

**Notes of POOSH Scotland meeting**  
**IET Teacher Building, Glasgow, 27 April 2015**

**Present:**

Karen McDonnell (PHASS) – chair  
Marisa Stevenson (AOHNP)  
Norman Stevenson (SCoS)  
Ian Waldram (IOSH) – secretary

**Apologies:**

Robert Atkinson (SCHWL)  
Margaret Hanson (IEHF)  
Amanda Jones (ACPOHE)  
Sarah Jones (HSE)  
Andrew Kennedy (BOHS)  
James Ritchie (APS)

**1. Welcome and Apologies**

James & Andrew were unable to attend at the last minute. All non-attendees provided summaries of current activities and initiatives, see below.

**2. Matters arising from previous meeting (Dec 2014)**

**Other potential member organisations:** There have been regular contacts and some joint initiatives involving H&S Lawyers and DOP but neither organisation appears interested in becoming more formally involved.

Karen has had recent contacts with SWITCH, an OSH related group covering the waste/recycling sector in Scotland, and wondered whether they should be invited to join us?

**3. Current developments and plans**

**3.1 ACPOHE (Amanda)**

- Members across Scotland will participate in the annual [Work out @ Work Day](#) on 12 June. Details available via the link, including how Employers can sign up.
- Link provided to the Council for Work & Health report *Planning the Future – OH and its workforce*, issued in April 2014 (covering stages 1 & 2 of an overall 6-stage project). Despite nearly all our organisations being represented on CWH, no one present was previously aware of this project, aimed at defining and resourcing the required UK OH-related personnel on a 5- to 20-year timescale, because those with currently recognised OH qualifications are many fewer than required to satisfy expected workplace needs. The report states that stages 3-5 are planned for 12-24 months (i.e. completion by April 2016), including defining required knowledge skills, and competence levels.  
Ian was unable to identify any updates on CWH website, e.g. in recent meeting minutes.

**3.2 AOHNP (Marisa)**

- NMC requirement for individual member revalidation now scheduled for April 2016 launch. There are currently ~4550 OH Nurses registered with NMC, i.e. who must comply with both Part 1 and Part 3. However it is believed that many more than this are employed in the role, as it's not a reserved title
- 30 AOHNP members are currently piloting the draft Part 1 & 3 submission requirements; personal portfolio can be either on-line or hard copy. As predicted at the last meeting, there were difficulties in meeting the 'independent assessment' criteria for typical 'lone-professionals' serving smaller organisations and NMC now have a more flexible approach in place.

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- 10 members attended a *Clinical Audit* course at Edinburgh University, which proved to be very NHS focussed, so they are now seeking a different approach. The vision is to provide a certified audit tool/process to quality assure delivery of OH nurse professional services. However the business case is not yet fully formulated (e.g. many clients seem largely unaware of/disinterested in requiring accreditation to the FOM quality scheme for OH service organisations – would that also be the case for individual quality assured service delivery?).
- Marisa had learned that 85% of the current £120/a NMC registration fee is devoted to ‘fitness to practice’ cases, i.e. disciplinary matters, compared to only 7% on education – so there’s a clear need for more resources on quality assurance, to reduce the need for formal disciplinary actions.

### **3.3 APS (James)**

- Supporting the IOSH *No time to lose* campaign.
- Promoting H&S Week in June and Birmingham S&H Expo, with 2 panel debates.
- Delivered 6 CDM briefing events across Scotland. Currently launching a [range of 1- to 3-day courses delivered by accredited providers](#), e.g. CDM Awareness; Principle Designer Role; Pre-Construction H&S.
- Working on raising membership requirements to include: exam on CDM requirements; training in 4 out of 7 areas of construction good practice within a defined period.

### **3.4 BOHS (Andrew)**

- Launch event for Construction sector [Breathe Freely](#) initiative (guidance and support for employers) on 28 April, Workers’ Memorial Day. BOHS’ partners are: HSE, Constructing Better Health, Land Securities, Mace.

### **3.5 HSE (Sarah)**

- Publicity leaflet for [Estates Excellence in Dundee](#) is on HSE Scotland home page. Has been running since February, emphasis is on a range of events to raise SME awareness (e.g. [Refurbishment](#), 13 May) rather than visits.
- Independent review of all new regulatory/deregulatory proposals by Regulatory Policy Committee puts HSE first for both 2014 and during the life of the current parliament, details in CE’s [Report to HSE Board, March 2015](#).
- Papers for February 2015 PHASS meeting include an informative briefing note on [Prosecutions in Scotland](#), including evidence from HSE’s internal QA processes indicating performance at least as good as other parts of UK. The briefing paper on [Tackling Occupational Disease](#) includes evidence that occupation rather than geography is the key factor in determining incidence of specific diseases/ill-health, and thus how this typically varies across both Scotland and UK.

### **3.6 IEHF (Margaret)**

- Scotland events programme includes 20 June evening meeting, Edinburgh – for all with an interest in ergonomics/human factors. Location & time: Keil Centre, 1830-2000.

