

Birmingham Health, Safety & Environment Association

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Secretary: Andrew Chappell C.Eng., MIET., Dip.E.E., CMIOSH

Newsletter

October 2011

Welcome *to Our New Members*

We wish to extend a warm welcome to the following member, who has recently joined BHSEA: -

- Malcolm Wiggin, Building Surveyor, Packington Estate Enterprise Ltd.

Position of Secretary/Treasurer, c. £20,000

Birmingham Health Safety and Environment Association

Due to the forthcoming retirement of the Secretary/Treasurer, the Birmingham Health, Safety and Environment Association (BHSEA) the Association wishes to appoint a replacement. This is a part time position and is offered on a contract basis. The successful candidate will report to the BHSEA Management Committee through the Chair.

Applicants will be required to have an extensive knowledge and wide practical experience of the application of health, safety and environment requirements in a variety of industries and workplaces, ideally in industrial processes and construction disciplines. In addition they should have good administrative and communication skills, be computer literate, familiar with the use of the Internet and email communication and have good presentational skills.

Candidates will be expected to be qualified to NEBOSH Diploma/NVQ Level 4, or equivalent level, and to have attained Chartered Safety and Health Practitioner status.

If you would like to know more about this interesting position please contact the present Secretary for more details on 07802 973795 or via email at secretary@bhsea.org.uk. More general information about BHSEA can be found at www.bhsea.org.uk

The closing date for applications is 30th November 2011.

BHSEA is a Registered Charity, a Registered Company Limited by Guarantee and is an Equal Opportunities organisation.

Monthly Meeting 10th October 2011

Construction Chairman, Gerry Mulholland opened the meeting and welcomed the speaker and Members. The Secretary read out apologies from E.Friend, D.Masaun, G.Self, G.Bridger, J.Jones, B.Dunckley, M.Webb, R.Caleb, D.Lilley, T.Prestage.

In response to the Chairman's request, the following announced that they were attending for the first time: -

- Amarjit Sathi, University of Birmingham
- Chris Hopkins, Pinsent Masons Llp
- Malcolm Wiggin, Packington Estate Enterprise Ltd.
- Richard Habgood, National President-elect, Association of Project Safety

The Secretary reminded Members that the November meeting was about Local Exhaust Ventilation, by Tim & Richard Prestage and that the dates of the 2012 meetings were already listed on the BHSEA Website.

Presentation: Leadership and Worker Involvement

Gordon Crick, HM Inspector, CDM Unit

Construction Division, London

Gordon introduced his subject by telling us that he had been working on the new **Leadership and Worker Involvement (LWI)** project since 2005. The strapline for the **LWI Toolkit**, was **"Reducing harm by learning from the best in Construction"** and nicely sums up, Gordon added, what it is designed to do!

The toolkit is a standalone HSE microsite and. Apart from the contributors; BHSEA Members are one of the first groups to have seen it. It was developed after an overview of existing literature by HSE and HSL and best practice in the Construction industry. Some of the large firms who participated in the Leadership and Worker engagement Forum were: -

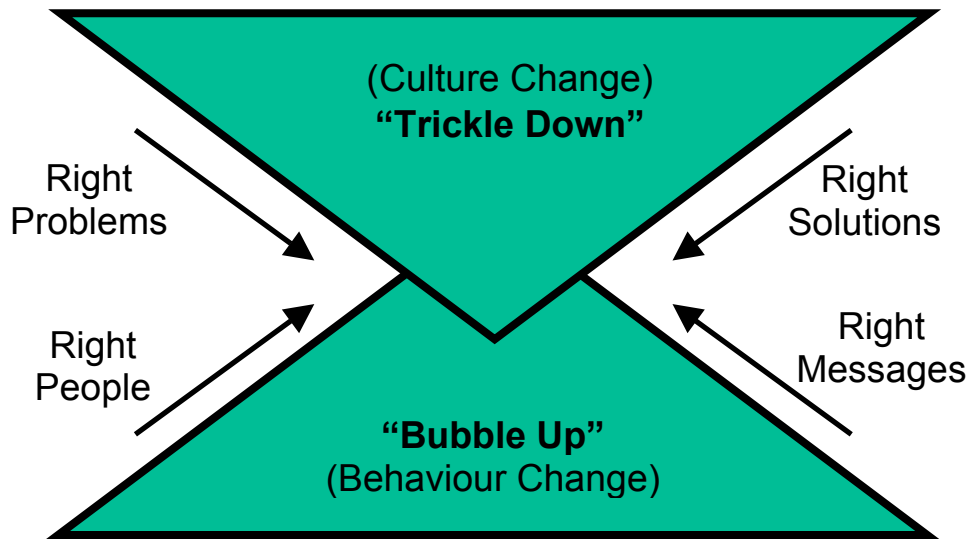
- Laing O'Rourke Group (BHSEA Member), where Gerry Mulholland contributed soundbites.
- Bovis Group
- MACE Group (BHSEA Member)
- Morgan Ashurst
- Carillion (BHSEA Member)

