

Birmingham Health, Safety



& Environment Association

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Secretary: Liz Prohett BA (Hons) CMIOSH CIPD

# ***Newsletter***

***January 2015***



***TO ALL OUR MEMBERS!***

## ***Annual General Meeting – 12 January 2015***

George Allcock gave a warm welcome to all, and especially to Andy Chappell, former Secretary of the Association, who was accompanied by his wife Liz.



### **Election of Chair**

George then handed over to Steve Parton, Vice Chairman. Steve confirmed that George had kindly offered his services as Chair to the end of 2015 and asked whether there had been any other nominations. Liz Prohett, Secretary, confirmed no other nominations had been received.

**Steve Parton therefore proposed George Allcock be elected Chair for 2015. This was seconded by Ed Friend.**

### **Apologies from Council or Management Committee Members**

Apologies had been received from Malcolm Copson.

## Adoption of the Minutes of the Last AGM

A copy of the Minutes from the January 2014 meeting was sent out electronically in December and it was hoped all Members had been able to review them.

**Ed Friend proposed that the Minutes be accepted and confirmed that there were no objections. This was seconded by Dalvinder Masaun.**

## Matters Arising

There were no matters arising.

## Annual Report and Accounts

This being in two parts, George began with a Power Point presentation that detailed BHSEA activities during the year covered by these Reports (01/10/13 to 30/09/14), and included a summary of the more detailed Accounts and Balance Sheet produced by the Accountants. The Report had also been circulated electronically to the Membership in December. The new format has been designed with a view to making the information simpler and easier to understand, but at the same time informative and helpful for Council and Management in focusing on their objectives.

George pointed out the historical anomaly in the Association in that the financial year runs from 1 October to 30 September whilst the programme year runs from 1 January to 31 December.

## Association Objectives

The main objective of the Association, which was founded in 1930, is to:

**“....improve standards of health, safety and the environment and promote reduction in the risk of accident, personal injury and ill-health in all places of work.”**

As the Association has charitable status, it is obliged to provide a copy of the Annual Report to the Charities Commission and Companies House. Some of the more detailed content is therefore provided for their requirements.

## Structure

There are currently three Trustees, a Management Committee and a Council. A broad representation is required for Council so as to provide a variety of views and input in order to promote health and safety to a wide audience. The challenge is to promote the health and safety message to the small and medium sized enterprises in particular, and the diversity of Council Members can assist greatly in this regard. Additionally, a number of sub-committees have also been established.

## Summaries of Achievements and Milestones

It is intended to continue with the programme of monthly meetings. It is believed that the free lunch encourages Members to attend early and therefore take advantage of the networking opportunity.

Interesting to note was the increase in Membership numbers, due in many respects to the sterling efforts of Steve Parton. Also, for the third year running BHSEA has won the Alan Butler Award, which is sponsored by Safety Groups UK, for excellence in promoting health and safety.

### [Members enjoying an opportunity to network!](#)



L-R: Chris Peck, Clare Richardson, Anu Spratley, Ralph Sanders

### [Streamlining of Procedures](#)

Behind the scenes there has been a streamlining of the Association's arrangements, processes and procedures. Although due recognition was given to Andy Chappell's admirable administrative expertise and extensive knowledge base, it was acknowledged that other practices had since evolved out of necessity.

George stressed that the Association was only able to continue its activities due to the willingness of a number of volunteers who sit on Council and Management Committee and give up their time to further the cause.

### [Programme and Construction Meeting Attendance](#)

The slide indicating attendance at the Programme Meetings revealed that numbers of attendees increased whenever there was a presentation from the HSE. The high point in terms of attendance, was the Construction meeting in October when the subject covered the forthcoming changes to CDM.

In conjunction with the HSE a number of successful Construction events had been held during the year, both as part of the normal monthly meetings and also as part of the Working Well Together initiative. A significant number of people had attended these events. George gave special thanks to Neil Boon and the Members of the Construction Committee and also the HSE for their efforts in organising these events.

### [Members' Corner Slots](#)

This concept was introduced around 7 years ago to enable Members to deliver a 10 minute presentation based upon their practical experiences of managing health and safety in their workplaces. George took the opportunity to encourage Members to come forward and share their experience at future meetings, and stated that learning about what the law requires is one thing, but hearing about

how companies manage the requirements gives a very different and valuable perspective.

