

# Newsletter January 2018



The Association has a web site: - [www.hgsafety.co.uk](http://www.hgsafety.co.uk)

HSE Web Link <http://www.hse.gov.uk/>

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## Topics

- **Mental health awareness within the workplace**
- **WWT – Seminar – Good practices working in proximity to buried services**
- **Prosecution – Fatal fall from Edge of Industrial Roof**
- **Picture Gallery**

# Mental health awareness within the workplace

There has been a recent drive by Government to raise mental health awareness within the work place amongst both management and employees alike.

Going into 2018 it is likely after recommendations by The Review Panel the HSE should begin to focus more closely on work place mental health and how and what companies are doing to help protect and support their staff.

After being discussed in Parliament reviews were carried out and the Review Panel recommend employers adopt six mental health core standards into their business and include the information within the company Health and Safety policy. The standards are as follows:

- Produce implement and communicate a mental health at work plan
- Develop mental health awareness among employees
- encourage open conversations about mental health and the support available
- provide employees with good working conditions, a healthy work-life balance and opportunities for development
- Promote effective people management through line managers and supervisors; and
- Routinely monitor employee mental health and wellbeing.

The Review Panel have provided a more detail explanation of each of the mental health core standard as follows:

What should I do?	How could I do this?
1. <b>Produce, implement and communicate a mental health work plan</b> – that encourages and promotes good mental health of all staff and an open organisation culture	<p>An organisation's mental health plan should outline the approach to improving and protecting the mental health of all employees, including any awareness activities or training, and the support available to employees who need it. The plan can be developed collaboratively with employees, through an informal discussion for small and micro employers, but to include mental health champions or other leads in larger organisations.</p> <p>The plan could include how employers are improving the physical environment to improve employee mental health, or how the organisation encourages and supports employees to engage in physical activity, staff networks or social action.</p> <p>The workplace mental health plan could also be linked to other plans in an organisation, including strategies to improve staff engagement, corporate social responsibility plans, supportive and proactive sickness absence policies, and improving the physical workplace environment.</p>
2. <b>Develop mental health awareness amongst employees</b> – by making information, tools, and support accessible	<p>We know that employee awareness of mental health, including for line managers and supervisors, will encourage individuals to care for themselves and help them to provide support to others.</p> <p>There are many sources of information available from Government, Voluntary Sector organisations and other bodies, many of which include free to use materials that employers can share within their organisation.</p> <p>Employers may also wish to appoint employee champions to share their experiences of mental health problems or other challenges through peer support and mentoring, and provide training courses or other tools for employees to use to further develop their knowledge and skills.</p>

<p>3. <b>Encourage open conversations about mental health and the support available when employees are struggling</b> – during the recruitment process and at regular intervals throughout employment, with appropriate workplace adjustments offered to employees who require them</p>	<p>Mental health should be discussed openly with employees wherever possible and appropriate. This is not just about discussing mental health problems, but about creating an environment in which employees feel about to talk openly. Engaging with external campaigns to address the stigma are a good first step, and encouraging staff networks and groups of individuals with similar interests and experiences can also encourage openness. Where someone is struggling or is absent from work for any reason, conversations about workplace adjustments or returning to work should include mental health.</p> <p>Tools are available to encourage and support ongoing conversations , including ‘Wellness Action Plans’ which can be kept up to date by employees (more information available at <a href="https://www.mind.org.uk/media/4229239/mind-guide-for-line-managers-wellness-action-plans_final.pdf">https://www.mind.org.uk/media/4229239/mind-guide-for-line-managers-wellness-action-plans_final.pdf</a>)</p>
<p>4. <b>Provide your employees with good working conditions</b> – and ensure they have a healthy work life balance and opportunities for development</p>	<p>Creating good working conditions for employees can help to prevent new mental health problems and support those with existing conditions to get on in work and thrive. Good work and jobs consists of components such as fair pay, job security, good working conditions, education and training, staff consultation and representation. The What Works Centre for Wellbeing have produced evidenced guides on characteristics of a good job and team working, where we know that control, autonomy and social networks are crucial for a positive experience at work.</p>
<p>5. <b>Promote effective people management</b> – to ensure all employees have a regular conversation about their health and well-being with their line manager, supervisor or organisational leader and train and support line managers in effective management practices</p>	<p>We know that effective people management at all levels is crucial for supporting the mental health of all employees. It is vital that managers, supervisors or someone else have regular conversations with their employees so that employees have an opportunity to raise any issues. Giving and receiving feedback, as part of wider positive management processes, can help to identify problems early. Managers and supervisors can receive training and support to be confident in spotting signs of distress, ensuring they’re own behaviours are positive and dealing with problems as early as possible.</p> <p>Employers should look for training which provides practical examples, and is tailored to the specific practices of their organisation. Resilience, stress management training and line manager communication training have been shown to be particularly effective. A recent study published in the Lancet has shown face to face training comprising of specific components has had particularly strong return on investment.</p>
<p>6. <b>Routinely monitor employee mental health and wellbeing</b> – by undertaking available data, talking to employees, and understanding risk factors</p>	<p>An approach to measuring staff wellbeing will vary depending on employer size. The majority of employers will hold basic information about their employees, including sickness absence data, which can be used to spot problems and focus any support. Employers can also use staff surveys, mood trackers and other tools to improve communication with their employees and better understand risk to employee mental health.</p>

