

Sharing > Learning > Improving
13 January 2020
Meeting / Event - Newsletter

Links via icons or arrows

➤ Introduction / Welcome 

➤ Hazard Spotting 

➤ Main Topics / Presentations 

➤ Toolbox 

➤ Other    


➤ News / Stop Press 

➤ Next event(s) 

Main Theme:


Annual General Meeting HSE Keynote

Annual General Meeting

- Adoption of minutes from 14 January 2019 AGM
- Annual Report & Accounts 2018/19
- Election of Honorary Officers & Council Members 

Health & Safety and Equality & Inclusion – The Legal Perspective – Louise Mansfield, Pinsent Masons 

HSE Keynote

Performance, Progress, Plans & Priorities
Tony Mitchell, HM Principal Inspector, HSE 



A warm Welcome

› Guests

Rosi Edwards – BHSEA President

› New Members

Adam Reed, Daniel Richardson - Black Country Partnerships NHS Foundation Trust

› New attendees

Lisa Evans – Walsall Council

› Everyone

As recorded in attendance book

› Our Speakers

As shown on the title page and below





What is Good or Not Good? What does it suggest about culture, leadership, systems etc





Annual General Meeting Agenda

1. Welcome and apologies
2. Adoption of minutes / notes of the last AGM held 9 January 2019*
3. Matters arising
4. Presentation of Annual Report and Accounts 2018/19*
5. Independent Examiners Report, Accounts and Balance Sheet 2018/19*
6. Adoption of Accounts and Balance Sheet for 2018/19
7. Election of Honorary Officers & Council Members for 2020/21
8. Any other business
9. Close AGM

* Circulated to members in December 2019

Note: Documents referred to above and minutes of the January 2020 AGM and will be posted on the BHSEA website in February 2020.



Trustees / Honorary Officers and Council Members elected for 2020/21

President	Rosi Edwards	<i>Non-Executive Director, Wolverhampton NHS Trust; ex. Regional Director, HSE Wales, Midlands and South West Region</i>
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Trustees / Honorary Officers - for re-election
George Allcock - Chair David Hughes - Vice Chair Andy Rolinson - Construction Chair Dalvinder Masaun - Vice President (Previous Chair - continuing Honorary Officer)

Council - for election
Linda Ley* Louise Mansfield* Mike Morton* Anu Spratley (Dr)* Ralph Weaver – Construction Vice Chair

Council - for election
John Jones* Robert Boyd* Ken Davies* Malcolm Copson* Paula Dufty Stephen Betts Tony Kempton

* - Previously elected and standing again

Council - co-opted
Amy Kalay/Karen Everett , HSE (co-opted) Terry Mallard, B'ham CC (co-opted)

Secretary: Liz Prophet; **Admin. Assistant:** Janice Hemus



Health & Safety and Equality & Inclusion – The Legal Perspective

Louise Mansfield, Pinsent Masons



Key Points:

- **Discrimination (direct, indirect, harassment, victimisation):** Since the Equality Act of 2010, it has been unlawful to treat someone less favourably because of a protected characteristic – e.g. disability, pregnancy, race, religion, sex, sexual orientation, marriage, gender reassignment or age. In limited circumstances, an employer may justify discrimination where it is a “proportionate means of achieving a legitimate aim”.
- Inclusion means treating everyone fairly to build trust and engagement.
- Greater engagement improves behaviours, aids collaboration and leads to fewer accidents – people are less likely to ignore / tolerate unsafe working practices.
- Although women make up 42% of EU employed population, they are often unrepresented at decision-making level. The impact of gender and sex differences should be recognised, understood and accommodated to reduce workplace inequality.
- Risk assessments should reflect the differences of older and younger workers e.g. reducing manual handling, providing greater supervision/training or refresher training.
- Dress codes should be non-discriminatory. Innovative PPE (e.g. reflective hijabs) and safer systems of work or assignment to alternative duties can help to address issues such as turban wearing Sikhs being at risk of head injury.
- Signage/information/instruction should be sufficiently explanatory and effectively communicated to all workers – as appropriate for all nationalities on site, including migrant labour.
- The employer has a legal responsibility to make reasonable adjustments in the case of disability – whether physical or mental.