### **Membership Numbers**

Member numbers have increased over the period but, as is normal, there have also been some resignations along the way. As a result it is necessary to actively promote the Association at every opportunity in order to attract new members. To this end George commended Steve Parton for his continued efforts in this regard, which have resulted in a significant number of new applications and without whose help those numbers would have been shrinking.

### **Income and Expenditure Summary**

For many years BHSEA operated at a surplus, largely due to the income derived from renting the premises at Acocks Green, until the long term tenant vacated in 2012. Following the sale of the premises BHSEA has been operating at a considerable deficit. Subscription income, for example, only pays for a very small proportion of total expenditure, so we are reliant upon investment income to provide services. George acknowledged that, due to the foresight of predecessors and their shrewd investments, BHSEA has been able to reap the benefits. In contrast, many of the other safety groups have to charge considerably more for membership.

### **Current Assets and Investments**

The Quinton premises are the headquarters and also an information centre, although with the availability of information on the internet this facility is of less importance than in earlier years. The proceeds of the sale of the Acocks Green premises has been put into deposit accounts pending investment, as well as operating accounts. There is also a separate account for the Working Well Together Campaign and also a specific account for Charities.

### **Future Investments**

A thorough review of assets and investments was carried out in June of 2014, following the sale of the Acocks Green premises. An investment policy was established and submitted to Management Committee and unanimously agreed. The policy, which is on the website ([www.bhsea.org.uk](http://www.bhsea.org.uk)), sets out investment objectives. It is predicted that investment income will match expenditure by the end of the 2014/2015 period and this will be kept under close review.

### **Governance and Management**

The Articles of Association have been reviewed and redrafted to include making the Association's agenda more relevant to today and the future. The number of Trustees has been increased from 3 to 4, with a maximum of 6, to enable the sharing of power. This will reduce the risk of malpractice and clarify the different roles/remit of Council and Management Committee, the responsibilities of which have been blurred. It is likely that the revised Articles will be brought to an Extraordinary General Meeting which will precede the monthly management meeting in February, but there is still more work to do. As a charity there is a legal obligation for us to manage our affairs in an appropriate manner.

### **Future Gains and Improvement Opportunities**

BHSEA will continue to provide a varied programme of events. It has been some four years or so since the last annual seminar but there are plans to put on a major Construction seminar in April to mark BHSEA's Construction Section's 60<sup>th</sup> Anniversary (more information later). Further construction events (SHAD's) are planned together with opportunities to promote 'improving, learning and sharing' via social media and the new Twitter account.

### **Extending Electronic Communication**

The Newsletter will be circulated electronically in the very near future. Any Member who wishes to continue to receive a hard copy will need to advise the Secretary.

### **Succession Planning**

It is necessary to review recruitment and succession planning for Council Members, Chair and Secretary as the continued success of the Association depends on attracting the right people to these roles. George commented that, from a personal point of view, his involvement with BHSEA had been of great help in enhancing his self confidence and CV when he came to apply for a new position, and so would recommend involvement to anyone considering playing a more active part in the running of the Association.

### **Going Forward**

A review is required of the current and future use of the Quinton premises to establish whether value for money is being achieved. This will be a topic for discussion at Council and Management meetings, and the Membership will also be asked for their views and suggestions.

With regard to progress on the updating of internal processes and procedures, whilst lots of the administrative tasks are necessary it is recognised they do not add any direct value in terms of service to the Membership. The aim is to simplify those and re-direct more of the resources towards promoting health and safety.

The investment policy objectives and performance will be kept under regular review. Whilst Andy Chappell was Secretary the Association had the good fortune of having a well paying tenant in the Acocks Green premises to generate income for operating costs. However, changed circumstances have necessitated active management of investments and assets, for the first time in many years.

George invited any Member interested in being part of Council or Management who would like to know more about what it would involve to please contact Liz Prohett.

### **Approval of Accounts and Balance Sheet**

This second part of the Annual Report is a lengthier and more detailed version of the financial issues covered in the Power Point presentation. George confirmed

that Management Committee has now had an opportunity to review and comment on this document and he asked for formal approval.

**David Hughes proposed that the Accounts be adopted. This was seconded by Ed Friend. The Accounts were duly accepted by all with no objections and no votes against.**



### Alan Butler Award

Liz Prohett gave a brief presentation on the background to this Award and what it involves. For the third year running, the Association has been given the Gold Award by Safety Groups UK.



There are two categories of Award. The Alan Butler Award, which is in recognition of work undertaken by safety groups such as BHSEA and the Maurice Adamson Award which is in recognition of the contribution of individuals within the group.

