



**RoSPA Awards Excellence Forum
25th Meeting
Thursday 14th September 2017
0830-10.30am
Tay Room, Glasgow Hilton Hotel**

NOTE OF MEETING

Attendance

John Johnson	TechnipFMC plc (Chair)
Karen McDonnell	RoSPA
Robert Atkinson	HWL/NHS Health Scotland
Gavin Howat	HSE Scotland
Ian Armstrong	Multiplex
Carsten Barrett	Kaefer Ltd
Jonathan Cowlan	Pinsent Masons
Matt Cryer	RoSPA
Jim Dawson	DBi Services
Kieran Doona	Wills Bros Civil Engineering Ltd
Liam Gallagher	CBES
Carol Jamieson	TSP Engineering
Greg Johnston	Stewart Milne Group
Fiona McElroy	Andrew Muirhead & Son Ltd
Douglas McFarlane	Glasgow Clyde College
Alex Murray	K:A Leisure
Neil Murray	Aramark
John Paterson	Amey
Tony Priest	The Richmond Fellowship Scotland
Julia Small	RoSPA
Duncan Stark	Suez
Errol Taylor	RoSPA
Andre Swiegers	HM Prison Bronzefield
Stenia Walker	Sodexo
Gerard Cassidy	Motherwell Bridge
Lorraine Kinnear	Fujifilm
Barry France	Robertson FM
Moh Magdy El Saghit	Egyptian LNG
Silvester Ibeh	I drive Smart
David Middleton	Boulting Group Ltd
Martin Glover	Boulting Group Ltd
Peter Christie	Northern Gas Networks

Tom Dignan
John Pritchard
Adam Wilson

Parteson Arran
RMD Kwikform
Paterson Arran

Apologies

Sandy Fowler
Chris Green
Steve Canney
John Donnelly
Claire Walsh
Liz Young
Linda Saddleton
Alex Petrie

CJ Lang
Kirby Engineering & Construction
Amey Black & Veatch
Kirkby Engineering & Construction
BAE Systems Naval Ships
Edinburgh Napier University
BAE Systems Naval Ships
CBES

1 Welcome

JJ opened the meeting welcomed those present, noted apologies and there were round table introductions.

2 RoSPA Awards Excellence Forum Update

KMcD gave an update on actions in the last four months and matters from the June meeting notes. The following points were noted:

- RoSPA's 'whole person: whole life' approach to accident prevention, underpinned by
- Accidents and cases of occupational ill-health don't need to happen
- Safety and healthy work underpins success
- Freedom from harm is an important goal for Society
- We all have a responsibility to adopt a balanced approach to health safety and risk.
- RoSPA had been accepted as a member of the Council for Work and Health community
- National Accident Prevention Strategy (England) working age population focus on falls within and out with work. RoSPA in conversation with the Ladder Association regards falls from height and ladder use at work and at home.
- EUOSHA/RoSPA Healthy Workplaces at all Ages Young Workers workshop had been well received 4 case studies have been produced and will be available on RoSPA website.
- 50 voices campaign a further 37 voices have been recorded, a 'how to guide' available on the RoSPA site
- Sir George Earl Trophy winner Berkeley Homes representing RoSPA Award winners on RoSPA NOSHC. Have shared a very useful Young Worker case study which will be available via the RoSPA website in due course.
- RoSPA /NOSHC work linked to the health and safety needs of apprentices has been showcased at the World Congress in Singapore
- RoSPA are a signatory to the Singapore Accord and currently embedding the intent of the accord into its policy and other activities. The accord seeks to support OSH Practitioners and Professionals to drive up standards of OHS policy and practice globally.
- The Driver Health Brief intervention under development within the ScORSA community is showcased at the Canadian Society of Safety Engineering Conference Halifax Nova Scotia September 2017.

- KMCD drew the attention of the meeting to a 'Breathe Freely' workshop being held at the Holiday Inn in Glasgow on the 19th of September. Claire Walsh of BAE Systems Naval Ships and a longstanding member of the Awards Excellence Forum is involved and has invited our participation.

Julia Small Head of Qualifications, Awards and Events

- Business to Business mentoring is being introduced within this year's awards round which starts on 2nd October 2017.
- Scotland ceremony will move to the Doubletree by Hilton Glasgow in 2018.
- RoSPA to be appointing Awards Ambassadors to help support new entrants across the 24 countries currently involved in the awards programme.

Matt Cryer Standards manager RoSPA Awards

- The awards question set is being amended to encourage applicants to provide insights into their activities linked to key themes being explored by the RoSPA NOSHC. This will replace the 'pride' question and assist award entrants to share their experience and success in relation to specific topics.
- RoSPA will be sharing the 'Influential leadership' demonstrated by RoSPA Award winners through a series of case studies and articles in RoSPA and other journals during 2017-2018 award round.

Errol Taylor CEO RoSPA

- Provided an insight into the recent joint working related to the Grenfell Fire, explaining RoSPA's role and the importance of being an influential leader. He emphasized that it was fundamentally important that a full range of lessons are learned from the investigative process.

3 SPIASH and Partnership Working

GH provided feedback on the 'Acting Together to Improve Health, Safety and Work' Workshop which had brought together key players from across Scotland's health and safety community to discuss; Fair Work Policy, Health outcomes and determinants by occupation and industry in Scotland, SPIASH, and the health and Safety Implications of an aging workforce. Ian Armstrong of Multiplex Construction Europe and Amanda Stewart of William Tracey Ltd participated in 'Gold to Gold' interviews to provide an insight into the HWL awards programme and the importance of sharing success.

