

***Birmingham Health, Safety & Environment Association***

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Secretary: *Liz Prohett BA (Hons) CMIOSH CIPD*

# *Newsletter*

*April 2014*

## ***Monthly Meeting 14 April 2014***

Tim Prestage, BHSEA Chair, gave a warm welcome to all and especially to Dick Bell and his wife from the Worcestershire Health and Safety Group, whose events will now also be open to BHSEA Members and vice versa. For programme details, please visit their website [www.worcestershiresafetygroup.co.uk](http://www.worcestershiresafetygroup.co.uk). Tim explained that it is our intention to become more involved and work with the various safety groups in order to share ideas and provide our Members with access to even more topics of interest.

Another guest today, who will shortly be coming back into the BHSEA fold, is David Callaby, from the Regional Building Committee for Jehovah's Witnesses.

Tim then went on to make a special presentation to David Hughes, one of our old friends and long-serving BHSEA Member.

Many of you will know that David also served as BHSEA Chair 2002/2003. In recognition of his valuable contribution over the years, BHSEA are now delighted to make David an Honorary Member of the Association.



Tim Prestage and David Hughes

### **Secretary's Announcements:**

- Apologies: Received from Steve Parton, Gerry Mulholland, Andy Chappell, Mike Ford and Richard Habgood.

- **Free Membership:**  
As the BHSEA membership year will be coming to an end on 31 May, please be advised that any new member applications received up until that point will be free of charge for the current period.
- **SHADs:**  
A series of SHADS are planned for 2014 (see Page 7). These events are hosted by the HSE but have the full support of BHSEA. So far there has been an overwhelming response and 100 people have booked a place on the first one, which takes place on 1 May 2014. Anyone interested in attending should give Dee Welsh a call at the HSE on 0121 607 6129 or e-mail her at [dee.welsh@hse.gsi.gov.uk](mailto:dee.welsh@hse.gsi.gov.uk). The following SHAD, on 17 June, will be on the subject of Roof Works and Fragile Roofs., please contact Dee. Further topics/dates will be advised in future Newsletters and HSE flyers.

### **BHSEA Business Plan:**

Tim then made a request of the BHSEA Management Committee. The Association is currently “cash rich but income poor” and a draft business plan has been prepared. This will be circulated to the Management Committee very shortly and any queries, comments or suggestions should be forwarded to Liz or Tim prior to the next Programme meeting, which is earmarked for 12 May. The aim is to finalise the plan before the end of September.

## ***'Times are Changing – Are You'***

***Chris Jerman, CFIOSH, FIIRSM – Safety  
Manager, John Lewis.***



A warm welcome was extended to our speaker for today: Chris Jerman, who has been a safety professional for some 20+ years.

### **Good All Round Managers:**

Chris outlined the John Lewis safety philosophy which is about employing the right people, who know what to do, at the right time, and know what is important at any one time. The emphasis is upon having really good managers who incorporate an understanding of health and safety into their everyday roles, rather than employing a number of dedicated health and safety managers. This approach may not work for all organisations.

### **A 'Common Sense Approach':**

Chris has a refreshing approach to health and safety (a 'common sense' approach, in fact) and took us on a journey back to 1992 when the 'Six Pack',

emanating from Europe, came into effect. At that time, Chris ‘dared to be different’ and began to challenge some of the thinking behind the Regulations.

He whimsically outlined the typical health and safety training course (see the slides on the website [www.bhsea.org.uk](http://www.bhsea.org.uk)) that probably everyone in the audience has attended at one time or another (maybe over and over again!) and the common objectives to all the courses (like covering the law way back to Roman times!). A member of the audience remarked, tongue-in-cheek, that Chris had missed one of the standard topics – the obligatory revisionary session which covers all the questions likely to come up in the exam!

### **Focus on What’s Important:**

Chris questioned why it had to be this way. His way is to address what is important to the business – like the goal of the safety management system - rather than cover topics for the sake of it. He also questioned the fact that we have been producing legislation for some forty plus years and still have not reached the end of it! Have we somehow missed the goalposts and gone too far in the wrong direction?