Alan Butler represented the Sheffield Occupational Health and Safety Association on the National Health and Safety Group Council, which became SGUK in 1985. He served as Vice Chairman and then Chairman. One of his ideas was to encourage high standards of work in the individual groups and to recognise this by publicising their achievements. His successor, Roly Buss MBE, proposed that it would be fitting to rename the Award to the Alan Butler Award in 1996.

The Award requires safety organisations to undertake a significant amount of work for their submission, providing evidence of all relevant activities during the year. Special thanks go to Mark Hoare who, as in previous years, has undertaken this work on behalf of BHSEA.

There are five key performance questions to answer:

- how BHSEA communicates with Members and others,
- what topics and speakers have been included in the Programme and why,
- how the HSE priorities have been supported,
- how to retain and encourage new members, and lastly
- what the Association is most proud of having achieved during the last 12 months.

For this last key performance question, BHSEA put forward the Safety and Health Awareness Days (SHADS). A series of SHADS were held during the year as part of the Working Well Together campaign and received commendation by the HSE. Appreciation was extended to Members who had contributed to or been part of the SHAD programme. George gave special thanks to Neil Boon for his leadership on these Events.

### Special Thanks

George invited the Members to give special thanks to the following for their efforts on behalf of BHSEA during the preceding 12 months:

- Steve Parton for his continued (and persistent) efforts in recruiting new members.
- Neil Boon for his work with the construction meetings and SHADs.
- Mark Hoare for his efforts on the Alan Butler Award submission and for his work behind the scenes in keeping the website up to date.
- Council and Management Members for giving up their valuable time.

Also, further behind the scenes, thanks go to Liz and Janice who make all of these things possible by doing the administration and making sure we are in the right place at the right time and well prepared!

### Any Other Business

There was no other business.

George then introduced the main speaker for the day:



***Samantha Peace, HSE Divisional Director, Wales, Midlands and South***

### HSE Annual Progress Report and Future Plans

Samantha explained that her presentation would cover a number of topics:

- An update on what the HSE have been doing over the last 12 months
- Commercialisation
- Fee for Intervention
- Occupational Health
- the asbestos campaign
- the Construction (Design and Management) Regulations

and also leave the members with something to think about.

### HSE – 40 Years Old!

The HSE celebrates its 40<sup>th</sup> birthday this year and there is a great deal to celebrate and feel proud about as a regulator and for all of us as health and safety professionals. Samantha acknowledged the contribution BHSEA members have made to improving health and safety and helping make Great Britain a world leader. Collectively we can be proud of what we have achieved. She also noted that those achievements were set against goal-setting risk-based legislation that has stood the test of time and numerous reviews.

Samantha valued the HSE's partnership with BHSEA and stated that Geoff Brown, Principal Inspector and successor to Paul Billinger, was looking forward to his involvement as a member of Council.

## **New Chief Executive**

There are still a few people with the HSE who have been there since the beginning, notably Kevin Myers, the Deputy Chief Executive, who has just been awarded the CBE for his contribution towards driving up standards, both in the UK and in Europe.

Since November the HSE have had a new Chief Executive, Dr Richard Judge. He has both a private industry and public service background and brings valuable skills and experience to HSE.

During the previous 12 months there has been a government response to the Triennial Review and, along the way, two changes of Minister - from Mike Penning to Mark Harper and most recently Lord Freud.

Over the last three to four years the HSE have been closely monitoring the changes in the world around us, particularly with regard to technological developments and recognise that they need to continually adapt in order to survive.

## **Strategic Direction**

HSE has three strategic themes:

- 1) To protect and strengthen their regulatory capability – first and foremost. Remaining a world-class Regulator with the reputation they have is incredibly important to them.
- 2) To make their knowledge and know-how available to those looking to improve their health and safety systems, both nationally and internationally, and making full use of the commercial potential of their intellectual property and reputation.
- 3) To seek to recover more of the costs of regulation from those who are creating the risk rather than the general tax payer.

## **Commercialisation**

Samantha stressed that this did not mean privatisation. It is important that they retain their core purpose and reputation. However, they intend to develop the commercial opportunities to enable them to improve the management of risk in a way that complements their Regulatory role. They will therefore be extremely selective about the markets they develop and the products and services they offer to ensure that there is a risk management benefit. A percentage of their income is already derived from commercial activity, largely through HSL (Health and Safety Laboratories). They simply now wish to build upon this in the right way and over time.