[Link to website – presentation slides](#)



HSE Keynote: Performance, Progress, Plans & Priorities

Tony Mitchell, HM Principal Inspector, HSE



Key Points:

- ▶ HSE statistics for the period 2018/19 show 1.4 million working people were suffering from a work-related illness, 147 workers were killed at work and 28.2 million working days were lost to work-related illness or injury.
- ▶ Enforcement actions resulted in average fines of £150k (in contrast to £27k in 2014) and 8777 notices were issued with a 60:30 split between Prohibition and Improvement.
- ▶ HSE as an agency costs £220m to run with government subsidies amounting to only £135m – staff costs alone are £150m and revenue from Fees For Intervention play a vital part in making up some of the shortfall. There would be 20-30 fewer inspectors if income was not raised in this way.
- ▶ FFI applies once you receive written notification of a material breach following inspection – this could even be a hand-written note on the day. Under law this should say what law you have broken, why HSE consider you have broken it and state that FFI will apply. HSE will advise you how to put it right.
- ▶ Total FFI costs invoiced in 2018/19 were £16m. Only 3% of invoices were queried – 33% of those were not upheld. Only 20% of queries which are referred to the Independent Disputes Panel are upheld.
- ▶ HSE mission is to Save Lives and Prevent Suffering and they continue to Engage, Act as a Catalyst for Change, Provide Guidance and Support, and Develop Science and Evidence.
- ▶ Priorities Going forward: Next phase of Health and Well-being, Improving the website and digital interface, Helping Great Britain to Work Well (HGBWW) and – in the words of Robens 1972 - to orientate their inspections towards problems where they are most needed and likely to be most productive.

[Link to website – presentation slides](#)



Health and Safety at Work

Summary statistics for Great Britain 2019 (page 2/13)

<https://www.hse.gov.uk/statistics/overall/hssh1819.pdf>



Key facts



1.4
million

Work-related ill health cases (new or long-standing) in 2018/19

Source: Estimates based on self-reports from the Labour Force Survey, people who worked in the last 12 months



0.6
million

Work-related stress, depression or anxiety cases (new or long-standing) in 2018/19

Source: Estimates based on self-reports from the Labour Force Survey, people who worked in the last 12 months



0.5
million

Work-related musculoskeletal disorder cases (new or long-standing) in 2018/19

Source: Estimates based on self-reports from the Labour Force Survey, people who worked in the last 12 months



9.8
billion

Annual costs of new cases of work-related ill health in 2017/18, excluding long latency illness such as cancer

Source: Estimates based on HSE Costs to Britain Model



0.6
million

Workers sustaining a non-fatal injury in 2018/19

Source: Estimates based on self-reports from the Labour Force Survey



69,208

Non-fatal injuries to employees reported by employers in 2018/19

Source: RIDDOR



147

Fatal injuries to workers in 2018/19

Source: RIDDOR



5.2
billion

Annual costs of workplace injury in 2017/18

Source: Estimates based on HSE Costs to Britain Model



28.2
million

Working days lost due to work-related ill health and non-fatal workplace injuries in 2018/19

Source: Estimates based on self-reports from the Labour Force Survey



12,000

Lung disease deaths each year estimated to be linked to past exposures at work

Source: Counts from death certificates and estimates from epidemiological information



2,526

Mesothelioma deaths in 2017, with a similar number of lung cancer deaths linked to past exposures to asbestos

Source: Counts from death certificates and estimates from epidemiological information



15.0
billion

Annual costs of work-related injury and new cases of ill health in 2017/18, excluding long latency illness such as cancer

Source: Estimates based on HSE Costs to Britain Model



Health and Safety at Work

Summary statistics for Great Britain 2019 (page 3/13)



