



Birmingham Health, Safety & Environment Association

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Newsletter

September 2009

Presentation of BHSEA / NEBOSH Scholarship Awards

Prior to the September Meeting, BHSEA Chairman, Bob Cole presented the award of NEBOSH Certificates to the winners of the Scholarship launched in 2008. The NEBOSH General Certificate was won by Malcom Marshall, Operations Manager, Simpro Ltd., a small company with 16 employees engaged in the composting of organic waste at six sites across the Midlands.

The NEBOSH Construction Certificate, reserved for BHSEA Members, was presented to Chris Lowther, Construction Manager, Jericho Community Business Ltd., operation six businesses as a mechanism for providing vocational training and work experience for disadvantaged people.

Training for both candidates was provided by **BHSEA Member, The Key Consultancy.**



L to R: Barry Wilkes, NEBOSH; Bob Cole, BHSEA Chairman; Chris Lowther, Jericho Community Business Ltd.; Malcolm Marshall, Simpro Ltd.; Gareth Lewis, Business Development Manager, The Key Consultancy.

Welcome to Our New Members

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

- Chris Cooter, Associate Safety Consultant, Ridge & Partners LLP
- Neil Boon, IMS Manager, Carillion Building Midlands

BHSEA Meeting, 14th September 2009

Chairman Bob Cole opened the meeting by asking members to stand and observe a few moments of silence in memory of our late President Morris Cooke, who passed away recently.

Bob then invited members attending for the first time to introduce themselves and Chris Comerford, Frank Haslam Milan and Bev Harrison, Greggs Midlands responded.

Presentation on the new guidance on First Aid Training

Glenn Musgrove, MOHS Workplace Health Ltd.

Bob introduced our speaker, Glenn Musgrove, from BHSEA Member MOHS Workplace Health, by thanking him for stepping in at short notice. Glenn opened his presentation by announcing that MOHS had been closely involved in the new guidance but that it had not been finalised for publication yet. Although it was expected shortly, he could give us a good idea about the major changes involved.

Firstly, the main requirement was for a risk assessment to determine the need for first aid persons and a scale of first aid kits. Any persons selected for training must have an aptitude to absorb knowledge and skills, be physically fit and have a good knowledge of the English language. This would enable them, he added, to cope with the stressful and physically demanding emergency procedures. Another condition was that they should have duties that do not prevent them from going immediately to an emergency!

Glenn went on to say that these duties of Employers were laid down in Regulation 3, which also said that the employer should provide appropriate training in the circumstances, ***in addition*** to what the HSE might approve. The new guidelines on approved training will take effect on 1st October 2009 BUT any existing training certificates will still be valid until they expire when new training will have to be undertaken.

The primary training approved by the HSE will be the First Aid at Work (FAW) course, lasting a total of 18 hours, over three days. This will qualify the First Aider for three years and there will be a period of 28 days grace to requalify, with no

tolerance. The requalification course will also be HSE approved and will last for 12 hours, over 2 days. Both of these include a formal assessment!

By contrast, the training for an Emergency First Aid/Appointed Person, (EFAW) will NOT be HSE approved, will last for six hours and will not have an examination. The Qualification period will be for three years and it is intended for workers in a low risk environment or those providing holiday or sickness cover for first aiders. Typically, this would be suited to firms with few employees or visitors! Glenn added that, although not mandatory, the HSE strongly recommends annual refresher training for three hours and MOHS had noticed that proficiencies were improved by doing this. He also commented that none of the courses contained paediatric training, desirable for schools, nor defibrillator training.

On the subject of risk assessment, Glenn said this is fully explained in the HSE free leaflet, **INDG214, First aid at work, Your questions answered.** This is freely downloadable on the following link: -

<http://www.hse.gov.uk/pubns/indg214.pdf>

As is the full ACOP L74 **First aid at work**, The Health and Safety (First-Aid) Regulations 1981, Approved Code of Practice and Guidance, on this link: -

<http://www.hse.gov.uk/pubns/l74.pdf>

Glenn concluded by warning that some companies faced a situation where they received many times more visitors than employees and that their risk assessments should address that situation specifically.

Bob Cole closed this part of the meeting by thanking Glenn again and members gave their thanks in the customary manner!

Raising the HSE Profile with Vulnerable Groups

Janine Tickle, HSE Diversity Officer.

Bob Cole introduced this additional topic by explaining that it was a short time-scale, pilot HSE initiative in the West Midlands, that had not been attempted anywhere else in the UK. Because of the short time scale of twelve months, BHSEA had taken the decision to invite Janine Tickle to address our members in order to enlist their help. Janine explained that HSE wanted raise its profile with vulnerable worker groups who were not aware of their rights under H & S law. It defined ‘Vulnerable Workers’ as **“those who are at risk of having their workplace entitlements denied and who lack the capacity or means to secure them”**

Janine went on to say that examples falling within this definition are: -

- Disabled
- Ethnic minorities
- Inexperienced/Untrained
- Young/Old persons
- Migrant workers

The HSE aim was to build relationships with these communities, by visiting local festivals, sponsoring stands and developing partnerships. Raising awareness of HSE resources like the website and Infoline was essential and she added that the latter had an interpreter was available, for up to 100 languages, within one minute! Janine added that they emphasised the point that the law protected migrant worker, whether they were here illegally or not and aimed to help employers with good practice and what their duties were to their workers!

The Government had also launched a recent campaign for Agency Workers in the Construction and Hospitality sectors, with posters, on-line and local media publicity. There was also a Government-funded “Employment rights helpline”, being launched on 22nd September, on **0800 917 2368**.

In addition to this, Janine concluded that there were the following workplace enforcement agencies: -

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| National Minimum Wage Helpline | Gangmaster’s Licensing Authority |
| Employment Agency standards | HSE – Working Time Regulations |
| ACAS | CAB |
| DWP | Equality and Human Rights Commission |
| Home Office Worker Registration Scheme | |