George Allcock asked whether they would charge for this “knowledge and know-how” in the same way that consultants currently do. Samantha replied that where their expertise is sought and there is a clear risk management benefit, then this would be a chargeable service.



Samantha made it clear that it is very early days and there is much to consider and develop. So far HSE has worked overseas, for example to help other countries develop a regulatory framework in order to manage their major hazards. One benefit of this is that it gives the British companies an advantage when working overseas because they are familiar with these frameworks.

Samantha explained that many in the world of work want us to share our expertise but accept that it is unrealistic to expect this to be funded by the British taxpayer.

In answer to a question from the audience, Samantha confirmed that commercialisation should not be confused with Fee for Intervention, which was completely different.

Another Member queried that the three goals did not appear to address reducing accidents and making us safer. Samantha stressed that theme one is all about reducing risk through regulatory activity – in other words protecting people.

The Member was also concerned that the idea of commercialisation was in conflict with their long-held objectives. Samantha explained that commercialisation has existed for a long time within HSE/HSL and will be developed to continue to complement rather than detract from the activity of front line staff.

It also does not preclude the Inspectors giving the necessary advice as they do today as part of their Regulatory activity.

Steve Parton, Vice Chairman, queried which areas of industry are likely to be targeted for these services, and whether it would be based on the size of the organisation. Samantha explained that she did not have that level of detail but it would not be by size of organisation and we will have to wait and see how it develops.

Another Member asked if there would be an impact on the guidance that is currently downloadable for free, although hard copies are currently chargeable. Samantha was not aware that the Board intended to make any changes to the current position.

### **Fee for Intervention**

This policy was introduced a couple of years ago and huge care was taken with its implementation. It has been reviewed, following the Triennial Review by an independent panel who concluded that it was meeting its objective, which is to transfer the cost from the general tax payer to those who create the risks and fail to manage them properly to the standard the law requires. The panel could not identify any viable alternative to it. Prior to its introduction HSE undertook a thorough system and peer review in order to ensure consistency in decision-making and regulatory response.

Samantha stressed that there are no targets for inspectors. Income is a consequence of material breaches uncovered when premises are inspected. A company who are a long way from meeting the standards will be likely to incur greater costs simply because it takes more time to deal with them. The HSE only look for material and not trivial breaches. They target businesses where the evidence is that risks are not well controlled.

A Member asked for clarification regarding why fees were charged when an inspector had been called in following what appeared to be the reporting of a minor injury. Samantha pointed out that it is wholly reasonable for the regulator to respond to a reported accident as a signal that risks may not be being managed. If they then find a material breach, where the business has failed to take the necessary precautions, then they will be charged from the point of the inspector's visit up until the matter is closed. In this particular instance, based on the information the Member provided, the inspector had uncovered that the injury had resulted from equipment not being tested, with a serious health risk arising – a material breach – so their intervention led to a charge. She advised that there is a comprehensive leaflet on the HSE website explaining Fee for Intervention and when it does and does not apply, together with situational examples. The inspector's focus is on looking for risks that the business is failing to control. If it is swiftly obvious that key risks are well controlled, the inspector will stop the inspection and there is no charge.

Another Member pointed out that businesses within the environmental industry understand and accept that the "polluter pays" and are familiar with paying for inspections and material breaches and suggested HSE adopt the same terminology. Samantha explained that their approach and terminology took into account that there are real rogues and then there are those who are simply ignorant and will act accordingly.

The HSE have published their strategy about which industries they are and are not targeting with inspections. The Sector Strategies set out the evidence, levels of harm, types of risk and whether inspections are the right type of intervention. HSE will continue to inspect high risk premises with high risk activities and those that come to their attention. For instance, those in the waste and recycling industry who persistently fail to meet the regulations and disobey planning authorities or environmental agencies. Sometimes all three regulatory bodies attend at the same time to enable the business to comply and ensure no conflict of requirements.

### **Accident Statistics**

Within the waste and recycling industry, figures for the years 2013/2014 have reported 4 deaths, compared to 9 in previous years. This could be as a result of the industry settling down following the implementation of various controls. They are still, however, accounting for 0.5% of the employees but 2.6% of the major injuries. Construction remains a priority. Provisional figures for 2013/2014 have reported 42 deaths as opposed to a five year average of 49. This industry amounts to 20% of the workforce accounting for 31% of deaths and 10% of

major injuries. In manufacturing and agriculture there has been a downward trend in deaths but they seem to have reached a plateau.