Work-related ill health

1.4 million

Workers suffering from work-related ill health (new or long-standing) in 2018/19

497,000

Workers suffering from a new case of work-related ill health in 2018/19

23.5 million

Working days lost due to work-related ill health in 2018/19

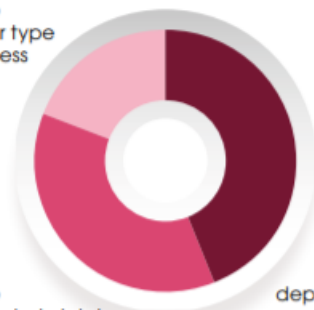
13,000

Deaths each year estimated to be linked to past exposure at work, primarily to chemicals or dust

New and long-standing cases of work-related ill health by type, 2018/19

19%

Other type of illness



37%

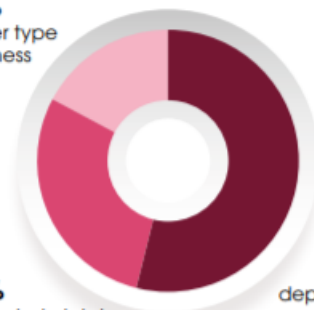
Musculoskeletal disorders

44%
Stress,
depression
or anxiety

Working days lost by type of ill health, 2018/19

17%

Other type of illness



29%

Musculoskeletal disorders

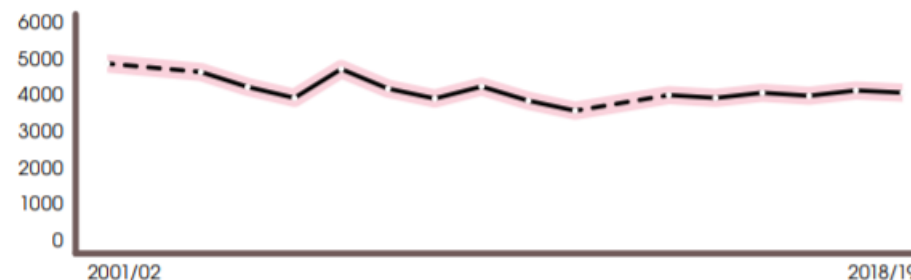
54%
Stress,
depression
or anxiety

The rate of self-reported work-related ill health showed a generally downward trend but has been broadly flat in recent years.

Similarly, working days lost per worker due to self-reported work-related illness showed a generally downward trend but has been broadly flat in recent years.

Estimates of ill health based on Labour Force Survey (LFS) self-reports and deaths are based on counts from death certificates and estimates from epidemiological information.

Work-related ill health per 100,000 workers: new and long-standing



Shaded area represents a 95% confidence interval

No ill health data was collected in 2002/03 and 2012/13, represented by a dashed line

To find out the story behind the key figures, visit www.hse.gov.uk/statistics/causdis/



Health and Safety at Work

Summary statistics for Great Britain 2019 (page 6/13)



Occupational lung disease

12,000

Lung disease deaths each year estimated to be linked to past exposures at work

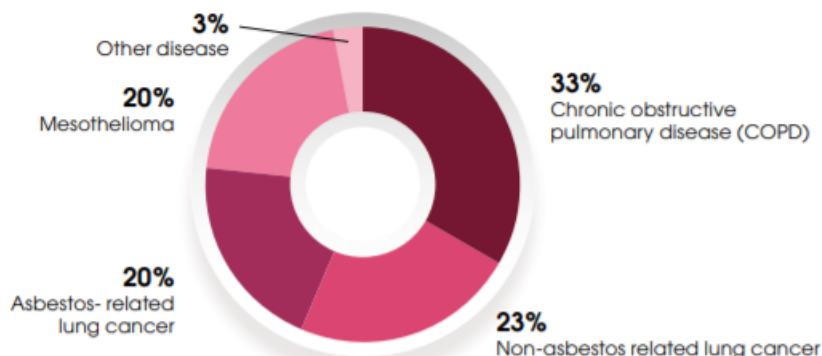
2,526

Mesothelioma deaths in 2017, with a similar number of lung cancer deaths linked to past exposures to asbestos

