

Birmingham Health, Safety & Environment Association

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Newsletter

December 2012

Monthly Meeting 10th December 2012



Mark Hoare, Health and Safety Manager at the University of Birmingham, and BHSEA Management Committee Member welcomed Members to the meeting and extended a particularly warm welcome to David Sheldon who is the new SHEQ Manager for Keepmoat.

Apologies were received from Dally Masaun, David Hughes, Tim Prestage, Mike Pearson and Gordon Self.

Mark went on to introduce the Speaker for today and his presentation:

Andy Cole – 3 Minute Mile Ltd.

Andy explained that '3 Minute Mile' is a company dealing with business psychology matters. The Company is very much involved in the 'people' side of business and has a focus on leadership, trainer development etc. Andy himself has worked for the Police Service, in the railway industry and in cinema. The Company uses the 'Hogan Safety System' which is a form of psychometric test/assessment. Hogan has an application to safety which Andy will consider in his presentation.

What is the 'Hogan' System?

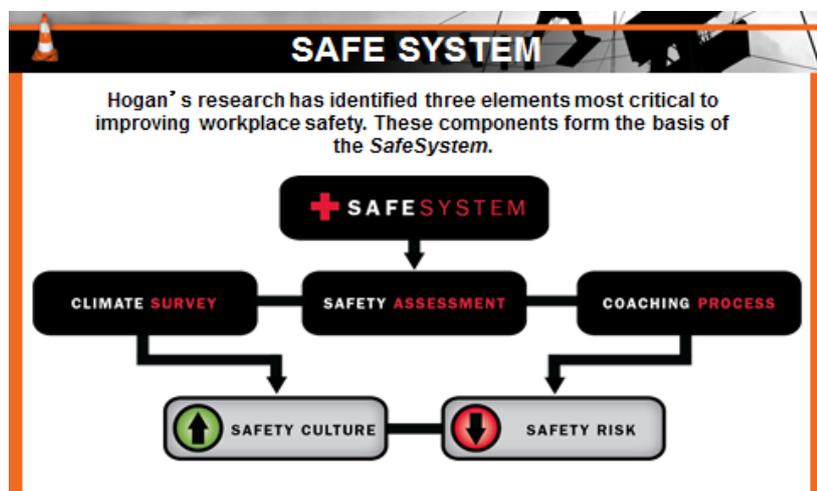
The System was developed by Robert Hogan who is an American psychologist born in 1937, and known for his work in personality testing. Hogan is recognised as an international authority on personality assessment, leadership and organisational effectiveness. Hogan was awarded his Ph.D. from Berkeley,

University of California and is president of Hogan Assessment Systems based in Tulsa, Oklahoma. A contributor to the development of socio analytic theory, Hogan's view is that the core of personality is based on evolutionary adaptations. Human beings always live in groups and groups always demonstrate status hierarchies. Hogan believes that people are motivated to get along with other group members but also to 'get ahead' in order to achieve the benefits of a higher status. Hogan believes that personality tools (testing/assessment), can be evaluated and used to predict behaviour at work as well as within relationships.

Hogan is widely credited with demonstrating how personality factors influence organizational effectiveness in a variety of areas - ranging from organizational climate and leadership to selection and effective team performance. He is a fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology. The 'Hogan' System, despite being used globally, is not widely known/used in the UK.

'Hogan' and Work:

Andy explained that as far as the workplace is concerned, once engineering issues and systems are dealt with and resolved, there is only behaviour left to address and improve. Hogan says that there always will be people who are 'accident prone' even though all the controls are in place. But if we can learn something about personality and behaviour we may be able to reduce risk and save on costs.



Hogan says that there are 'de-railers' in terms of workplace behaviour. Stress is an example of a de-railer because stress leads to the individual 'dropping their guard' and acting unusually or out of character. It is important to take into account the culture of the organisation that the individual is working within and what that tells the Assessor.

The Climate Survey:

This looks at the critical factors that can be used to improve health and safety. The Survey produces a score. High scores represent strengths and low scores represent weaknesses and areas where improvements can be made. When the scores are available, the user takes a view about what steps need to be taken. The S/C Model is based upon psychological factors and the scoring is reported on a scale of 1 to 5. The overall score is an average. A report is produced (*if you provide the Secretary with your email address, I can provide a sample report*). The Report is generated by 3 Minute Mile.

The Coaching Process:

The System includes a coaching process because it is important that individuals look 'into a mirror' and carry out a self-examination of behaviour. Once the 'right' person has been recruited, managers need to be trained to recognise risk-prone employees, identify and assess those employees and coach the individual to improve safety performance.