Are we indeed like Chicken Licken – we think that the sky is falling in and the world is coming to an end just because an acorn has dropped on our head. Are we creating unnecessary legislation for every conceivable safety scenario? (Chris had recently come across a risk assessment for using the stairs!). Are we afraid of what would happen if we stopped producing this legislation? And is it all relevant – remember the requirement of the Factories Act 1961 to hot wash or white/colourwash the walls of a factory every 14 months?

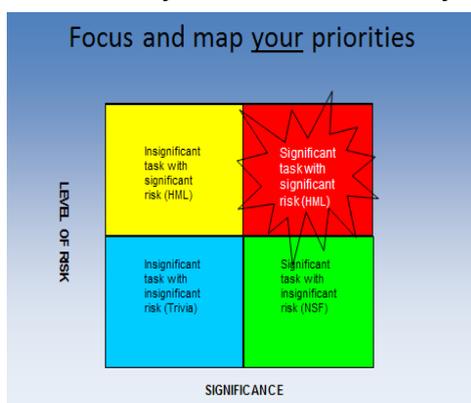
### **What Does Safe Look Like?:**

We should be asking ourselves questions like “How safe are we as a business?” The goal should be to “provide a place of employment that is safe enough to do in it what we do in it”. The key words are ‘Reasonably Practicable’. We need to understand what safe looks like. How will we know when we get there? What will we do when we get there? Or, are we just chasing continual improvement just for the sake of it?

Chris challenged the notion of whether managers need training only in health and safety, or whether they should be getting training in becoming better

managers? In Chris’s view, the basic tools of being a manager can sometimes be lacking. Managers need to be able to deal with distractions, new enforcement rules, new pieces of kit and to be able to think for themselves rather than have to be prompted.

What is important is to focus on the priorities - the Significant Task with the Significant Risk and Chris



produced a diagram (above) to illustrate the variations of this with examples, such as the Insignificant Task and the Significant Risk – the sort of task that you would contract-out to a specialist. For example, John Lewis has contracted-out its refrigeration processes, whilst retaining responsibility as the client. We should not be focusing on trivia. Neil Boon commented that unfortunately we sometimes do so because of the fear of litigation. Often people will produce risk assessments based on simple operations - like standing on a footstool to reach a shelf - rather than assessing a really dangerous practice. George Allcock commented that often people will not see that there is a significant risk associated with the insignificant task.

### **Thinking Differently:**

Chris made the point that when you ask a manager whether 'X' is safe, it can be a difficult concept, *BUT* the concept is easier to grasp if you ask 'what is *unsafe*?' which is more tangible. The Regulations of 1992 brought in the requirement for Risk Assessment. A Risk Assessment done well is a very useful document that describes the activity and its potential to be unsafe. Ask yourself:

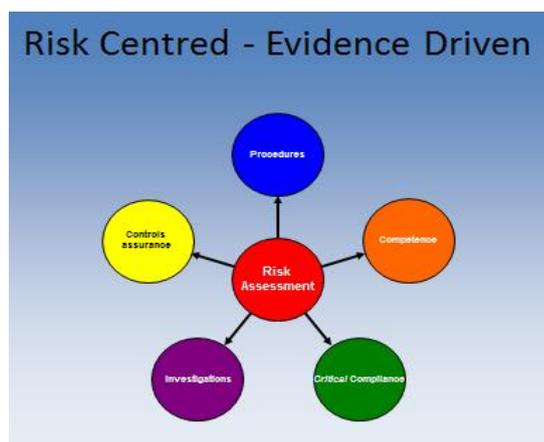
- "What could go wrong?"
- "How can we prevent it?"
- "What would we do if it did go wrong?"

But as a business we need more. Low risk does not mean no risk.

### **The Seven Steps to Risk Assessment:**

- 1) Work out what you do as a business;
- 2) Express that as tasks and activities;
- 3) Prioritise the significant and shelve the trivial;
- 4) Risk assess and record significant findings;
- 5) Act as appropriate and proportionate;
- 6) Monitor and manage the residue
- 7) Stick to the plan.

George Allcock suggested that all employees should understand the subject of Risk Assessment and Chris added that having a rudimentary concept of risk assessment is useful in all areas of life. However, in the working context, it is important to understand the controls. At John Lewis, the emphasis is upon



addressing the **positive** and focusing on what managers should be doing, rather than what they shouldn't be doing. Chris firmly believes that we should be giving people the confidence to 'DO THE RIGHT THING'.

