said that all the participants showed great enthusiasm for the project and the fact that they were producing something to be put to practical use, in their host firms. Although it was not a competitive venture, differences were apparent between the presentations and the combination of a clearly defined methodology and a very attractive presentation style recommended the presentation from **Kingswinford School** for our AGM.

Daniel started the presentation by describing the twin objectives to produce an Induction Booklet for students on work experience and a training checklist for the use of the supervisor in charge of the department. Jenny went on to emphasise the importance of addressing the specific areas of the work activities where students were to be placed and listed all of these to ensure complete coverage. Dealing a little more deeply with the areas in question, Daniel said that safe access was one of the earliest considerations. He described the Manufacturing workshop and talked about the need for signs on machinery to be obeyed, chemicals to be avoided and swarf to be carefully handled because it was so sharp!

Jenny told us that the Engineering Section presented a slightly different set of hazards, as it was mainly office-based. She had noticed that people ignored wires on the floor and that there was a need to obey warning signs, beware items blocking paths and repair uneven floors. Moving on to the Warehouse, Daniel remarked that there were some heavy objects on top shelves and that there were significant risks from forklift truck operations and with the use of step-stools and ladders. Jenny then dealt with the Customer Services office where, again, there was a problem with cables, only this time it was caused by fraying on the printer/fax machine connections. Interestingly, she also commented on risk from lifting of heavy items and the limited space between desks, which resulted in a movement problem.

Daniel continued by looking at the General Safety Rules for the firm, which covered Emergency Safety Procedures, Reception access, Workwear as well as Protective Equipment and compliance with warning signs around the site. The control measures were underpinned by a map of the site showing the hazardous areas that were 'out-of-bounds'. Jenny observed that there were also related Environmental issues, such as segregation of waste into Red, Green and Yellow bins for collection of Cardboard/Paper, Oily Rags or anything covered in oil, and General Waste, respectively. Prevention of Pollution was important, with a ban on pouring chemicals down drains, as was Energy Saving with reminders for staff to switch off equipment, machinery and lights when they were not in use.

Daniel and Jenny concluded their presentation with a display of a very professionally produced, easy-to-read leaflet containing the end result of their labours – a “**Health and Safety Booklet for Work Experience Students**” They added some observations that they had they had learnt from this project that health and safety was important because, if it the business’s main aim, then it would cut down on staff sick leave, reduce lawsuits and reduce insurance premiums. But, more than that, on a personal level, they felt that they had developed their communication skills and now had a much deeper understanding of how a business operates. They rounded off the presentation six Kennametal staff from all levels in the firm for their help in completing the project.

Chairman, Warwick Adams thanked the students for a very professional presentation and commented that some our speakers over the months could have learnt a thing or two from their presentation! The audience obviously agreed with this judgement when they gave a hearty round of applause afterwards.

Secretary’s Note:

(After the presentation at the AGM, Daniel and Jenny were given a special Commemorative Certificate to be contained in their School Record of Achievement from BHSEA. Daniel and Jenny demonstrated a very structured approach to the project and this showed through admirably in their presentation. Their PowerPoint presentation, and the Induction Training booklet they produced for Work Experience students, both showed the same high degree of professionalism.)

BHSEA is keeping up its contact with the Schools to maintain a Health and Safety input into the curriculum and we hope to develop the initiative in future years. The Management committee has agreed to offer the schools concerned free membership of BHSEA for 12 months.

Welcome
to Our New Members

We wish to extend a warm welcome to the following members, who have recently joined BHSEA: -

- Gerry Mulholland, Health and Safety Leader, Laing O'Rourke plc*
- Max Lopacki, Managing Director, NATAS Group*
- Steven Liggins, Health and Safety Officer, St.John Ambulance - West Midlands*
- Neil Prescott, Managing Consultant, Marsh UK Ltd.*

Annual General Meeting on Monday 9th January 2006

The Chairman, **Warwick Adams**, welcomed the members and guests and, especially, **Marcia Davies, Regional Director HSE Midlands**, who was to give the keynote address at the start of our 2006 Programme of events.