Samantha speculated that anecdotal evidence is that some of the improvements in the figures are because the medical profession with their modern methods are able to keep the people alive. Some of the injuries are so devastating that these people are unable to live a normal life and require 24/7 care.

### **Occupational Health and Occupational Disease**

This is a very challenging area; one which is hardest to improve or measure. Campaigns covering Noise, Musculoskeletal Disorders and Respiratory Disease have made a difference by raising awareness but it is necessary to change the way people do things. Some real success has come from wider intervention, for example since 2005 there has been a significant drop in the incidence of contact dermatitis following restrictions on the amount of chromate permitted in cement.

The construction industry accounts for 40% of the cancer deaths. Silica is now an area requiring greater focus. The HSE website includes stories from a number of organisations sharing how they are handling their health issues.

The new asbestos campaign has led to kits being distributed to tradesmen at point of sale. These include an app which the HSE designed following a great deal of research. They recognised that the world of communication is changing. Samantha noted that students in university are moving away from e-mails in favour of social networking and apps designed for the i-Phone. These changes present a challenge for us all in communicating with younger workers.

Although progress has undoubtedly been made within Health, there is a lot more work to do and Samantha praised the BHSEA Safely and Health Awareness Days (SHADS) and welcomed further activity in this regard.

### **Review of Regulations**

The HSE, in their quest to make it easier for people to understand what they need to do, reviewed 200 sets of regulations on the statute book. They removed all the out of date, superseded and duplicated regulations, reducing the volume but not the standards and making the law easier to navigate.

They have reviewed the level of detail and technical information and, unless necessary - such as in the complex area of electrical or radiation for example - have simplified content. They have also worked to ensure there is a proportionate response to European requirements.

### **Construction Design and Management (CDM) Changes**

There were about 1400 responses to the consultation. In the main there has been agreement to the proposals with regard to the removal of the CDM co-ordinator role in favour of the Principal Designer, the focus upon the client in setting standards, and splitting competence into component parts to make it

easier to assess and ensure that a team or individuals have the correct skills and experience for the work required.

The draft guidance was published on 9 January 2015 and, although parliamentary approval is still awaited, should not change significantly. Industry guides have also been published. The HSE believe focusing upon the Principal Designer is a necessary step as it now makes them accountable for the structure throughout its lifetime.

### Something to think about

Samantha spoke about the rather specialist and industry specific notion of process safety, inviting everyone to see it in a broader context. Like CDM the concept has two principles: inherent and safe design and prevention of a catastrophe. Improvements can be made in design at any time, take the Forth Bridge for example – it no longer requires frequent painting due to chemical developments of anti-corrosion paints. With regard to catastrophe, this is a little more complex.

Samantha referred to two major incidents in recent history - Buncefield and Texas City - where there had been a catalogue of failures leading to disastrous results. Following each accident other organisations considered what had transpired and whether they could relate or compare any of the failures to their own organisations. For many they instinctively sought to establish that it was either not relevant to them or using a narrow focus swiftly stated that because they 'did not use that value', 'did not run a major hazards site', 'did not operate that procedure', that it could not happen to them.

Samantha used Buncefield to illustrate the wider lessons for all organisations and the approach that leaders and Boards should take to foster a constant and real sense of unease (to avoid complacency) and a real understanding of their key process vulnerabilities. Leaders and Boards should be encouraged not to seek reassurance that it could not happen to them, but instead ask "what are our process vulnerabilities?" "what are we doing to control them?". Samantha noted that it takes courage for a subordinate to tell a leader that they are vulnerable and that 'it could happen here'. She concluded by saying that process safety is a state of mind and continuous commitment.

A Member, with experience in process safety, endorsed this line of thought and was immediately recruited to share his experience in 'Members Corner'!

## **Members' Questions**

A member queried whether there were any plans to reinvigorate work on Stress. Samantha replied that they have produced stress management standards for organisations to work to and adopt but only investigate, deal with and serve notice on substantial failures at organisational level. Such as where no policy is

in place and no arrangements exist to manage the issue. Individual stress cases are not investigated as they feel their expertise as a Regulator is best focused on other issues allocated a greater priority such as respiratory disease and cancers.

Neil Boon queried of the 42 deaths in the construction industry, how many were attributed to small and medium sized enterprises. Samantha replied that in her experience the deaths could be quite random, happening on any size of construction site at any time. The character of the leadership on site, and their competency levels, can often have a dramatic bearing on a site's safety record.