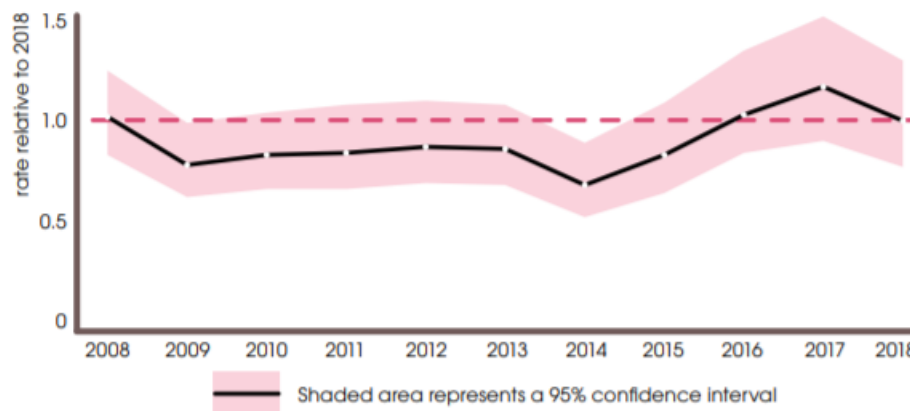
18,000

New cases of breathing or lung problems caused or made worse by work each year on average over the last three years according to self-reported estimates from the Labour Force Survey

Lung diseases contributing to estimated current annual deaths



Estimated rate of new cases of occupational asthma relative to 2018



There are projected to be around 2,500 mesothelioma deaths per year for the rest of the decade.

There were 132 new cases of occupational asthma seen by chest physicians in 2018, similar to the number 10 years ago.

Occupational lung diseases account for around 12,000 of the 13,000 total deaths estimated to be linked to past exposures at work.

To find out the story behind the key figures, visit www.hse.gov.uk/statistics/causdis/



Health and Safety at Work

Summary statistics for Great Britain 2019 (page 7/13)



Workplace injury

147

Workers killed at work in 2018/19

581,000

workers sustaining a non-fatal injury according to self-reports from the Labour Force Survey in 2018/19

69,208

Employee non-fatal injuries reported by employers under RIDDOR in 2018/19

4.7 million

Estimated working days lost due to non-fatal workplace injuries according to self-reports from the Labour Force Survey in 2018/19

Estimated self-reported non-fatal injuries, 2018/19

138,000

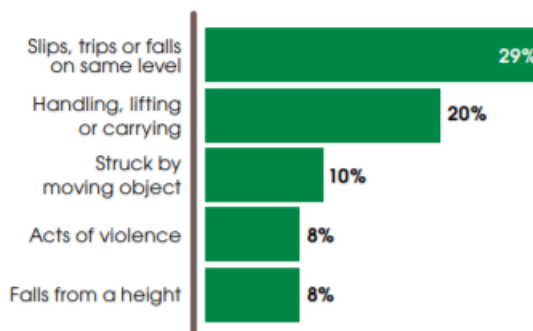
Injuries with over 7 days absence



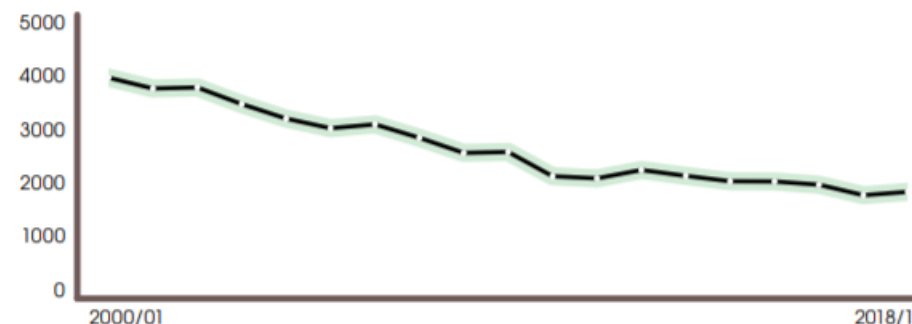
443,000

Injuries with up to 7 days absence

Non-fatal injuries to employees by most common accident kinds (as reported by employers), 2018/19