The Secretary noted that he had received Apologies from President Morris Cooke, Leon Coates, Tony Hall, Geoff Harvey, Mark Hooker, Jon Jones, David Nurse and Chris Worley.

In dealing with Agenda Item 2, as there were no comments about accuracy, it was proposed by **Harry Jakeman**, seconded by **David Hughes** and AGREED by the members that the minutes for the 2005 AGM were a true record. There were no Matters Arising.

The Chairman said that he only wanted to highlight one or two important points out the written report in everyone's possession. With the advent of our 75th Anniversary we had undertaken some milestone activities such as the Schools Initiative. In March we had hosted a Celebration Dinner in the Banqueting Suite of the Birmingham Council House and had entertained The Lord Mayor, as well as the heads of all the major Health and Safety organisations in the Country. We had also marked the Anniversary Year with the production of a Commemorative Booklet which recorded many illustrious milestones in the history of the profession, not least of which was the creation of the Institution of Occupational Safety and Health (IOSH), which was celebrating its own 60th Anniversary this same year.



Warwick Adams

Warwick continued by thanking the Health and Safety Executive for its continued support, particularly in the person of Ray Cooke but also through the good offices of our keynote speaker today, Marcia Davies who we are always pleased to welcome at our meetings. We were also pleased to work as intermediaries for the HSE, as we did notably this year when we hosted their CDM Consultation Meeting in this room.

Warwick reflected that our membership numbers were about 20 down on last year due to a combination of movements of persons, restructuring and bankruptcies of firms and because we rigorously controlled these changes. He paid tribute also to the improvements that Mark Hoare had made to the website to publicise and serve the Association's activities. He was also grateful to his employers, Interserve Project Services for being able to devote time over the past two years in order to act as Chairman. He concluded this list of thanks with a mention of the invaluable support he had relied on from Secretary Andy Chappell and Assistant Secretary Liz Chappell.

Finally, he announced that Harry Jakeman was withdrawing from membership of the BHSEA Committees, on which he had served so well, for so many years. All though he was taking a ‘back seat’ for a change Harry would still be taking an active interest in all BHSEA interests. Warwick said that more formal thanks had been made to Harry at the Anniversary Dinner last year and he wished him all the best of fortune for the future.

Warwick concluded by reflecting that it was his first AGM where elections had occurred and he realised how vital it was to ensure that there was a good supply of newer and younger Members ready to replace the more experienced hands when they withdrew from active service. He appealed to members to get more involved and not to regard the committees as an “old boys club” because we are very keen to welcome them.

Gerry Mulholland, Chairman Construction Section Committee then rose to give a



Gerry Mulholland

summary of his written report. Gerry focussed firstly on the HSE Consultation Meeting on the new Construction (Design and Management) Regulations. He said the original national programme for these meetings had missed out the Birmingham area completely but, due to BHSEA’s vigilance, persistence and willingness to forego our planned meeting, we were able to provide a venue at short notice and run a very successful event. He went on to predict that we would have more involvement in this sort of initiative in the future.

He referred to the continuing, close involvement in the local Working Well Together campaign, which BHSEA launched jointly with HSE about five years ago, and the additional commitment on the National WWT Steering Group.

Another initiative, which we had launched in recent months, was a joint venture with Wolverhampton University to introduce an increased Health and Safety content into their Construction HND and Degree courses. Development on this was still progressing but our early experiences, through the lectures conducted by Andy Chappell and BHSEA Construction Member **Mike Webb of Old House Holdings**, suggested that our practical involvement was very beneficial.

Looking forward to the 2006 Programme, Gerry referred to the important Manual Handling Workshop in June, Accident Reduction in Construction and Falls from Height. He concluded by thanking all the members of the Construction Section Committee who gave their time and effort so generously, especially HSE’s Ray Cooke who was always so active. Finally, he thanked to Liz and Andy Chappell for their support in arranging meetings and other events.

