



## RoSPA Awards Excellence Forum

### 24<sup>th</sup> Meeting

Thursday 1<sup>st</sup> June 2017

10am – 12.30pm

CBES Ltd, Caledonia House, Lawmoor Street, Glasgow G5 0US

## NOTE OF MEETING

### Attendance

John Johnson	TechnipFMC plc (Chair)
Karen McDonnell	RoSPA
Carolyn Reid	RoSPA
Claire Walsh	BAE Systems Naval Ships
Liz Young	Edinburgh Napier University
Duncan Stark	Suez
Linda Saddleton	BAE Systems Naval Ships
Greg Johnston	Stewart Milne Group Ltd
Alex Murray	K:A Leisure
Gerard Cassidy	Motherwell Bridge
Tony Priest	The Richmond Fellowship Scotland
Stenia Walker	Sodexo
Alex Petrie	CBES
Liam Gallagher	CBES
Robert Atkinson	HWL/NHS Health Scotland
Gavin Howat	HSE Scotland

### Apologies

Sandy Fowler	CJ Lang
James Bertram	Police Scotland
Ian Armstrong	Multiplex
Sarah Jones	HSE
Alex Paterson	BAM
Fiona Murison	Stewart Milne Group
Peter Gresty	EM&I (UK) Ltd
Alison Done	GE Global Operations
Megan Collins	Swietelsky

## **1 Welcome**

JJ opened the meeting thanked hosts CBES, noted apologies and there were round table introductions.

## **2 RoSPA Awards Excellence Forum Update**

KMcD gave an update on actions in the last six months and updates from the September meeting notes. The following points were noted:

- Mentoring is being introduced with the RoSPA awards.
- Note - For Business By Business document is available on the RoSPA website.
- 50 Voices - aim is to share great stories, exchange information. Will be filming at the EUOSHA Young Workers event on 15 June in Glasgow.
- Health Risks at Work toolkit - looking at an update and having it accessible in a number of different formats while also developing face-to-face.
- KMCD explained RoSPA policy making and the Occupational Health and Safety Policy Digest document.
- GH will cover SPIASH in the Agenda.
- KMCD talked about the background of AEF and its aims and gave an update on RoSPA's developing National Accident Prevention Strategy (England) and its balanced whole person/ whole life approach (0-5, At work, On the Road, At home, Pre-retirement/Retirement).
- KMCD circulated and explained the National Occupational Safety and Health Committee (NOSHC) map, its objectives and noted that the RoSPA George Earle Trophy winner would be invited to sit on the committee for a year.

## **3 SPIASH and Partnership Working**

GH gave a presentation and update including plans to take forward the health and Safety agenda in Scotland through SPIASH with a rolling plan for the future. Anyone can contribute e.g. are working with local authorities and the waste industry. He briefly explained the process including regular monitoring and gave some samples of actions in the current programme. The aim is to have people think 'What can you do - have a think - get in touch. Email SPIASH to request to join community [splash@hse.gov.uk](mailto:splash@hse.gov.uk)

GH also explained the aims of Helping Great Britain Work Well including encouraging everyone to take ownership of health and Safety through collaboration.

PHASS - GH explained the background and importance of the Scottish context. It is a key reference group. He explained the background to the Scottish Health and Safety Community 'map', its clickable links and invited any updates from Forum members.

He went on to explain that the big challenges going forward are mental health and the aging workforce (physically and mentally).

Main themes are available on the website and next steps will involve Sharing Success.

LN asked what more could be done to promote Fair Work as in general terms there's not a lot of awareness. GH noted that they had been trying to promote it but more momentum needs to develop around this topic.

KM noted there had been a mention in Scottish Parliament the previous day and that it is a great opportunity to discuss health and Safety without barriers. Scotland has always been ahead in bringing discussions on health and Safety forward. Fair work is for everyone, it's totally inclusive.

There was discussion about possible actions.

TP suggested it is put on the next agenda. KMcD suggested thinking about the working age population, unpicking the bigger picture . LN noted it includes musculoskeletal. GH noted it may be a while until we see effects come through. KMcD will circulate 'changes places mid career' document. KMcD has applied for EUOSHA funding for an event in November.

JJ added that there is a need to recognise this would be a collaborative effort and that a plan would help progress this. It would be necessary to look at ways of unpicking Fair Work e.g. presenteeism, fulfilment at work, security at work, respect at work, opportunity at work.

#### **4 Healthy Working Lives Update**

RA noted that on the aging workforce there are no stats available now or perhaps ever but that doesn't mean it's not an issue.

He went on to give an update on HWL . It is now less face to face but offers more remote services.

Challenges are targeting an ageing workforce and using technology to get the message across.

HRAW sits on the website and ROSPA are looking at developing a face to face course.

He had a few 'asks' of Forum members:

- While developing virtual learning e.g. Supporting staff attendance HWL were looking at quality assurance and peer reviews but would appreciate some organisations to undertake peer reviews.
- An action is developing a new network of health and Safety advisers to offer advice to small businesses and HWL are looking to higher performers to put large companies in touch with smaller companies to mentor. HWL would match them up. This fits with company CSR, ROSPA awards and HWL awards and benefits include CPD. TP asked about the legal implications of commercial aspect v. Volunteer aspect. And RA explained how indemnity could be covered for volunteers via NHS. It is very early development with hard to reach groups. JJ said they do this and have found it beneficial. LN suggested it could be linked in with apprentice schemes. RA and LN also noted universities tend to do it too.
- A member of staff is interested in developing CDM and RA is looking for a shadowing opportunity.