### **3.7 IOSH (Karen, Ian)**

- [No time to lose](#) workplace cancer campaign launched, covering 5 major causes – diesel fumes and sun exposure are the first two. Many supporting organisations, local events, resources for workplace use, etc.
- Relunched advice for [MSPs on OSH management](#) (e.g. for their constituency offices, travel, etc.) at Holyrood in March, at a meeting of the Cross-Party Group on Accident Prevention and Safety Awareness Committee, with strong support from the Convenor, Clare Adamson MSP. The meeting included other presentations as well.
- Following the last meeting, Ian researched how the Dept. of Transport data from UK-wide STATS19 forms, completed by the police for all road traffic accidents is analysed. Almost every variable is assessed, except for those covering occupational factors, for

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both injured and drivers! Thus, though all the MORR initiatives are commendable, they actually lack a sound evidence base (e.g. total fatalities who were 'at work'). He and Karen therefore compiled a research proposal for analysing Scottish data as a pilot, had it reviewed by a senior retired police road traffic specialist and submitted it via the annual IOSH Research proposals. It was unsuccessful, because it does not align with the current strategic research plan.

- Caribbean Branch hosted ISO45001 committee working meeting in January (the ISO standard in place of OHSAS18001).
- Still seeking addition funding from IOSH and EU-OSHA for independent evaluation and identification of 'lessons learned' from the joint project with SCHWL on mental health, in late 2015.
- Working with IOSH staff, members in Scotland have led the responses to consultations from HSE/DECC on revised Offshore Safety Case Regs and Scottish Govt. on draft FAI Bill.

### **3.8 RoSPA (Karen)**

- Finalising details of annual [Scottish Congress](#), 16 September.
- RoSPA provide the secretariat for Safety Groups UK, and this is now in Karen's remit, using one of her staff. A key aim is to improve communications between the ~70 UK Groups and enliven the half who are relatively inactive.
- RoSPA/BNFL funded MORR research concluded mid 2014, moving forward with ScORSA seeking to engage more effectively with organisations in Scotland in relation to driving for work.

### **3.9 SCHWL (Robert)**

- IOSH/HWL Training Challenge 2015 has trained 66 people to date, with a further 22 scheduled by end-June. One success is that around a third of the trainees are HR/Learning & Development staff rather than OSH or OH specialists. Also the SCHWL trainers have commented how well the training goes with a mix of people from different organisations. HWL's DVD [Ahead for health](#) includes case studies for discussion, to aid raising the issue in male-dominated workplaces, where it's often ignored/supressed.
- [Post-meeting information] Fit for Work is ramping up quite slowly, the schedule for Scotland is mostly ahead of that for England, though the England/Wales website has more content. Appendix 1 provides further details.
- Joint SME project with SCOS (see below).

### **3.10 SCOS (Norman)**

- Norman has taken over as Chair. A key initiative is a 1-day national conference at Hampden in 2016.
- There were 6 entries for the annual awards, with the awards made last week. It's hoped the three best will present what they've done to Safety Groups around Scotland.
- New project with HSE & HWL developing a tool to help SMEs manage OH better, based on a continual improvement model. Currently termed RIME-PEEL, a name likely to change to help with marketing!

## **4. PHASS Update (Karen)**

- Met in February, main theme was Occupational Health but in fact presentations and other items took up the time and the OH discussion wasn't as extensive as anticipated.. Meeting notes will be posted on [PHASS webpage](#) in due course.
- Next meeting June.

## **5. POOSH Update (Karen)**

- Overview of initiatives linked to participants provided, will circulate minutes in due course.

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**7. Next meeting**

Early September, date to be agreed. As we all know each other fairly well, consider a video or phone conference call, possibly combined with face-to-face for anyone with more time available? IOSH will be asked if their in-house tools could be used. **Action: Karen/Ian**

Ian Waldram  
Secretary

**Appendix 1 – Fit for Work implementation summary (from Robert Atkinson, SCHWL)**

Scotland

Build-up of the full service is phased, both to avoid overload and to help iron out implementation snags.

There are three service providers with links from [FFW Scotland website](#):

- HWL advice line is up and running.
- NHS24 web site is up and running.
- NHS24 enrolment service (for individual assessments) is not yet live.

The Salus assessment service is up and running, taking enrolment direct from GPs (as NHS24 not live) at a low rate as capacity builds.

Currently all Lothian, Lanarkshire and Tayside GPs are live.

By end-April, Ayrshire & Arran, Fife and Forth Valley are also supposed to be on the system.

The other Boards are due on line by the end of summer.

The Employer referral route and email options will not be live until the summer.

IT and staff recruitment issues in some areas have slowed things up.

GPs have received a leaflet about the service but that is all to date. A more robust marketing plan is being developed to be launched once the systems can cope with an increase, so probably before the summer holidays. A marketing specialist is leading this area but Robert has not yet met him/her, so has no more details, it's work in progress!

For FFWS there are no official figures yet on actual take up. The HWL advice line is running at 11 calls a week, they expect this to rocket in response to the marketing and engagement of all Health Boards.

England & Wales

The [website](#) and advice line are live, the website includes a [Rollout Map](#).

Health Management Limited are piloting the enrolment and assessment services in Sheffield and North Wales at present. Date for full roll out is not known to Robert.

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**COMMUNICATION ITEMS** to cascade within your organisation:

1. Annual [Work out @ Work Day](#), 12 June. Details available via the link, including how Employers can sign up.
2. APS [CDM-related training](#) from accredited providers, for those who need to understand implications of the 2015 Regulations.
3. Construction sector [Breathe Freely](#) initiative, led by BOHS.
4. [No time to lose](#): IOSH campaign on occupational cancers, with background information, tools, etc.
5. RoSPA's [Scottish Congress](#), Glasgow, 16 September.
6. [Fit for Work Scotland](#) services are being rolled out in stages, expected to cover all GPs and Health Boards by late summer. DWP funded, initially for 5 years. Webpage includes advice for GP's, Employers, Employees about the benefits of well-managed return to work plans.