The Secretary then presented the 2005 Accounts and reported that he had not received any requests prior to the meeting for detailed answers to any issues. He pointed out a printing error on the Statement of Financial Accounts that related to the

2004 figures only and went on to report on a very good financial position, before requesting members to approve the accounts. As there were no questions, approval of the 2005 Accounts was Proposed by **David Hughes**, seconded by **Bob Cole** and AGREED by the members present.

The Secretary then went on to announce the nominations for the positions of Honorary Officers and as there was only one name for each, they were accepted by the members. He then read out the nominations for Members of Council and, again, as there were only 10, it was not necessary to hold an election and the nominations were approved. The full list of Officers and Council Members is as follows: -

President	Dr.M.A.Cooke Consultant Occupational Physician & Toxicologist
Vice-President	Warwick Adams, Health and Safety Audit and Compliance Manager, Interserve Project Services
Chairman	Mark Hoare, Birmingham University, Health and Safety Unit
Vice-Chairman	Bob Cole, Safety Director, Morgan EST plc
Construction Committee Chair	Gerry Mulholland, Laing O'Rourke

Elected Council Members	George Allcock Group Safety Advisor - GKN Malcolm Copson, Geopost David Hughes David Hughes Business Services Peter Evans Consultant
(Max. No. = 10)	Tony Hall Morrisons, Eric Hickman Consultant Graham Kilford, H&S Advisor, Veolia Water Systems Ltd. Chris Peck H & S Manager, W.S.Atkins Defence Services Ltd. David Simkin H&S Officer-Consultant. Dennis Walley Homeserve plc

Co-opted Councillors	Dr.Paul Billinger, Principal Inspector, HSE Phil Preece, Team Manager Health & Safety, Birmingham City Council Mark Hooker, Principal EHO, Solihull MBC
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Andy went on to explain that the Honorary Officers were automatically elected on to the Management Committee and they could nominate up to seven other members, comprising President, Vice-President and five others from the Council to make up the full number.

Following the elections, there was an exchange of medallions between David Hughes (out-going Vice-President), Warwick Adams (incoming Vice-President), who also received his Past-Chairman's lapel badge and Mark Hoare (in-coming Chairman). All this flying metal was frightening to behold and the Secretary still bears the mental scars!

At this point the new Chairman, Mark Hoare asked Marcia Davies, Regional Director, HSE Midlands Region to step up to give her keynote address for 2006. Marcia passed her best wishes on to Mark in his new role and thanks to Warwick and BHSEA for the contribution the Association had made to promoting Health and Safety so vigorously throughout the Region.

She went on to say that HSE thinking had come on a long way from putting guards on machines! These are changing times and she added that longer working hours, workers retiring at an older age, and the difficulties with absorbing overseas workers into the labour force. She likened the latter to Harry Rednapp having difficulty with communicating to his team of foreign players!



Marcia Davies

All of this gave widened priorities against measured goals and added that Dr. Nerys Williams, past BHSEA Vice-President, was working on a project to rehabilitate workers after an accident. Over all of this was the crucial objective to reduce ‘red-tape’ to a minimum, especially for small businesses! It was also vital, Marcia added, for people to have confidence in Health and safety, as the “Bonker – Conkers” story revealed. Improvement relied on the forming of “Partnerships” in the H & S community and Government, with the important involvement of Trade Unions in all Sectors.

The “Revitalising” campaign was still being driven forward, with Public Sector Agreements being an essential element. Marcia showed how self-reported absences were on a steady decrease and that this was encouraging. BUT – there was no clear change in death rates or Major Injuries and that, she commented, was worrying because they were very unlikely to be caused by reporting errors. She went on to ask the audience if they had any idea why the trends in Over-3-Day Accident Reports seemed to be down and asked for feedback on this development. **George Allcock of GKN Engineering** commented that it was easy for employers to manage time than the risks. **Dennis Walley of Homeserve plc** added the opinion that employers were tending to encourage people back to work, rather than let them wallow on their sickbed! **Kerry Edwards of 4 Safe Health Ltd.**, offered the thought that a number of short-term contractors were just not interested in reporting accidents.