Estimated self-reported workplace non-fatal injury per 100,000 workers



Shaded area represents a 95% confidence interval

The rate of fatal injury showed a long-term downward trend but has been broadly flat in recent years.

The rate of self-reported non-fatal injury to workers shows a downward trend.

The rate of non-fatal injury to employees reported by employers shows a downward trend.

Estimates of non-fatal injuries are based on self-reports from the Labour Force Survey (LFS).

To find out the story behind the key figures, visit www.hse.gov.uk/statistics/causinj/



Health and Safety at Work

Summary statistics for Great Britain 2019 (page 11/13)



Enforcement

364

Cases prosecuted, or referred to COPFS for prosecution in Scotland, by HSE where a conviction was achieved in 2018/19

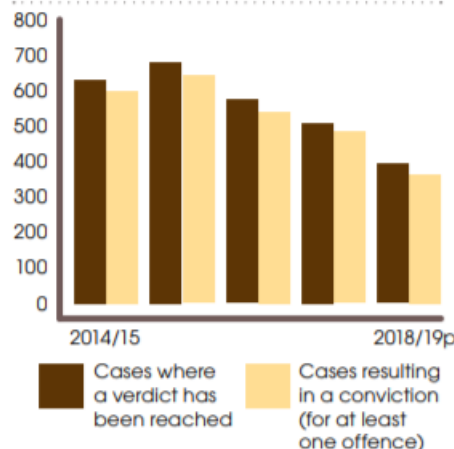
11,040

Notices issued by all enforcing bodies in 2018/19

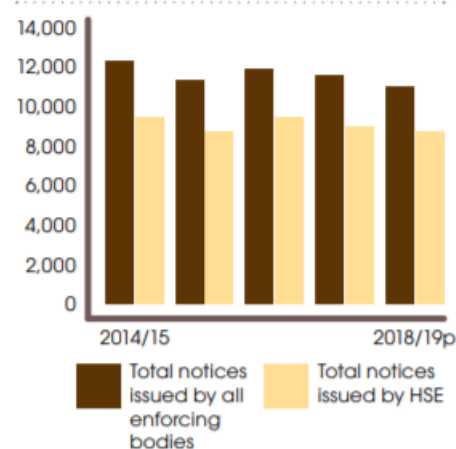
£54.5 million

In fines resulting from prosecutions taken, or referred to COPFS for prosecution in Scotland, by HSE where a conviction was achieved in 2018/19

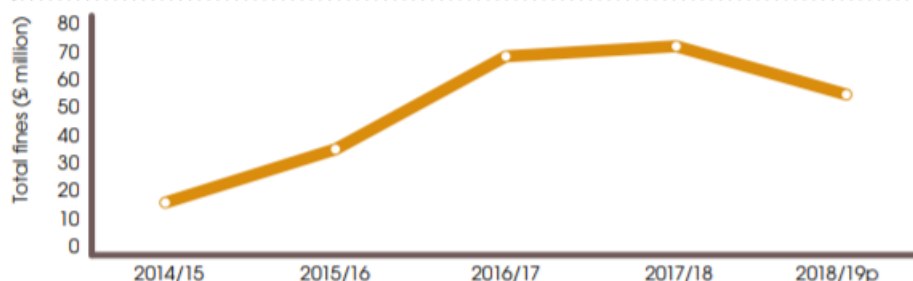
Prosecution cases brought by HSE and, in Scotland, COPFS



Enforcement notices issued by local authorities and HSE



Total fines for health and safety offences prosecuted by HSE and, in Scotland, the Crown Office and Procurator Fiscal Service (COPFS) (£million)



This year has seen a fall in the number of cases prosecuted, continuing the trend from the previous year.