### **Evidence Driven Management:**

Chris finished his session by making the case for an Evidence Driven Management approach rather than the traditional model, which did not include Risk Assessment. The raft of

legislation (the 'Six Pack') that came into force after 1992 brought risk

assessment into the traditional model but not at the heart of it. In a risk centred/evidence driven management approach as illustrated here, risk assessment is firmly at the heart.

(Don't forget to check BHSEA website [www.bhsea.org.uk](http://www.bhsea.org.uk) for the slides covering today's presentation.)

Tim thanked Chris for his excellent and possibly a little controversial presentation, and asked Members to show their appreciation in the usual way.

The next meeting will be on 12 May 2014. The title of the session is 'Phwoar, what's that smell?' Glen Musgrove, Safety Advisor at Midland Occupational Health Services – Workplace health Ltd., will be covering:

- Health surveillance and testing regimes.
- Giving 'real life' scenarios involving welding fume, paint spraying, isocyanate exposure and so on.

Lee Searle from Evac Chair will be filling the Members' Corner slot.

### **Announcements:**

## **In Memoriam**

### **Terry Billington**

It is with deep regret and sadness that BHSEA announces the death of Terry Billington in February following a long battle with cancer. Terry had been committed to health and safety since the 1980s when he was Health and Safety Officer at Telford Development Corporation and later as a self-employed consultant. Terry really did care for people and that is why Terry's son Clive believes it was the perfect profession for his father. Terry enjoyed his work with colleagues at BHSEA and IOSH and was upset that he had to relinquish his role of BHSEA Secretary due to health reasons.

### **Hot off the Press....**

#### **Job Opportunity:**

Clive Billington tells me that Coventry City Council (for whom Clive occasionally carries out work), are currently looking for a H&S Adviser on 12 month contract. Anyone interested should visit the WM Jobs website <http://www.wmjobs.co.uk/> where the post will be advertised from 28 March 2014.

#### **SHADs 2014:**

- It may not be too late to get your place on the '**Temporary Works in Construction and Refurbishment**' SHAD at the National Metalforming Centre in West Bromwich on the 1 May 2014.

Places have gone like 'hot cakes' so don't miss the boat for the next SHAD at Coventry Rugby Club on the 17 June 2014. The title of the SHAD is '**Roof Works and Fragile Roofs**'.

For further information about all SHADs contact:  
Dee Welsh Email: [dee.welsh@hse.gsi.gov.uk](mailto:dee.welsh@hse.gsi.gov.uk) or telephone 0121-607 6129

### **Seminars/Events:**

- **Risk Assessing Work at Height:**

Trevor Fletcher of North Staffs Health and Safety Group tells me that their Group Vice Chairman, John Summerfield, is holding a half day workshop covering the risk assessment of work at height, beginning at 1pm on Tuesday 20 May 2014, at Sandyford Fire Station, Marlborough Way off Reginald Mitchell Way, Sandyford.

The aim of the Workshop is to assist Members in assessing tasks involving work at height and selecting the most appropriate equipment to complete the work safely and economically. Places for this Workshop are limited, and **booking is essential**. The Workshop will open at 1pm for a butty and a charge of £5.00 per delegate is required to cover catering costs.

Please contact Trevor Fletcher to book your place(s) on [trevor@nshsg.org.uk](mailto:trevor@nshsg.org.uk) ASAP.

- **Alec Blackburn Memorial Seminar 'Forty Years of the Health & Safety at Work Act 1974':**

Swansea and West Wales Occupational Safety Group in conjunction with the Health and Safety Executive will be holding the Annual Lecture on Wednesday 18 June 2014 at Taliesen Arts Centre, Swansea University. SA2 8PP.