# Good Practice in Working in Proximity to Buried Services

Hereford & Worcester Working Well Together Group  
Thursday 8<sup>th</sup> February 2018, 8:00am – 12:30pm



**Royal National College for the Blind**  
**Venns Lane, Hereford, HR1 1DT**

**Help for the industry – from the industry**



# Good Practice in Working in Proximity to Buried Services

## Introduction

The striking of buried services is a well-known industry hazard, sometimes with devastating consequences.

This free half day event will provide self-employed builders and small construction companies with practical up-to-date information, support and advice.

The event will consist of information and details from Industry professionals, client representatives and innovations. The event will give you the opportunity to ask questions, and increase your awareness from those within the industry as well as the Health and Safety Executive. In particular the event will help you to:

- Gain an understanding of the frequency, severity and reasons behind services strikes;
- Gain an understanding of the impact that such events can have on all parties associated with an incident
- Understand the HSE view on what regulations and guidance require and consequences if things go wrong
- Provide examples of good practice techniques and equipment
- Understand how utility asset owners manage their asset and how to coordinate and collaborate better with the construction industry.

Whether you are a self-employed, an employer or run a small building company, this **free event is a must** to attend and booking early is recommended . **BOOK NOW** to avoid disappointment as places are limited.

**Help for the industry – from the industry**



# Good Practice in Working in Proximity to Buried Services

## Programme

<u>Time</u>	<u>Event</u>
08:00 - 08:30	Registration with free refreshments and trade stand viewing
08:30 - 08:40	Welcome/housekeeping & opening remarks by Hereford & Worcester WWT Group Chair
08:40 - 09:10	Marie Wheeler, Health and Safety Executive
09:10 - 09:40	Jonathan Jones, Environment Agency
09:40 - 10:10	Jarl Coldrick, Technical Sales Manager, ProGarm.
<b>10:10 - 10:25</b>	<b>Refreshment break and chance to visit a trade stand</b>
10:25 - 10:55	Andrew Rippington, BAM Nuttall. Principal Contractor
10:55 - 11:25	A presentation on the basic functionality of a CAT and Genny
11:25 - 12:00	Supplier Innovation
12:00 - 12:15	Open Questions and Answers
12:15 - 12:30	Closing summary from the Chair

You will be asked at the end of the event to complete a feedback form to receive a certificate of attendance toward your Continuing Professional Development (CPD)

**BOOK NOW!**



# Good Practice in Working in Proximity to Buried Services

## Order form

To register your place:

1. Click onto the link below or if the link does not take you to the registration page then copy and paste the link in to your web browser.
2. This will take you to the registration page for this event.
3. Click in to the green registration button at the top right hand side of the screen and follow the instructions.
4. Complete the registration details.
5. Be sure to select the correct type of ticket to cater for your dietary requirements.
6. You will receive an email confirming your registration.
7. Print off the e-ticket and bring it with you to the event.

### BOOK MY PLACE

<https://www.eventbrite.co.uk/e/good-practice-in-working-in-proximity-to-buried-and-overhead-services-tickets-37762382302>

If you can't make it or want more information, you can find free guidance on excavation and buried services on the HSE website by clicking on the links below:

[Excavation and buried services](#)

[HSG47 – Avoiding danger from underground services](#)

# BOOK NOW!



# Fatal Fall from Edge of Industrial Roof

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## ***Suitable protection missing during installation of roof sheets***

A construction company has been fined £100,000 after an employee died after falling over 6m from the edge of an industrial building in May 2016.

Plymouth Magistrates heard how the employee suffered fatal injuries after falling whilst carrying out work installing roof sheets on a new agricultural building.

## ***Precautions, training supervision inadequate***



HSE investigators found that the company failed to provide suitable edge protection, failed to ensure there was a suitable and sufficient assessment of the risks from the use of the edge protection and failed to ensure those installing the edge protection and supervising the work had received adequate training.

- **C & R Construction (SW) Ltd** – of Cridton, Devon pleaded guilty to breaching Regulation 2 (1) of The Health and Safety at Work Act 1974 and have been fined £100,000 and ordered to pay costs of £11,060.40.

Speaking after the hearing HSE inspector Kate Leftly said:

“Falls from height remain one of the most common causes of work related fatalities in this country and the risks associated with working at height are well-known.

If suitable edge protection had been installed, the tragic death of this employee could have been prevented.”



# Picture Gallery

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**Insufficient working platform?**



**Nice and tidy?**



**Well footed?**



**Good span?**