Andy commented that when you carry out the assessment, you can see a real difference in the results between managers and front line workers.

Members' Questions

A Member from Birmingham City Council asked why Hogan should be used in preference to Myers Biggs and queried whether using a global database could be useful when considering individual countries and their cultural differences? In response, Andy said that Myers Biggs is a test of cognition that looks at big picture and not necessarily the individual and behaviour. Hogan looks at trait indicators (traits in behaviour), whereas Myers Biggs looks at individual types. Andy went on to confirm that although Hogan uses a global database, the behaviour patterns are not specifically from the US or indeed any other single country.

Picking up on the issue of global relevance, **George Allcock**, BHSEA Management Committee Member, commented on the extent to which the Hogan System identifies different attitudes in different countries? George reflected upon his past work in Japan and other countries where the culture is very different to those in the West. The Japanese worker, for example, will religiously follow instructions and do what told to do and what procedure dictates. Andy replied that these difference must be taken into account but he still recommends that a psychometric test is useful in all recruitment situations.

A Member commented that the HSE in conjunction with the Chartered Institute of Personnel and Development and Investors in People have designed a series of tools to allow managers to assess whether they currently have the behaviours identified as effective for reducing and preventing stress at work. These tools include

1. a self-assessment tool, the 'Line Manager Competency Indicator Tool' which was produced in recognition of the fact that line managers play a key role in the identification and management of stress. This tool is completed by the manager and is based on their own interpretation about how they behave.
2. a tool which requires input from the manager's staff (180 degree) and
3. a tool that allows input from staff, senior managers and peers (360 degree).

The line manager is most likely to see it first-hand (e.g. behavioural changes) and to be the first point of contact when an individual feels stressed. However, managers need to consider their own behaviour and how it could impact on staff stress levels. Indeed, managers are often highlighted as a major factor by those suffering from work related stress. The HSE Tool takes the form of a questionnaire/self-assessment which can be completed privately, and which produces a report which helps managers to reflect upon their behaviour and management style.

See www.hse.gov.uk/stress/mcit.htr and the CIPD/AXA PPP Employee health and wellbeing website

This concluded Andy Cole's presentation and Members were asked to show their appreciation in the usual way.

December Members' Corner

***Phil Mist of the
Hire Trade Alliance Ltd.
and BHSEA Member***

Use of RPE/PPE - Your Duty of Care

Phil began by giving some background to his role. Phil is General Secretary of the Hire Alliance Trade Association which is a small tool and equipment rental organisation. Phil "does all the health and safety stuff", and one of his main aims is to raise standards in the hire industry. Phil also carries out a fair amount of training for Makita.



Phil will be addressing today the issues of the:

- Role & responsibilities of the main contractor
- Role & responsibilities of the sub-contractor
- Who has a duty of care
- Why Phil feels the urgent need to give this presentation

Phil explained that a few weeks previously, whilst near the shops in the High Street in Erdington, he witnessed a work situation that caused him great concern. Contractors were working with no safety signs, no segregation for members of the public and no PPE was worn by those using a disc cutter. All in all, there was a complete lack of a duty of care and when he raised the matter with the main contractor, Phil was ignored. He therefore reported the incident to

the contractor's London office and reported the matter to the Local Authority (the client) and the HSE. Two weeks later, Phil was at the same site in Erdington and when he asked to see the site manager, he was told that the site manager hadn't been on site all week and no-one knew how to get hold of him. Phil complained again.

George Allcock mentioned that, in his experience, hirers allow the equipment to go out on hire without providing adequate training, information, instruction etc. Often the customer doesn't ask the right questions of the hirer

Mark thanked Peter for a lively and challenging presentation. Members thanked Peter in the normal way.

Hot off the Press....

- **BHSEA wins GOLD!**

BHSEA's entry to the Alan Butler Awards 2012 held by Safety Groups UK has been awarded Gold. This is an improvement on our Silver Award in 2011. The Award will be presented at the Annual Awards ceremony at the House of Lords on 21 January. Mark Hoare will be attending on behalf of BHSEA to accept the Award.

- **Innovation Vouchers for SME's and Start Up Firms:**

BHSEA Member John Jones (07736 740383) tells me that a further £1.1 million worth of Innovation Vouchers has been made available through the Technology Strategy Board. This boost is to help SME's etc. to develop new ideas, improve processes and target new markets. The Innovation Vouchers Scheme was launched in September, providing £5,000 to businesses who wanted to develop ideas applicable to Agri-food, Built Environment and Space. As well as the additional funding for open data use, they are also being extended for businesses with innovation ideas in the areas of Energy, Water and Waste. Innovation Vouchers offer a low risk way for small businesses to explore new ideas with a wider network of specialists. Such ideas can make a real difference and help them grow. People will be able to apply for the Innovation Vouchers directly through the Technology Strategy Board and the Open Data Institute (ODI).