The potential differences between the good practice, from the literature review, and the actual practice in the sector were identified and it was found that, on the whole, the companies interviewed were following best practice. This review also gave insights



Gordon Crick, HM Inspector, CDM Unit

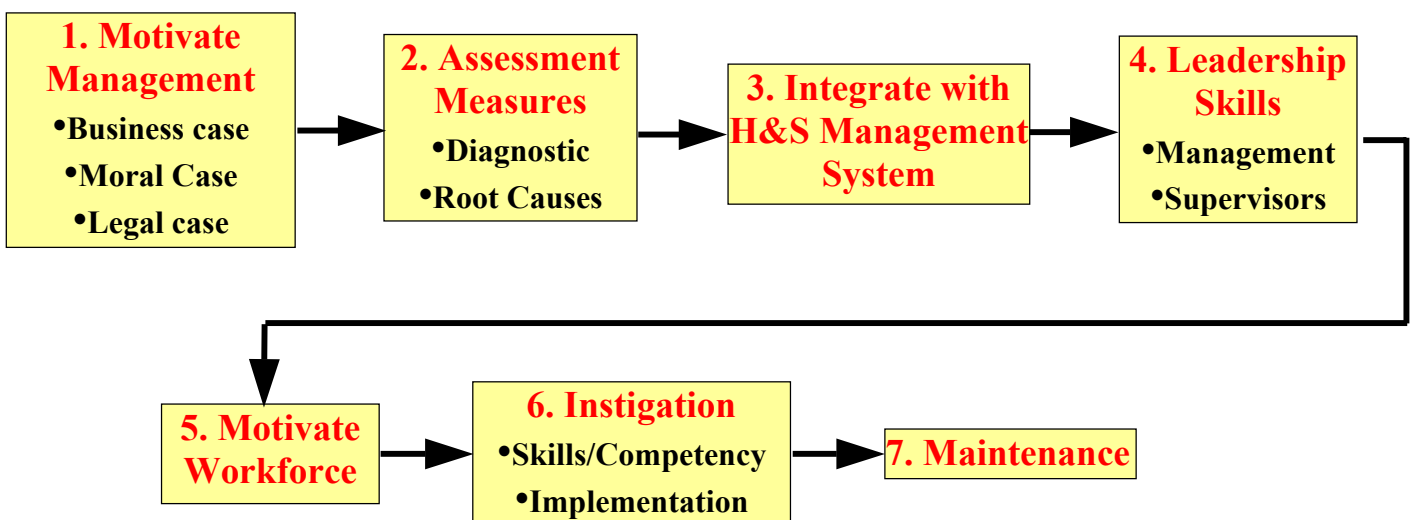
into the barriers to best practice and how these had been overcome by the companies. It also showed the need for a “top down” as well as a “bottom up” approach and the need to help SMEs to implement Leadership and Worker Engagement (LWE). This latter conclusion led to a significant change in the project to use the toolkit to disseminate best practice across the industry.

