



accidents don't have to happen

National Occupational Safety & Health Committee

**RoSPA's National Occupational Safety & Health Committee (NOSHC)**

**Minutes of the Meeting held on 6<sup>th</sup> October 2016**

**1030-1300hrs**

**RoSPA House, Calthorpe Road, Birmingham B15 1RP**

<b>ATTENDANCE</b>	
<b>Organisation</b>	<b>Representative</b>
RoSPA	Roger Bibbings, Partnership Consultant
RoSPA	Karen McDonnell, NOSHC Secretariat
Visitor	Howard Fidderman
Co-opted	Sheila Pantry
WISH	Chris Jones
ENA	Mike Leppard
RoSPA	Frances Richardson
SGUK	Mike Nixon
SOM	Nick Pahl
MPA	Martin Isles (Chair)

<b>APOLOGIES</b>	
<b>Organisation</b>	<b>Representative</b>
NEBOSH	Teresa Budworth
UNITE	Bud Hudspith
BOHS	Alex Wilson
IOSH	Declan Gibney
RoSPA	Tom Mullarkey
CBI	Katy Pell
ECA	Paul Reeve
HSE	Katherine Fuller
Co-opted	David Eves

No	Work Activity	Background	Current Position	Action Required
1	Welcome			
2	Apologies		Listed	
3	Minutes of the Meeting 5 <sup>th</sup> February 2016		Proposed by Sheila Pantry and seconded by Frances Richardson, the Minutes were agreed as a true representation of the meeting.	
4	Review of Actions and Matters Arising	<i>Updates on outstanding actions are covered under relevant items</i>		Review of Actions and Matters Arising
4.1	MORR next steps	<p><a href="#">ScORSA</a> successfully attracted EUOSHA funding to support a seminar and webinar in November 2016.</p> <p>Drafting and piloting of a Driver Health Brief Intervention working with <a href="#">HWL</a></p>	<p><b>Action:</b> NOSHC members to raise awareness of webinar within their sphere of influence.</p> <p><b>Action:</b> NOSHC members to comment on the draft Driver Health Brief Intervention Toolkit, update at 9<sup>th</sup> February 2017.</p>	ALL
		<p>RoSPA, '<a href="#">Driving for Work Incident Reporting &amp; Investigation</a>' Guidance.</p>	<p><b>Action:</b> NOSHC members to raise awareness guidance within their sphere of influence.</p>	ALL
4.2	St John Holt Lecture	<p><a href="#">Alan St John Holt Lecture 2016</a> will be delivered on Tuesday 18<sup>th</sup> October.</p> <p>The lecture will be delivered by <a href="#">Paul Farmer CBE</a>, Chief Executive of MIND.</p> <p>Invitations extended to NOSHC members, reminders sent 4<sup>th</sup> October 2016.</p>	<p><b>Action:</b> KMCD to ensure bespoke badges for NOSHC members</p>	KMCD
4.3	Submission of written reports in advance of meetings	Thanks to those members who had provided reports as attached	<p><b>Action :</b> Members to provide a short written report in advance of meetings where possible</p>	All

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4.4	<b>HSE Board Invitation to attend future meeting</b>	<p>Invitation to be extended to Martin Temple to attend meeting scheduled for 9<sup>th</sup> February.</p> <p>KF had advised of the death of Anthony Lees Head of Construction Policy Unit.</p>	<b>Action:</b> KMCD to extend invitation.	<b>KMCD</b>
5	<b>Report from RoSPA</b>	<p>The meeting agenda covered the majority of RoSPA's work relevant to the committee.</p> <p>Creating linkages across RoSPA and wider network to grow awareness of RoSPA NOSHC and Policy related activities</p> <p>Discussed the benefits of a NOSHC 'map' to articulate how this partnership works together to influence the UK's health and safety landscape.</p> <p><b>Scottish Action Plan On Safety and Health:</b> KMCD provided an overview of this initiative linked to <a href="#">PHASS</a>, there is a move towards creating a similar partnership grouping in Wales.</p> <p><b>Press releases</b> June-October 2016</p> <p>Awards and Awards Excellence Forum</p> <p>RoSPA response to £5 million fine for Alton Towers.</p> <p>Sharing the vision of a safer and healthier Scotland.</p> <p>Better Information and advice needed for firms employing apprentices.</p>	<p><b>Action:</b> Agreed this would be beneficial in articulating the role of the committee and how it influences the wider health and safety landscape. Draft available for February 2017.</p> <p><b>Action:</b> Share presentation via NOSHC pages</p> <p><b>Action:</b> KMCD to share future planned activities relevant to NOSHC</p>	<p><b>KMCD</b></p> <p><b>KMCD</b></p> <p><b>KMCD</b></p>