The Lecture will include a keynote address from John C Morgan, HSE Board Member. For further information and booking details contact Sheree Waldman, 1078 Carmarthen Road, Swansea SA5 4AL  
E mail [sheree.waldman@sicltd.com](mailto:sheree.waldman@sicltd.com)

### **Consultation:**

#### **CD268 - Consultation on HSE's proposed revisions to Approved Codes of Practice (ACOPs):**

- **Provision and Use of Work Equipment (PUWER) (L22)**
- **Safe Use of Power Presses (L112)**
- **Safe Use of Woodworking Machinery (L114)**

The HSE are seeking views on the proposals to update and revise the three PUWER ACOPs. The text of the guidance material has been simplified and updated where possible. Small amendments are proposed to some of the ACOP text and time-limited material has been removed - to enable you to spot these changes to the ACOPs easily, they have been left in revision mode (**red text** = deleted text; **blue text** = new text) for the purpose of this consultation.

Details of the proposals, and advice on how you can respond, can be found by viewing the consultation document

at: <http://www.hse.gov.uk/consult/condocs/cd268.htm>

The consultation is open until 23 May 2014.

## CD261 – Consultation on replacement of the Construction (Design and Management) Regulations 2007

The consultation seeks views and any supporting evidence on a range of issues, and in particular:

- the future of the Approved Code of Practice (ACOP);
- replacement of the CDM co-ordinator role with the role of principal designer
- removal of explicit competence requirements and
- removal of the domestic client exemption.

The consultation is open for 10 weeks and closes on 6 June 2014.

Details of the consultation and how to respond are available at:

<http://www.hse.gov.uk/consult/condocs/cd261.htm>

### Get these dates in your diary.....

- **SHADs 2014** (free events arranged by the HSE and BHSEA under the Working Well Together - WWT - Campaign):

TOPIC:	DATE:	VENUE:
Temporary Works in Construction & Refurbishment	1 May 2014	National Metal Forming Centre
Roof Works & Fragile Roofs	17 June 2014	Coventry Rugby Club (one for the girls!!)
Mock Trial	September 2014	Provisionally for the 17 <sup>th</sup> September 2014. Venue TBC
Worker Involvement	September 2014	TBC
Refurbishment & Occupational Health	18 November 2014	National Metal Forming Centre

### BOOK NOW! Because places are limited!

Contact Dee Welsh at the HSE

Email: [dee.welsh@hse.gsi.gov.uk](mailto:dee.welsh@hse.gsi.gov.uk)

Tel: 0121 607 6129

- **2014 BHSEA Programme Meetings - Dates for your Diary:**

12 May 2014 <b>Workplace Health</b> Glen Musgrove, MOHS. *Lee Searle, <b>Evac Chair</b>	13 October 2014 <b>Construction-CDM &amp; HSE Policies Update.</b> Russell Adfield, HSE
9 June 2014 <b>Legal Update/Open Members Forum</b> BHSEA Management Committee. *Henry Skinner, <b>Action on Hearing Loss.</b>	10 November 2014 <b>Respiratory Sensitisers</b> Professor Sherwood Burge, Heart of England NHS.

8 September 2014 <b>Safety Software for Managers</b> NEBOSH, ACT, Cardinus	8 December 2014 <b>Face Fit Testing &amp; Tight Fitting Respirators</b> Alan McArthur, 3M PLC
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\*Members' Corner Speaker.

- **June Meeting – Legal Update and Members' Forum:**

At the June meeting, Chris Hopkins, BHSEA Management Committee Member and Associate, Barrister for Pinsent Masons LLP, will be updating Members on legal matters and hosting a Members' Panel.

For the Open Forum/Panel session....Do you have a health and safety issue you would like to discuss with colleagues? Or a question to ask one of our expert Panel Members? Or is there something you just want a little bit of advice on? No matter how trivial....Email the Secretary with the issues you wish to raise before the 31<sup>st</sup> May.

- **BHSEA Members & Membership:**

Don't forget that the Membership target for 2014 is (at least) 330 Members. You can help promote membership by using your contacts. If each Member here today introduces ONE new Member, we could more than hit our target!

## ***Date of Next Meeting***

***2.00 pm Monday 12 May 2014***

**at the Birmingham Medical Institute**

**'Phoar....what's that smell?'**

**Glen Musgrove, Safety Adviser,  
Midland Occupational Health Services  
– Workplace Health Ltd.**

- Health surveillance and testing regimes.
- 'Real life' scenarios including welding fume, paint spraying, isocyanate exposure

***Members' Corner***

**Lee Searle, Evac Chair**

***Don't forget the buffet lunch at 1.15 pm***