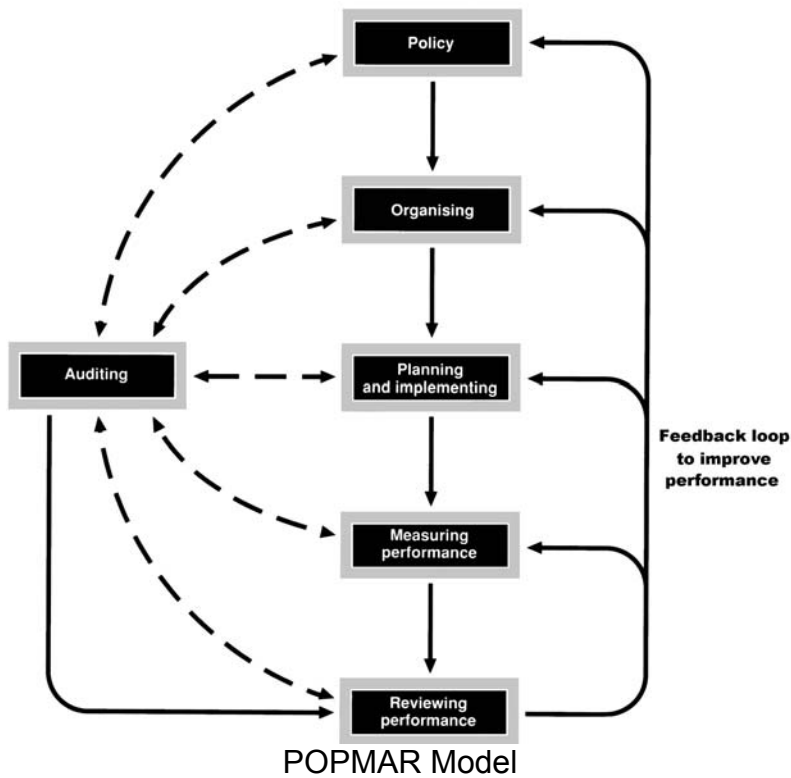


These two elements complement each other, with the cultural approach compensating for the behavioural approach’s shortcomings in exposing root causes. Similarly, the behavioural route can provide the precision and impact on ‘immediate causes’ in a way that the top down approach cannot. Top down pressure could be created by including behavioural standards into more supply chain contracts and by more frequent exposure to high standards adhered to by principal contractors. This has been shown to be more effective where there is a high degree of workforce ‘churn’. In time it could also help culture change across the industry, when contractors who may not work for principal contractors will rub shoulders with those that do and become more receptive to best practice. Gordon went on to say that ‘bottom up’ change would be enhanced by motivating and helping SMEs to implement LWE.

Gordon continued by outlining the seven sequential steps in the: -

The LWI Toolkit Framework





The ‘framework’ is obviously a ‘top down’ approach that ensures that managers have the knowledge and skills necessary to motivate their workforce to achieve the role in the ‘bottom up’ approach. Gordon commented on the fact that it ensured behavioural safety practices are properly integrated into the safety management system in order to provide a facilitating physical environment. This is achieved by following guidance mapped onto the POPMAR model (policy, organisation, planning, monitoring, auditing and review) as specified by HSG65 (HSE, 2000). It is also easier for SMEs to understand the key concepts involved. Another

important feature of this system is that it enables managers to sustain change over time. Phase II of the project, running from April 2008 – March 2009, drew on all these learning points to develop a toolkit designed to motivate SMEs and help them to implement LWI practices. It started with a literature review to identify SME characteristics (No. of employees, type of work, geography, knowledge and motivation to use LWI) and current practice (the previous review had looked more at larger organisations). The aim was to learn more about the safety culture maturity of SMEs the barriers and enablers to LWI practices e.g. the types of business, moral and legal arguments would convince them about the case for LWI.

This crucial work was then supplement by a series of interviews with SMEs to establish their site conditions (environments and hazards they faced, together with the controls they used). This information was pooled with the experts’ knowledge of behaviour change on the Steering Group to develop the toolkit around the seven areas of the framework. The key principles are: -

- **Don’t walk by:** It’s everyone’s responsibility to prevent any unsafe acts from turning into an accident. Talk to the person concerned and draw their attention to the risks.
- **STOP:** All workers should be encouraged to stop working whenever they feel unsafe, no matter if their reasons later turned out to be unfounded. Better to STOP than have an accident.
- **A safe working environment drives safe behaviour:** If you expect your workers to work in a safe way, you need to first make sure that you do all you can do to make their environment as safe as possible.
- **Don’t blame the worker until you account for all the causes:** The causes of unsafe ways of working, accidents, incidents and ill-health do not always stop with the worker. The problem can often be traced back to less obvious causes such as decisions made by managers and the wider organisation.

- **Use your workforce for ideas:** Your workforce can have a more accurate idea of what works and what does not work than you, your management or other experts. They have to deal with the issues every day, so include them in your plans.
- **Change does not usually occur overnight:** Do not expect quick wins. Improvements are likely to emerge overtime, but only if you stick with it.
- **Knowledge is not enough:** Simply telling workers that something is wrong, or is a risk, is not enough. They also need to know why and how to avoid harm if they are to act on the information you provide.
- **You lead by example:** Your behaviour sends strong signals to your workers as to how they should behave. If you carry out your job in a safe way, your workers are more likely to work in safe ways, as well. If you do not, then neither will they.
- **Encourage co-operation:** Treat your sub-contractors as you would direct employees. Encourage different sub-contractors and trades to communicate proactively with each other. Getting consistency in standards will then be that much easier.
- **Don't neglect occupational health:** If you look after health as well as safety of your workers now, you are less likely to store up problems for either you or your workforce further down the line.