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		<p><b>Blogs</b></p> <p>Beam me up Scotty</p> <p>More compliant yet less safe</p> <p>Intergenerational working</p> <p>Not waving but drowning</p> <p>Nudge nudge (behavioural change)</p> <p>My friend the Sun</p> <p><b>Articles:</b> Monthly in HSM</p> <p>Fleet Safety in Tomorrows Health and Safety Magazine.</p> <p><b>Parting Shots:</b></p> <p>2017-2018 topics?</p> <p><b>Other topics:</b></p> <ul style="list-style-type: none"> <li>• Employee led simplification</li> </ul> <p><b>RoSPA OSH Policy Digest:</b> This was last updated in 2014. RB/KMcD reworking currently, core statement with associated topic specific comment. To circulate for comment.</p> <p><b>RoSPA /BNFL Research report:</b> RB/KMcD working with RoSPA comms team to produce final report, available mid December 2016.</p>	<p><b>Action:</b> KMcD to liaise with Becky Spencer OS&amp;H Editor. Request list of topics for last 2 years and plan for 2017-18</p> <p><b>Action:</b> Discussed in detail see agenda item 6</p> <p><b>Action:</b> Circulate draft for comment end November 2016.</p> <p><b>Action:</b> KMcD to circulate when published.</p>	<p><b>KMcD</b></p> <p><b>KMcD/RS</b></p> <p><b>ALL</b></p> <p><b>KMcD</b></p>

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		<p><b>RoSPA Little Book of Big Ideas:</b> RB has brought together some to assist understanding basic concepts underpinning OHS. This will be available as an e-book, later December 2016.</p> <p><b>RoSPA Wider Vision:</b> A short introduction has been drafted to raise awareness of links between accidents and Public Health. Well received at RoSPA Scotland Congress.</p> <p><b>HSE Strategy and Update</b></p> <p>Paul Cook Digital Content and Channels Team Leader in touch, to discuss how to ensure the work of RoSPA and NOSHC visible to the wider health and safety community.</p> <p>Discussed the lack of an update around ACoP's and guidance, what publications have been 'dropped?'</p> <p>CJ has asked this question of HSE no response. HF has a list of such publications and status which he can share.</p>	<p><b>Action:</b> KMCD to circulate when published.</p> <p><b>Action :</b> KMCD to circulate with meeting notes.</p> <p><b>Action:</b> KMCD in ongoing communication with PC.</p> <p><b>Post meeting note:</b> TM met with Martin Temple HSE highlighted role of NOSHC and how the committee fits within the overall H&amp;S landscape in GB.</p> <p><b>Action:</b> HF to share with NOSHC</p>	<p><b>KMcD</b></p> <p><b>KMcD</b></p> <p><b>KMcD</b></p> <p><b>HF</b></p>
6	<b>Work of NOSHC in 2016/17</b>	<p><b>Making NOSHC more visible:</b> KMCD suggested that after each meeting a short bulletin could be circulated to RoSPA members, award winners and others as identified by committee members.</p> <p><b>Working with and through Higher Performing Organisations.</b></p> <p>Awards Excellence Forum met in Glasgow on 14<sup>th</sup> September.</p> <p>Developing best practice case</p>	<b>Action:</b> KMCD to draft and circulate.	<b>KMcD</b>