The number of notices issued by all enforcing bodies showed a decrease compared to the previous year, continuing the long-term downward trend in notices issued.

The level of fine issued in 2018/19 has decreased compared to the previous year. The average fine per conviction is at the same level as 2017/18 so this decrease is related to the fall in the number of cases completed.

To find out the story behind the key figures, visit www.hse.gov.uk/statistics/enforcement.htm



HSE Strategy – Helping Great Britain Work Well

<https://www.hse.gov.uk/aboutus/strategiesandplans/helping-great-britain-work-well-strategy.html>



Acting together

Promoting broader ownership of health and safety in Great Britain



Tackling ill health

Highlighting and tackling the costs of work-related ill health



Managing risk well

Simplifying risk management and helping business to grow



Supporting small employers

Giving SMEs simple advice so that they know what they have to do



Keeping pace with change

Anticipating and tackling new health and safety challenges




Sharing our success

Promoting the benefits of Great Britain's world-class health and safety system



Strategies and plans

<https://www.hse.gov.uk/aboutus/strategiesandplans/index.htm>



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BETA This is a new way of showing guidance - [your feedback](#) will help us improve it.

Strategies and plans

[HelpGBWorkWell strategy](#)
[Business plan](#)
[Sector plans and Health priority plans](#)
[HSE's health and safety plan](#)
[Strategy and plans archive](#)

Related content

- [LA Partnership](#)
- [Annual reports](#)
- [Worker involvement](#)
- [Leadership](#)
- [Enforcement](#)
- [Health and safety myths](#)
- [HSE jobs](#)

Helping Great Britain work well

We have a safety record we can be proud of, but we can make it even better. Our new strategy for the health and safety system belongs to everyone.

[Find out more](#)

HSE Business Plan 2019/20

This plan outlines what HSE, in our role as the national regulator and catalyst in the system, will deliver in 2019/20.

[Find out more](#)

Sector plans

These sector plans detail what we are doing to help Great Britain work well. They cover health and safety performance, the top three strategic priorities for the next three to five years and actions we propose to take.

[Find out more](#)

Health priority plans

These plans include health priorities informed by our Health and Work strategy. They focus on work-related stress, musculoskeletal disorders and occupational lung disease.

[Find out more](#)

Archive

Find out how we have got to where we are today.

[Strategy and plan archive](#)



Leadership: Asking questions – driving improvement

General questions for plant, department, area or cell - good or poor

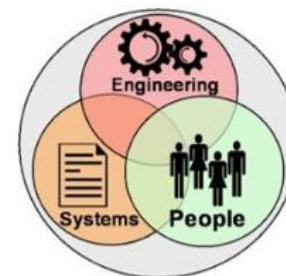
- Who sets the standards? & how?
- Who communicates the standards? & how?
- Who measures the standards? & how?
- Who maintains the standards? how?
- Who improves the standards? & how?
- Who reviews the standards? & how?

Questions for specific situations - good, poor or not known

- Why ? ('Ask why 5 times')
- How ?
- What ?
- When ?
- How often ?
- Who ?

Questions for any employee / any task

- How do you do this work / task?
- How do you know you are doing this work correctly & safely?
- How do you know that the outcome is free of defects?
- What do you do if you have a problem?



A questioning yet supportive approach encourages people to take ownership & engage in improvement thoughts and activities - not only health and safety!