Secretary’s Note: I have received more than one complaint on the BHSEA Helpline, recently, where workers have been the victim of a serious accident, only to be transported to hospital by private car and told, under threat of the sack, to report it as an accident at home. I have then spent a considerable amount of time examining the incident before outlining to the victim how to write down the facts of the case and confirm them before contacting the HSE locally. How many more don’t come to me at all? Who knows – Who really cares anymore?

On a more optimistic note, Marcia did report improvements in the Construction Industry.

A relatively new strategy in the field Operations Directorate is known as the FIT3 Campaign: -

Fit for Life
Fit for Work
Fit for Tomorrow

The work plan for the next few months, Marcia added, was to set priorities which would best deliver the reductions required under “Revitalising”. This would involve higher profile national projects, with not so many independent local campaigns. High on the list was the long-term problem of slips, trips and falls, which still contributed to $\frac{1}{3}$ of major injuries and where much more effort was needed. Included in this plan were projects on Transport, Noise and Vibration.

In the field of Health, the focus is shifting, Marcia reported, with an awareness that these problems were not so easy to identify. The causes of Anxiety, Depression and Back Pain could often be rooted in a worker’s domestic life style and, certainly, the effects were felt in both aspects of life – hence the 24/7 Worker concept! The main thrust of Government strategy here is “**Don’t cause the Injury or Ill health**” in the first place BUT “**Get them back Quickly**” if you do injure them!

Under the **Fit3 Campaign**, there are these main elements: -

1. There are to be Management Standards for assessing stress.
2. In tackling **Musculo-Skeletal Disorders**, the emphasis would be on Backs, Upper Limb Disorders, Early reporting, improved Treatment and Rehabilitation.
3. Disease reduction will be concerned with 4,500 deaths from Asthma, Asbestos Exposure and Contact Dermatitis
4. Managing Sickness Absence will become increasingly important and encouragement of an early return to work will be a major element of this approach.

There are case studies on the HSE Website and there will be Public Seminars.

Marcia then went on to another initiative, **Health Connect**, which is to be launched by the Minister on 25th February 2006, in the West Midlands. This is to be aimed at small firms, will have “own branding” in partnership with HSE and three Service Levels: -

1. An Advice Line, UK-wide for Employers **and** Employees.
2. Employers **only** advice in five areas, involving Human Focus workplace advice on return to work and a Website.
3. Chargeable Signposting to specialists.

It will be rolled out nationally by 2008.

The implications for the work of the HSE, Marcia said, would be innovative incentives for small firms, with acceptable styles of advice and support.

Turning to Construction, Marcia added that there was cause for some satisfaction from its success with a 28% fall in Fatal accidents since 1999/2000 and a 22% fall in Major Injuries in the same period. Whilst Slips, Trips and Falls were markedly reduced and the ill-health results were also on target!

Drawing lessons from its achievements, it was important to target resources on a specific industry, with a common 'language' and culture. Equally it was important to engage all levels and parts of the industry and to aim help and advice at the small firms. Multi-site firms were a significant to address, as were supply chains and the major causes of injury.

Members' Questions

George Allcock of GKN plc asked Marcia to clarify the sources of the figures for Working Days lost. Marcia replied that the Ill-health figures were from self-reported data, whilst the Injury data was from both RIDDOR and self-reported information.

Malcolm Copson of Geopost enquired about the availability of stress management standards for workplace transport activities. Marcia said that it was available, but lack of time had prevented her from presenting it. She added that some reports showed that EC workers seemed to return to work sooner than their UK counterparts.

Kerry Edwards of 4 Safe Health Ltd. commented on the confidentiality issues surrounding Occupational Health and Stress issues in the workplace and where the dividing line. Marcia said that a sick note usually confirmed any diagnosis and the treatment usually followed a defined course.

Gerry Mulholland of Laing O'Rourke said it was good to see that the construction Industry had achieved some success, but wondered how to sell that success UK-wide? Marcia was of the opinion that, as it was 'early days', it was probably wise to wait and see!