Steve Parton asked what sort of income had been raised by the HSE from Fee for Intervention over the last two years, and whether any specific trades/activities were going to be targeted in the future. Samantha replied that approximately £7m had been raised and there is a section on the HSE website ([www.hse.gov.uk](http://www.hse.gov.uk)) headed 'Sector Intervention Plans' that outlines the kind of organisations posing the greatest risk (eg ship building; woodworking and certain aspects of engineering) and therefore more likely to be targeted.

Toby Ryder raised some concerns regarding the new CDM Regulations, specifically the withdrawal of the CDM Co-ordinator role and also the transfer of responsibilities to the domestic client. George advised that the Construction Programme Meeting 9 March (BMI) will be devoted to CDM issues, and there will be an opportunity to raise and discuss any concerns at that time.

Roger Caleb commended the benefits of Process Safety as a means by which an organisation can identify and put in place systems in order to monitor and manage potential problems. (A good topic for a Members' Corner slot Roger?!)

In answer to Ralph Sander's query regarding how to access Corporate Manslaughter case files, Samantha advised that the Ministry of Justice and the CPS would be the place to start. Chris Hopkins then interjected that, for anyone who was interested, his company, Pinsent Mason, are maintaining a tracker with details of all the cases.

George thanked Samantha for her stimulating and thought provoking (as ever) presentation. Samantha responded to say that it was lovely to come back to address such an enlightened and forward thinking audience.

### **Anniversary Construction Event – Barclaycard Arena – 22 April 2015**

Neil Boon advised that there will be a Construction event at the Barclaycard Arena in Birmingham for up to 500 people on 22 April 2015 to mark the 60<sup>th</sup> anniversary of the BHSEA Construction Committee. The event is a joint venture with BAM Construction and will be supported by the HSE and BHSEA. The event will focus on two key issues:

- CDM Update
- Health in Construction

BHSEA will be hosting six breakfast seminars in May/June this year to raise awareness of the CDM changes and the implications for organisations. All these

events will be free to BHSEA Members. Keep an eye on BHSEA Newsletters and the website [www.bhsea.org.uk](http://www.bhsea.org.uk) for further information.

Neil stated that just over 1000 people had attended the five SHADS and two construction committee meetings in 2014. 120 people had attended the Mock Trial at Wolverhampton Science Park last September. On that note, George took the opportunity to thank Chris Hopkins for all his hard work in organising the Mock Trial.

### **Important - Changes to Newsletter Distribution/Format!**

There has been some discussion with Members present at BHSEA meetings about electronic versus hard copy of the BHSEA Newsletter. Beginning April 2015, the Newsletter will be circulated in electronic format only ***unless a hard copy is specifically requested***. Make sure that BHSEA has your correct email address ([secretary@bhsea.org.uk](mailto:secretary@bhsea.org.uk)).

Members who do not have access to a computer, please make the Secretary aware (telephone: 07881 290238 or 0121-421 3463) by no later than **20 March**, and you will continue to receive a hard copy through the post.

Don't forget that an electronic copy of the Newsletter (and back copies) will continue to be available on BHSEA website [www.bhsea.org.uk](http://www.bhsea.org.uk).

## **Job Opportunities**

BHSEA Member, Chris Fantom, has alerted us to the following job opportunity:

### **Health and Safety Consultant:**

- 1 day per week
- To provide a professional health and safety consultancy provision to the Company to ensure that all legal, regulatory and best practice actions are in place to ensure a safe environment for all employees and workers.

For further information including main responsibilities / desired outcomes and qualifications / experience, contact the Secretary ([secretary@bhsea.org.uk](mailto:secretary@bhsea.org.uk)).

Persons interested in this vacancy should send their CV to [Amanda.Stevenson-Bate@zf.com](mailto:Amanda.Stevenson-Bate@zf.com) by not later than Friday 6th February 2015.

**Date of Next Meeting**  
**2.00 pm Monday, 9 February 2015**

at the Birmingham Medical Institute

***'Food Safety: From 'Horsegate'  
to Nanotechnology'***

Himmat Rai, CMIOSH, CFCIEH,  
Director, Sentinel Safety Solutions,  
BHSEA Member

***Members' Corner Speaker***

David Cant, Director,  
Veritas Consulting Safety Services

***BHSEA'S Twitter Account***

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