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		<p>studies to publicise via refreshed web pages.</p> <p>HF suggested that the 'pride' question linked to the RoSPA Awards be re-drafted. Linking the question to one of the NOSHC committees work streams e.g. How do you ensure the health and safety needs of apprentices/young workers are met?</p> <p><b>Asbestos Removal Bill</b>, no update</p>	<p><b>Action:</b> KMCD to speak to RoSPA Awards team and feedback at February meeting.</p> <p><b>Action:</b> RB to update at next meeting</p>	<p><b>KMCD</b></p> <p><b>RB</b></p>
6.1	<p><b>Health and Safety needs of Apprentices</b></p>	<p>Report published.</p> <p>Has generated interest, several articles in journals and a number of organisations seeking to get involved in sharing experiences.</p> <p>RoSPA young workers web pages being refreshed, forward plan to encourage a conversation around the issues raised within the report.</p> <p>HF/KMCD reviewing 'offers of help' with a view to creating several case studies which can be shared via the website.</p> <p>BH advised that COGENT are doing some work on the H&amp;S training of apprentices, and has referred them to the material and suggested they get in touch.</p> <p>RB suggested that we should identify the sectors that work most</p>	<p><b>Action:</b> KMCD to coordinate the next steps for this piece of work.</p> <p><b>Action:</b> All to suggest routes through which we can share this report and influence the way forward.</p> <p>There is the potential to develop a toolkit to assist employers to engage with young and vulnerable workers around occupational health and safety needs. KMCD suggested that EUOSHA funding, linked to the <a href="#">Healthy Workplaces at All Ages campaign</a> might be available to support workshops in 2017 to assist with the development of this toolkit. Update at February meeting</p>	<p><b>KMCD</b></p> <p><b>ALL</b></p> <p><b>KMCD</b></p>

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		<p>effectively with apprentices.</p> <p>HF where are the gaps?</p> <p>KMcD mentioned the CIPD report 'Where next for Apprentices?', no mention of occupational health or safety considerations.</p> <p>Discussed the merits of expanding to cover other young workers i.e. those &lt;25yo. There is an opportunity to provide group specific advice, apprentices, new starts etc.</p> <p>Link RoSPA report to EUOSHA campaign on healthy workplaces for all ages.</p>	<p><b>Action</b> : KMcD to liaise RB in terms of next steps</p> <p><b>Action</b> KMcD to liaise with EUOSHA UK Focal Point</p>	<p><b>KMcD/RB</b></p> <p><b>KMcD</b></p>
	<p><b>6.2 Employee led Simplification</b></p>	<p>Paper circulated in advance of the meeting, RB provided an overview.</p> <p>BH in broad agreement however when government and HSE talk about simplification they have in fact meant deregulation. There is also a difference between simple and simplistic, and a lack of clarity about what is meant by 'employee led'.</p> <p>SP advised that the Do and Dont leaflets produced by HSE were the most successful.</p> <p>RB: Provide with information but want people to think for themselves.</p> <p>NP: Perhaps the H&amp;S Community should undertake its own red tape challenge? A 'tick box' challenge? Working with insurers, RB currently in communication with ABI.</p>		

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		<p>Proportionality, a more mature risk based approach required?</p> <p>RB: Problem lies with interpretation and how to communicate information.</p> <p>ML: A tendency has developed where everything is recorded.</p> <p>FR: Is there a balance to be reached between simplification and communication?</p> <p>NP: Impact of Brexit, is this an opportunity for RoSPA etc to say 'this is how H&amp;S should be?'</p> <p>ML: Highlighted the ENA model used to simplify h&amp;s related issues within the supply chain</p> <p>SP: Non English speaking workers, challenge. CJ highlighted multilingual resources available from HSENI.</p> <p>MI suggested that ENA and WISH could share their approaches to employee led simplification with the group.</p> <p>Also that ABI be approached to speak at February meeting.</p> <p>MI suggested that option 6 on the paper 'How successful have 'higher performers' in OSH been in tackling communication challenges with those whose first language is not English.</p>	<p><b>Action :</b> ML to provide copy for information</p> <p><b>Action:</b> ML and CJ to share information.</p> <p><b>Action:</b> RB to approach ABI contact regards February meeting</p> <p><b>Action:</b> KMCD to agree forward plan with RoSPA Awards team</p>	<p><b>ML</b></p> <p><b>ML/CJ</b></p> <p><b>RB</b></p> <p><b>KMcD</b></p>