- **Dust:**

Kevin Guest, CBF Contractors Limited, and BHSEA Member, has made contact to draw our attention to a free IIRSM WWT Anglia meeting on the subject of dust (little bit of travelling involved!). The meeting is on the 22nd January 2013 at HSE'S Chelmsford Office (map link below).

The meeting will cover the risk of dust to construction workers who may be prone to a number of serious lung diseases due to breathing in even small amounts of dust over a long period of time. Common jobs like

cutting or grinding concrete, chasing out mortar, drilling in enclosed spaces or sanding wood/MDF can be a significant risk if not properly controlled.

This event is aimed at managers, supervisors and operatives. It is designed to raise awareness of the health problems caused by construction dust and the simple steps you should take to control it. It will take place at the HSE office, Wren House, Hedgerows Business Park, Colchester Road, Chelmsford, Essex, CM2 5PF

<http://www.hse.gov.uk/contact/maps/chelmsford.pdf> Starts at 10am and finishes at approximately 12.30pm. There will be two presenters; Martin Lee, HM Inspector of Health and Safety and a representative from UVEX (PPE/RPE products).

If you wish to attend this event, please contact Nikki Childs on Nikki.Childs@hse.gsi.gov.uk

Map: <http://www.hse.gov.uk/contact/maps/chelmsford.pdf>

- **Fragile Roofs – Safe Working Practices:**

Tim Shambrook, WWT alerts Members to a new publication entitled 'Fragile Roofs - Safe Working Practices'. The leaflet is for building owners and occupiers, construction businesses and workers in the construction refurbishment and building maintenance sectors – in short, anyone working on fragile roofs or having work done. It explains which surfaces present a particular risk, and what you should do as a building owner or occupier. It also explains what a safe system of work is, and gives some examples. Check out the website:

<http://www.hse.gov.uk/pubns/geis5.pdf>

Job Opportunity:

Manchester Safety Group is circulating a job ad to SGUK Members. The job is with SJ Process Ltd:

Job Description:

Job title: Project Manager/Health & Safety Adviser.

Location: 5 Whitworth Court, Manor Park, Runcorn, WA7 1WA

Salary: £dependent upon experience.

Purpose statement:

As Project Manager/Health & Safety Adviser you will working in a dual role working as a Project Manager at various sites and preventing accidents at client sites and on company premises by observing and implementing safety regulations and ensuring fire safety at all times. You must be continuously aware of the dangers on site and be able to advise clients on the control measures necessary to ensure the safety of employees and contractors and full compliance with all statutory requirements.

The Project Manager/Health and Safety Advisor is responsible for conducting site inspections in accordance with SJ Process procedures and after each visit reporting any problems recorded with recommendations for corrective action and follow up visits. You will also be tasked with ensuring that all HSE Standards on projects are met.
Working hours: 40 hours per week, 8am-5pm Monday to Friday, however must be flexible as projects require.

Salary: Competitive

Location: North West, UK

You would need a full UK driving license and use of own vehicle.

Contact BHSEA Secretary for further information: secretary@bhsea.org.uk

and finally.....

- Membership Certificates for 2012/13 are enclosed with this Newsletter for members who have paid their 2012/13 membership subscription (membership period 1 June 2012 to 31 May 2013).
- If you need a receipt for your Membership subscription, please contact the Secretary. If you have got a bit behind, it's not too late to pay your subscription for 2012/13. Contact the Secretary.
- The BHSEA Programme for 2013 is also enclosed. All dates are now filled and the topics/speakers are confirmed.
- Remember to check the BHSEA website www.bhsea.org.uk for copies of Speaker's slides and any notes supporting the presentations.
- If you know anyone who would like to join either BHSEA or any of the national safety groups, get in touch with the Secretary or go direct to the BHSEA website for an application form and for further information about what BHSEA can do for you...www.bhsea.org.uk
- **DON'T MISS THIS**.....January meeting, Rosi Edwards, HSE, gives us an update and a look into the future! See over for details.

**VERY BEST WISHES FOR THE NEW YEAR
TO
ALL OUR MEMBERS**

Continued.....

Date of the next Meeting

**2.00 pm on Monday 14th January 2013
at the Birmingham Medical Institute**

BHSEA AGM

&

HSE - the Year Ahead 2013/14

***Mrs. Rosi Edwards, HSE Divisional Director,
Wales, Midlands and South West***

Don't forget the buffet lunch at 1.15