

**Notes of POOSH Scotland meeting
NHS Services, South Gyle, Edinburgh, 28th May 2014**

Present:

Karen McDonnell (PHASS) – chair
Robert Atkinson (SCHWL)
Amanda Jones (ACPOHE)
James Ritchie (APS)
Marisa Stevenson (AOHNP)
Ian Waldram (IOSH) – secretary

Apologies:

Margaret Hanson (IEHF)
Sarah Jones (HSE)
Andrew Kennedy (BOHS)
Mark Sutton (SCOS)

1. Welcome and Apologies

Marisa and James were welcomed to their first meeting. Karen provided a brief explanation of the purpose of POOSH Scotland and the links to PHASS. This stimulated the thought that documenting these would be helpful, so a summary is attached for reference.

2. Activities since previous meeting (Feb. 2013)

The following were noted, with partnering among POOSH Scotland members:

- DWP briefings on the UK-wide 'Health & Work' service.
- Scottish Govt. stakeholder meeting to envision OSH options if there is a positive Referendum vote – part of a review covering all current reserved functions.
- 'Estates excellence' in Aberdeen, targeted at several small industrial estates.
- Joint HWL/IOSH roadshow – 4 locations, 300+ attendees.

Recently Karen teleconferenced into a POOSH meeting and Marisa attended the Council for Work & Health, both in London. These contacts will hopefully enable better links with FOM/SOM, and possibly with H&S Lawyers, both of which remain as targets. **Action: Karen**

3. Current developments and plans

3.1 ACPOHE (Amanda)

- Have recently published [Guidelines for evaluating fitness for work](#) by OHPs and the associated training is complete.
- 6 pilots currently completing the [accreditation of OHP services](#) to the FOM SEQOHS standard. Target for submission of the documented evidence is June, with results in October. Note: This accreditation is mandatory for all NHS OH services in England, but to date there is no such requirement in Scotland.
- Ergonomics awareness training event in September by a specialist provider of products, etc. ½-day targeted at non-specialists, locations: Edinburgh & Aberdeen.

Action: Amanda, circulate details when available

- Will circulate a summary of the most recent Council for Work & Health meeting (to follow, w/c 23 June).
- The next ACPOHE 'national day' when members are encouraged to make a publicised workplace intervention is on 6 June, with the theme 'Work hard at work' – i.e. incorporating physical exercise.

3.2 AOHNP (Marisa)

- No longer have a member conference in Scotland, but there's an OHN Managers' study day in June, Paisley.

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- A newly validated distance learning SCPHN (Occupational Health) will commence at UWS in September 2014. The course is NMC approved with students exiting being placed on the 3rd part (SCPHN) of the NMC register. The course is delivered at Masters level (SCQF Level 11). Additional details in the information to cascade (last page).
- Were alerted to a bulky Law Commission consultation document on Regulation of Health and Social Care Professionals. This is the final stage in an extensive consultation & reform process aimed at removing inconsistencies in the various UK regulatory regimes and bodies, and includes draft regulations. Closing date for comments was 31 May.
- FOM/SOM have initiated a project to form a single Occ. Medicine Faculty, and are consulting both internally and with the professional bodies for OH nurses and allied health professionals.

3.3 APS (James)

- Recent activity has concentrated on the draft revised CDM regs, with 3 of 16 UK-wide seminars in Scotland. Indications are that the number of consultation responses will far exceed any previous HSE consultation.
- CPD events are open to non-members, several in the 2014 [CPD plan](#) are in Scotland.
- Continue to issue 'Practice notes' (available only to members), the next in June, on offshore wind turbine access/egress arrangements.
- HSE Construction Division 2014/2015 Plan of Work includes Occ. Health risks as one of 5 over-arching themes.
- Welcome the current IOSH research funding for a 3-year Loughbrough University project *Managing Nanomaterials in Construction*.

3.4 BOHS – no report

3.5 HSE/PHASS Update (Karen, in place of Sarah)

- Awaiting news about the next Director for Scotland & Northern England to replace David Snowball, who has just been appointed Director of Field Operations.
- 11 May was the 10th anniversary of the Stockline LPG explosion in Maryhill. Actions following that are summarised in the CE's report to May HSE Board.
- Focus on occupational disease, new asbestos campaign launch late 2014 or early 2015.
- Continue to seek commercialisation opportunities, particularly via HSL – for example recent work for Abu Dhabi 2030 (national plan), 2 projects contracted to date. HSE/HSL review of existing regulatory system and development of a 'road map' for training programmes, drawing on the programmes for recently recruited HSE inspectors and other training available via HSL.
- The Industrial Injuries Advisory Council (IIAC) advise the Secretary of State for Work & Pensions about industrial diseases that should be 'prescribed', i.e. qualify for industrial injuries benefit. They have a [public meeting](#) in Edinburgh on 19 June (but deadline for reserving a place was 30 May!), and there's an article in the May edition of the IOSH magazine TSHP by a member of IIAC on what they do (starts p47).
- 27 May successful prosecution of Angus Group (HQ in Paisley), a specialist asbestos contractor working in England – fine £109K plus costs £42K.
- Estates Excellence (EE) summary report attached, considering options for 2014/15.