New community members identified, some additional topics for consideration by PHASS and a smaller number of commitments to deliver projects linked to SPIASH. RA writing this up and will be discussed at SPIASH meeting before the end of 2017. Outcomes from discussion to be shared with AEF Spring 2018.

Ian Brodie will take on the mantle of HSE Director Scotland following the retirement of Mike Cross. Ian is a previous construction inspector well known to Scotland's Health and Safety Community.

Scottish Airports sharing common concerns and best practice.

KMCD suggested that the 'Ageing workforce and sustainable working lives' workshop on 3rd November may help shape a possible SPIASH Action linked to this topic.

4 Healthy Working Lives Update

RA suggested that there was an opportunity to develop an Occupational health resource that could be applied across the working age population. Following the 'health and Safety Needs of Young Workers'

workshop and in the development process linked to the forthcoming 'Ageing workforce and sustainable working lives' there is an opportunity for a single conversation starter toolkit' for use by employers.

- Young workers need to understand the benefits of safeguarding their health from a 'whole life' perspective
- Workers need to understand health challenges from a personal and work perspective, smoking cessation being one example.
- RA provided an overview of the support available from HWL
 - Free training programmes in virtual learning environment
 - Violence and aggression portal
 - New sickness absence management tools
 - New self assessments
 - Guidance for leading H&S indicators for SME's.
- Looking for organisations to peer review training materials, please contact [**Robert.atkinson@nhs.net**](mailto:Robert.atkinson@nhs.net)
- Discussed the lack of an OH service for Scotland, there is a service available for NHS staff but not for the wider population.
- An advice line is available and also a range of 'working health' services which can 'fast track' individuals and employers to return to work services. Work is needed to make these elements of the NHS/HWL offerings more visible.
- JJ provided an insight into the Bowel Cancer UK Health Promotions team and the benefits that inviting them into your organisation can bring
- KMCD provided an insight into a Falls prevention programme developed from a 'whole person : whole life' approach which is being piloted with Wm Tracey prior to the 'Aging population and sustainable working lives ' workshop 3rd November 2017.

5 Health and Work Strategy and Plans

KMCD took the opportunity to raise awareness of the challenges and benefits associated with the ageing workforce and the importance of creating conditions that enabled people to have fulfilling working lives.

- None of the organisations represented at the meeting had ageing workforce policies ...perhaps a separate policy is not required however the issues been to be built in to business management systems.
- Amey FM shared an insight into their Slips Trips and falls campaign, 2 broken hips in cleaning team who provide service to 70 schools. 4 RIDDORS relating to STF, in-house campaign @Focus on Falls'. Interested in RoSPA/EUOSHA pilot programme.
- 45,000 employees FMCTI interested in data collection and evaluation linked to Falls prevention.
- The opinion was expressed that HR policies were in essence protective of the organization whereas there is a real need to 'protect' workers.
- Fujifilm interested in how to communicate Fair Work and Ageing population messages to senior managers in the organization. What is out there?

- Sodhexo HSE lead a forum for custodial providers, there are measures in place for managing the challenges of an aging population within the service itself but not the staff . Previously a lack of management confidence in engaging with employees however since the introduction of safety walks led by senior managers barriers have lowered and ‘comfortable’ conversations can be had. ‘Why are you doing...as opposed to a critical voice’.
- Boulting group use STOP audits to glean nuggets of information which can be used to drive improvement.
- Amey FM have a programme of ‘visible felt leadership’ which enables leaders to demonstrate their interest in staff and their working environment.
- FMCTI ‘Hands on approach to Safety’, a simple saying thank you for doing the right thing. Recognising the worth of what people do, providing a platform for sharing ideas, capture what goes right and watch progress.
- FMCTI also facilitate the use of PPE for out of work activities.
- Fuji film : Review progress against KPIs routinely, highlight top 3 challenges implement change and measure difference. Then focus on next 3 challenges in list of priorities.
- Sodhexo ‘You said we did’
- Richmond Fellowship, Fire warden training developed to reflect what can go wrong in the home. Raised awareness of the importance of having a Home Emergency Evacuation Plan for work related and personal domestic purposes.
- ET reinforced the importance of understanding where an organization is in relation to safety occupational health health and wellbeing. The importance of community engagement and sharing transparent information appropriate to the target audience.
- Aramark embarking on their CSR journey and will share progress at future meetings.

6 AoB

- Hosting future meetings
 - Stenia Walker offered to host a meeting at HMP Addiewell. KMCD to liaise regards dates.
 - Carol Jamieson TSP Engineering offered to host a meeting and site visit . Also looking for a silver to gold mentor.
- Ian Armstrong of Multiplex offered an opportunity to partner with Multiplex during a 5 year construction project in Glasgow. Perhaps share NOSHC/AEF messages, further discussion required.

USEFUL LINKS:

[RoSPA For Business By Business Support](#)

[Breathe Freely Campaign](#)

[EUOSHA Healthy Workplaces for All Ages](#)

[SPIASH](#)

[ScORSA - how to join](#)

[Healthy Working Lives](#)

[Mental Health Awareness Week](#)

[SGUK LOcHER project](#)

[Helping Great Britain Work Well](#)

[PHASS](#)

[Health in Construction Leadership Group](#)

[The Social Care Community Partnership](#)

[RoSPA Little Book of Big Ideas](#)

[Mental Health for Health and Safety Professionals Conference Agenda](#)

[IOSH West of Scotland](#)