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7	<b>Preventing Occupational Disease</b>	<p>Discussed the EEF 'Health the key to productivity', challenges of MSD's, mental health and intergenerational working.</p> <p>NOSHC offers the opportunity for multidisciplinary partnership working around OH issues. Can develop this thread within the 'Health and Safety needs of Apprentices forward plan.</p> <p>NOSHC 'hub' for sharing <a href="#">campaigns</a></p> <p>SOM shared information about the forthcoming DWP Green paper, recently highlighted the lack of access to occupational health services for many employees.</p> <p>DWP aim to ensure future support meets the workplace needs of both people with disabilities and health conditions and the needs of their employers.</p> <p>NOSHC could focus on common ground, <a href="#">SOM</a> have appointed Lord David Blunkett as patron, as it works towards improving the health of the UK's workforce.</p> <p>SGUK Health Risks at Work campaign and Safe T</p>	<p><b>Action:</b> CR has requested that NOSHC members keep her advised of new campaigns and new contacts.</p> <p><b>Action:</b> KMcd/HF to consider how an OH thread can be demonstrated via case study development.</p> <p>Action: KMcd to liaise with SGUK regards case study development.</p>	<p><b>All</b></p> <p><b>KMcd/HF</b></p> <p><b>KMcd</b></p>
8	<b>Asbestos Duty to Manage</b>		Action: Invite Kate Haire HSE to next meeting	<b>KMcd</b>
9	<b>Recent/Current HSE Consultations</b>	<p>COSHH/Control of Lead at Work/DSEAR consultations. KMcd had responded on behalf of RoSPA.</p> <p>BH: shared the Unite response this was underpinned by the message</p>		<b>KMcd</b>

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		<p>that 'any review that might take place must not reduce the legal requirements on employers in any way, and must retain all measures contained in the current requirements of COSHH, CLAW and DSEAR'.</p> <p>This was echoed by those present.</p>		
10	SGUK	As report.		KMCD
	WISH	<p>CJ: Report to follow, outlined the challenges of waste site fires, homeless sleeping in bins, and behavioural safety related interventions.</p> <p>Increasing difficulty in engaging with LAs.</p> <p>Dangerous Reckless driving on Pavements increasing frequency.</p>		
11	History of OSH	<p>Draft leaflet circulated for comment, can also be used as an advert in relevant OSH related publications.</p> <p>BH : offered to put information on web site and cover content in e-bulletin to several thousand safety representatives.</p> <p>SP: more legislation, additions to reading list however needs more biographies.</p>	<p><b>Action</b> : Consider inviting contacts to share biographies</p>	All
14	AoB	<p>HF and BH raised the issue of DWP/HSE appointing an employer to represent worker interests on the HSE Board.</p> <p>No consultation, an astounding decision. It was agreed that NOSHC</p>	<p><b>Action:</b> KMCD to write</p>	KMCD

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		<p>should write and express concern.</p> <p>HF: 1<sup>st</sup> judicial review of material breach FFI, opens up the 'legitimacy' of FFI</p>		
14		<p><b>Date and time of next meetings</b></p> <p>Thursday</p> <p>9<sup>th</sup> February 2017 London</p> <p>8<sup>th</sup> June 2017 London</p> <p>12<sup>th</sup> October 2017 Birmingham</p> <p>1030-1300(ending with a working lunch)</p>		