Gordon then referred us to the on-line part of his presentation at the link: -

<http://www.hse.gov.uk/construction/lwit/index.htm> that leads us into **Step 1** of the toolkit. This is a Health and Safety Diagnostic Tool (HSDT) that gives employers a baseline audit on their starting off point, "How are you doing?" This analyses the various 'Building Blocks': -

- Commitment
- Worker engagement
- Prioritisation of Health and Safety
- Compliance
- Measurement
- Organisational learning

This gives the employers a starting point and development plan to assist with improvement progression, before moving on to the remaining six Steps of the LWI Toolkit. Each of the stages adopts the same format: -

- Introduction
- Key Tool
- Further Tools
- Summary

These are populated with video case studies, checklists, interactive exercises and other guidance in a very user-friendly format for managers and workers. **Step 2, "Find the root of the issues"**, introduces the well-known "Five Whys" technique to critically examine accident causations in order to ensure that the true root causes of accidents/incidents are identified. This technique lies behind one of the Key Principles, above, **Don't blame the worker until you account for all the causes!**

Step 3, entitled “**Make it fit with what you do**” contains an extremely helpful introduction to risk management, called the **10/50 Story** that is based on an analysis of 169 fatal construction accidents over eight years. It states that 50% of those fatalities were caused by just 10 accident causations, in order of frequency: -

- Fall from a ladder
- Fall through a fragile roof
- Lifting operations
- Struck by plant
- Overturning plant
- Fall from scaffolding
- Fall through an internal void
- Asphyxiation poisoning
- Crushed by falling excavation
- MEWP crushing entrapment

These causations are then used as a base for a series of learning packages for managers and workers to develop safer working practices, using the conventional hierarchy of risk control measures in a very practical format. In addition, the package also addresses the two disabling causations of slips and trips, plus respirable dusts. This stage identifies the greatest problem as a failure to spot risks and failure to plan against risk. It also says that 60% of accidents could have been prevented if there had been a recognition of **Serious and Imminent Danger!** The strong recommendation is that managers should encourage workers to recognise this simple sign!

Step 4 “Lead this in your Company”, contains a wealth of guidance and training packs on leadership, effective communications and motivational techniques. **Step 5, “What’s in it for your team”**, is a little nearer home in that it uses Laing O’Rourke’s video “**It will never happen to me**” about a widow’s thoughts following her husband’s fatal fall, just weeks after they were married. **Step 6, “How your team can carry it out”**, deals with effective risk management by workers, effective communications, safety monitoring and procedures for stopping unsafe work in progress.

The final **Step 7, “Make it last”**, contains a site audit checklist of things to do to maintain the development of improved leadership and worker involvement. This is supported by templates and a guidance pack.

Gordon concluded by saying that the feedback received was very good, with comments that it is a “**Very professional resource, built on sound knowledge**”. He added that it is usable and relevant for construction SMEs, and that users like the website structure. It is well presented, visual and interactive, with a broad mix of tools available. The ten key principles give good take home messages that are powerful and persuasive.

Gerry Mulholland recommended that members try the toolkit online and said that it could be used by anyone. Gordon was asked a variety of questions about the use and scope of the toolkit and it was obvious that his presentation had provoked a lot of positive response. After the meeting the Secretary used the toolkit and formed the opinion that it was one of the best techniques that had been introduced for some time.

The initial time spent on the questionnaire was a worthwhile investment, even though it appeared to be somewhat daunting at first.

As the questions drew to an end, Gerry thanked Gordon for a most stimulating presentation and the members responded very enthusiastically in the time honoured way!

Date of the next Meeting

**2.00 pm on Monday 14th November 2011
at the Birmingham Medical Institute**

Local Exhaust Ventilation

Tim & Richard Prestage, Tim Prestage Ltd.

Tim Prestage has been in Health and Safety since 1977, both as a Company Safety Officer and since 1981 as the Principal Consultant of Health and Safety Consultants Tim Prestage Ltd. The company is based in Hall Green Birmingham and has Clients in Engineering, Food Industry, Construction, Local Authorities, and the National Health Service. Among their many varied, range of services, they carry out Air Sampling and Noise Measurements, both essential disciplines that support the skilled topic of Local Exhaust Ventilation.

Tim and son, Richard, will impart some of their exhaustive experience of the design and maintenance of this much mis-understood technology to us today. Their approach will be essentially low-key, with the emphasis on practical tips to fill-in the gaps that other guidance doesn't reach. All will be revealed as you learn about the infamous "balloon effect" that explains why your welding fumes refuse to go up the spout!

Members' Corner

This month's talk will be given by Steve Parton, of Axa Insurance, who has had 33 years experience in the insurance business and is both a Fellow of the Chartered Insurance Institute and CMIOSH. Steve will tell us about a welcome success story, where an industrialist took a lesson from a friend's misfortune to stay one step ahead of Disaster!

Don't forget the buffet lunch at 1.15 pm!