Roger Taylor of National Grid Metering commented on his firm's success with a stress management programme and said it relied very much on making managers very aware of the nature and control of the issues and to make the workers just as aware of the part they could play in improving the situation.

As there were no more questions, the Chairman Mark Hoare commented that stress was likely to be of growing interest, particularly with longer working lives, the 'Harry Rednapp, language barrier syndrome', tight deadlines like on the Olympics and restructuring in Government departments! He finished by thanking Marcia for such a comprehensive review of the current situation and asked the members to show their appreciation. He then formally closed the meeting

Message from the New Chairman, Mark Hoare

Dear BHSEA members,

It is a great honour to be elected Chairman of BHSEA for 2006 and 2007. I spent 20 years or so as an engineer, both on production and safety, with British Coal before becoming a Health and Safety Adviser at Birmingham University twelve years ago. Two very different types of organisations you will agree!

BHSEA is an organisation that exists for its members and, unusually, those who are **not** members. We want the knowledge you gain through BHSEA to be passed on the organisations and people you network with.



Mark Hoare

As with all organisations, BHSEA is run by committee. However this committee needs input from BHSEA members. Please let the committee know through me or Andy Chappell, our Secretary (secretary@bhsea.org.uk) what you like about BHSEA and how it could be of more service to you. We are always looking for people to join the committee, so don't be afraid of coming forward. Again contact Andy or me.

I look forward to seeing you at our next meeting

Mark Hoare

BHSEA Chairman

Harry Jakeman Honoured at the House of Lords

Harry was honoured at the Annual Awards Ceremony of the **Safety Groups UK** meeting in the House of Lords, in late January. He was presented with the prestigious **Award for Distinguish Service** to mark his tireless work for the National Safety Groups' movement and with BHSEA. Harry was one of the prime instigators, through BHSEA, for the provision of the free NHSG stand at, what was then, the annual RoSPA exhibition at the NEC. Over the years he has worked ceaselessly as the Birmingham representative on the old NHSG Council and in latter years on its Management Committee as Vice-Chairman. All this in addition to his demanding role in BHSEA, including two appointments as Chairman, as a member of the



Harry Jakeman

Industrial Tribunal, full time employment and now as a Consultant. Well done Harry, never has an award been so deserved!

Working Well Together Update

The WWT Midlands Action Group met recently to review its current project and make arrangements for events in the next few months. Following the success of a Safety and Health Awareness Day (SHAD) in Solihull last October, another is planned in Autumn 2006, at a venue to be announced. This will be run in conjunction with another initiative by **Shaylor Construction, William Sapcote & Sons and Chase-Norton** to train sub-contractors who are common to all their supply chains. This initiative is headed up by BHSEA Member, **Darren Cobb of Shaylor**, who told the meeting that if more companies joined in, especially where they share common contractors, then the benefits would be even more significant. So, whether you a large firm with sub-contractors who need training or a small firm of sub-contractors who needs training, get in touch with Darren Cobb on 01922 741 570 or Mobile 07855 322389, or email him on darren.cobb@shaylorconstruction.co.uk

The same consortium has also forged new links with the **Learning Skills Council, The Construction Employment Alliance and Business Link** to organise another event, earlier in the year, to address Diversity issues in the Construction Industry. Called “**Plugging the Skills Shortage**” it is aimed at seeking out new resources to be trained to fill the many gaps in the labour market that the Construction Industry desperately needs to find in the short- to medium-term future.

Date of the next Meeting

**2.00 pm on Monday 13th February 2006
at the Birmingham Medical Institute**

Environmental Monitoring in Buildings Simon Tebb, TSI Regional Sales Manager

Is your workplace too cold, too hot, or is there something more seriously wrong? Have you got a chronically Sick Building? Simon will comprehensively cover the issues affecting personal comfort and health in the workplace.

His presentation will be supported by case studies showing a variety of workplace scenarios and the way in which solutions were designed to improve the working environment.

Special Notice!!

Early Birds at the meeting will get Coffee/Tea and Biscuits

PEOPLE the meeting from about 1.30 pm onwards!