#### **5 Health and Safety needs of Apprentices case studies**

KMcD summarised the recommendations to take forward.

Howard Fidderman has undertaken 4 case studies which will be presented at the EUOSHA Young Workers event on 15 June in Glasgow. The challenge is engaging with young workers.

JJ described their apprenticeship health and safety induction which was seeing benefits and noted he would be happy to share details with AEF.

#### **6 Scottish Occupational Road Safety Alliance**

KMcD outlined the benefits of ScORSA, it is free to sign up and offers free advice and support. It provides a useful resource for SMEs to larger organizations, and their supply chains. A draft toolkit on Driver Health at Work will be under development over the summer months. The challenges are age, alcohol, drugs and existing health conditions. It will look at: What are symptoms, What's your organisation's position on

driver health related issues, What's your policy, How do you take it forward - a toolkit for a brief intervention. It would be helpful to find an opportunity to pilot, perhaps in a workshop situation.

## **7 Effective communication in the multi-cultural workforce**

This topic had been introduced as a discussion point. Members discussed the various uses and benefits of visual aids and pictograms both for employees and clients. Language barriers and translation of technical documents was discussed including the advantages and disadvantages of engaging with the workforce, education establishments and online services to aid translation and communication as well as the need for professional translation of technical documents.

## **8 Business to Business Learning**

CW updated the meeting on the BOHS Breathe Freely campaign and it was noted that there is a lot of collateral on website. There will be a Scottish roadshow launch end Aug/beg September probably in Glasgow which will provide an excellent opportunity for CPD/join a steering group.

CW also reported that the beginning of May was Mental Health Awareness week. They had a stall with various stakeholder advisors. The company, via MD, are committed to breaking down stigma. Had 'elephant in the room' poster from which will compile good, bad, sad and take to management team to develop.

LN reported on her Plan on Health and Wellbeing with a vision that every member of staff linked into their own plan. They had held a MHA event, a Healthy Hearts week and body MOTs as part of IOSH. LN had also attended a CIPD workshop and has launched a stress management plan.

There was discussion about publishing stories, getting senior management buy-in and the difficulty of showing senior leaders a cost benefit since the return on health initiatives is difficult to demonstrate v. safety stats.

DS reported on his experience of taking over small company and the differences in health and safety cultures and trying to bring them together and integrating best practices. There was discussion about perceptions of levels of health and safety and the importance of engaging with the workforce rather than talking down to them. Also in a environment of change, lost labour equals lost knowledge.

JJ noted that his organization had two systems to bring together so the integration team swapped teams over to then analyse best system – collaboration in the management of change is key.

GJ had attended a Health in Construction Leadership Group at beginning of year which had 3 themes - having conversations, designing for Health, construction dust partnership and there should be some good material coming out from this. There had been a Health Hearts event in February and there will be a Men's Health event later in June. He felt that bite size chunks help to break barriers.

GC discussed the introduction of hazard conversations which incorporated a small video of scenarios which went global. There was no speech, but aim was to have audience considering 'what's your trigger moment - family, injury/sport etc'. On the back of this there's a virtual reality campaign. He would be happy to share video with Forum members.

TP noted that coming from care sector it was refreshing to hear about these various mental health initiatives. Social care partnership can share our initiatives.

AW noted their mission to promote an active lifestyle with many areas in top five most deprived, which puts burdens on NHS. The challenge is to provide accessible facilities and promote their use. Two new

centres replaced two old sites which brought in Health and Safety challenges which resulted in IOSH west of Scotland award. There have been challenges with deep rooted beliefs re Health and Safety and difficulty working with them. Engaging with peer groups was successful. Engagement helped e.g. Health and safety climate tool. There is a have a health and safety week coming up including site visits.

Following the 2016 meeting SW had met with GJ and shared information on different cultures which had been very useful. Staff at all levels had said policies all confusing so had prepared a safety net document based on the Swiss cheese model which has gone down really well and would be very happy to share.

TP mentioned he had downloaded useful information from RoSPA – The Little book of big ideas.

AP noted successes since 2016 meeting included RoSPA Presidents Award which was good for business along with Certificate of Merit awards via IOSH west of Scotland branch. Challenges had been a high level of incident and near miss reporting resulting in a need to work out trends and regional differences and look at what initiatives are going to work.

RA announced launch of LOCHER project on 2nd June and explained the model.

LG noted success in winning Gold fleet safety award at first attempt. Current challenges include developing fleet safety programme, ageing workforce (length of time driving in vehicles), young drivers (occupational health schemes), apprentices (developing programme/buddy scheme/looking at training programme).

GH noted current period of Ramadan and how it may effect the workforce e.g. tiredness

KMcD noted that RoSPA have introduced health MOTs for staff and had also achieved bronze Healthy Working Lives Awards and now aiming for Silver.

JJ concluded with a brief update on a mental health for health and safety professionals event in London which had been very helpful and will be producing an update for staff. There had been helpful information on presenteeism and its effects, contemplation rooms, rise and fall desks, treadmills, complimentary breakfasts, mindfulness and health checks.

## **9 Date of next meeting**

Glasgow, 14th September 2017. Venue to be confirmed.

### 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](#)