Programme of Events 2020

Main Themes ➔



Birmingham Health, Safety & Environment Association

A forum that helps to protect people & safeguard your business

Introduction & Programme of Events 2020

Aiming to make health and safety Simple Visual Practical



Talk to us: 07881 290238
 Contact us: secretary@bhsea.org.uk
 Visit us: www.bhsea.org.uk
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Registered Charity: No. 255523

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Programme of Events 2020 - main themes

13 Jan: AGM: HSE Progress Report, Plans & Priorities
 - Tony Mitchell, HM Principal Inspector, HSE

10 Feb: Workplace Transport: Still a risk – Still a Killer
 - George Allcock, BHSEA; Steve Parton, AXA

09 Mar: Construction Matters

20 Apr: Health, Welfare and Wellbeing in Practice – including Mental Health Issues

30 Apr: Building / Facilities Safety: Managing risks including fire risks (Annual Seminar)

11 May: Information, Instruction & Training: Getting it right - making it stick - Ian Pemberton, Human Focus

08 Jun: Legal Update and Refresher
 - HSE and Pinsent Masons

14 Sep: Machinery and Work Equipment Safety
 - Anthony Bowmer, EEF

12 Oct: Construction Matters

09 Nov: Environment Update and Refresher

14 Dec: Members Challenges and Achievements – What, why and how

➔ Further details on the website and via flyers
 ➔ Buffet lunch from 12.45 pm; 1.30 pm start (Except Annual Seminar)

See also WWT events <http://www.uk.com/>

Sharing > Learning > Improving >

13 Jan: AGM; HSE Progress Report, Plans & Priorities
 - Tony Mitchell, HSE

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14 Dec: Members Challenges and Achievements – What, why and how



 **Please tell others – pass on a leaflet**
They will be very welcome to come as a guest



Presentations
from specialist
practitioners



A great
networking
opportunity



Members
personal
experience



Input from
legal
experts



Input
from
the HSE



Improvement
tools & other
resources



Monthly
Newsletter



with free buffet lunch

& more
something for everyone



Discounts on
goods &
services



Membership certificate:
Evidence of your
commitment



Free & discounted
E-Learning training
courses



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www.bhsea.org.uk



Sharing > Learning > Improving >

You can help!

and will receive 'Reward or Recognition' for your contribution

Events



By making a short '*Members' Corner*' presentation which could include:

- Your business and the approach to health and safety
- How you deal with specific hazards
- A current challenge or project
- Seeking the views of others on an issue you have identified

Resources



By sharing something for the benefit of others including:

- Photos good / not so good
- Tools & Techniques
- Forms
- Example procedures

Training



By providing training / training material / information including:

- Your logo and business / contact details to go on the BHSEA website*
- Training sessions, free and / or at a discount for BHSEA members
- Toolbox talks (an actual presentation or making material available)
- PowerPoint presentations / training aids

** This should be of interest to HS&E consultants, trainers and training providers*

**Next
Event**

Sharing > Learning > Improving
10 February 2020
Meeting / Event - Newsletter

 12.45pm
for 1.30pm – 3.45pm
Walsall FC, Bescot
Stadium WS1 4SA

Links via icons or arrows

Main Theme:

WORKPLACE TRANSPORT

> Introduction / Welcome 

> Hazard Spotting 


> Main Topics / Presentations 

> Toolbox 


> Other    

> News / Stop Press 


> Next event(s)

Members' Corner
Transport & Vehicle Movements
- Malcolm Copson, ex DPD 

Workplace Transport:
Observations and Experiences
- Steve Parton, AXA 

Workplace Transport:
Managing the Risk, Tools & Techniques
- George Allcock, BHSEA Chair 



 07881 290238



secretary@bhsea.org.uk



www.bhsea.org.uk

VENUE for Monthly Events - 2020

Venue for Events Sat Nav: WS1 4SA



Walsall Football Club Limited
The Banks's Stadium, Bescot
Crescent, Walsall. WS1 4SA

By Car - 5 minutes
from M6 Junction 9.

Car Park – large and
free with CCTV.

By Rail - from
Birmingham New
Street to Bescot
Stadium train station
then 5 minutes walk.