3.6 IEHF (Margaret)

- 5th International conference on [Human & Organisational factors in the oil, gas and chemical industries](#), Aberdeen, October.

3.7 IOSH (Karen, Ian)

- Networks Officer based in Scotland now has an office in Ellon, Aberdeenshire rather than working solely from home. It is also a base for other IOSH staff when in the area.
- Commissioned Aberdeen Chamber of Commerce to survey members in Scotland on views about post-Referendum H&S. Results are slightly delayed but imminent.

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- 7th International [‘Working on Safety.net’ conference](#), targeted at OSH researchers, 30 Sept-3 October in Cumbernauld, IOSH are organisers.
- Adding to the range of free Guides, included practitioner ‘soft skills’ – titles on Communications, Occ. Health and Leadership are currently in draft.

3.8 RoSPA (Karen)

- The Higher Performers arrangements, operating in Scotland since 2005, are being considered for implementation UK-wide.
- RoSPA supporting BOHS campaign planned for early 2015 on respiratory ill-health linked to work. Interest in information provided to young people about life-limiting conditions linked to workplace hazards.
- [Scotland Congress, 16 September, Glasgow](#) – includes Ian Tasker (STUC) speaking on *Stockline after 10 years*.
- RoSPA NOSH launched their [History of OSH](#) website in April. Welcome additional information from POOSH Scotland membership to enhance content.
- The Scottish version of the *Big Book of Accident Prevention* will be launched in Scotland in 2015, with customised support data.
- *Strategic review of the management of occupation road risk*, funded via the RoSPA/BNFL scholarship, published late-May 2014. This records progress made in relation to MORR since mid 1990’s as a basis for making recommendations for action to sustain this progress. ScORSA , <http://www.scorsa.org.uk/>, identified as a key stakeholder (see next item). But need to add more from the ‘what works’ evidence base and how to engage at leadership level to ensure that MORR-related initiatives are sustainable for all types of organisations.

3.9 SCHWL (Robert)

- ScORSA are helping Glasgow City Council to publicise the ‘Drive Safe’ tool via Road Safety Officers. They are one of the few LAs to retain these specialists after the move to a single police authority, as many other LAs used police secondees. The aim is to visit all businesses over the next 3 years. Funding includes a RoSPA Road Safety grant and the expectation is there will be a significant reduction in road traffic accidents overall, demonstrating the cost-effectiveness for society of the intervention.
- There are planned funding reductions for the current HWL SME Advisors within Health Boards, falling to zero for 2016-17. SCHWL are liaising with Directors of Public Health but it is expected that their SME-targeted services will change significantly, moving more to on-line tools/advice, and with face-to-face support targeted primarily at health inequalities. There will be some efficiencies, for example by not linking support provision to Health Board boundaries.
- Working with Construction Better Health to improve links between OH service providers and SMEs.
- 2014 joint roadshows with IOSH being planned for October/November, taking account of feedback from attendees last year, to launch the 2015 theme of *Mental Health*, aligned to EU, and seeking their funding. The target is to train 60 people at 3-day ‘train the trainer’ sessions, who need to commit their organisation to internal training plus supply chain/local SME’s, resulting in a total of 2015 people being trained during the year. Event details will be circulated when available. **Action: Robert/Karen**

3.10 SCOS (Robert, for Mark)

- Encouraging the 9 Safety Groups in Scotland to use and publicise the advice and resources on the [Construction Dust Partnership website](#). Considering a possible event on this theme in the autumn.

4. Health & Work Service (HWS) in Scotland (Robert)

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Will be delivered via NHS, i.e. NHS24 + SALUS + HWL, in contrast to England where it will be a private contractor. In summary [HWS is](#):

- Due for initial UK-wide launch December 2014, but in stages for the full arrangements.
- Voluntary, initiated with patient's agreement after 4 weeks illness via their GP (unless the illness makes this irrelevant). Can also be initiated by the employer, if agreed.
- Initial triage via call centre, more detailed case management via SALUS model if needed. May include referral to specialist support as needed, e.g. physiotherapy.
- Deliverable is a documented 'return to work plan', agreed between the HWS case manager and the employee. This is copied to: GP; employer and employee.
- Not now also inclusive of unemployed people with long-term sickness absence, i.e. with no employer.

Question: What is the process to encourage/support the employer to take over the case manager role and adjust the rtw plan as needed? Answer: Not known at this stage.

5. POOSH UK (Karen)

- Attended via video link, similar format to POOSH Scotland meetings, centred around forthcoming IOSH campaign on occupational cancer. Will be launched in September, details will be circulated when available. **Action: Ian**
- KMcD highlighted the planned IOSH Scotland/HWL 'Managing Mental health/developing resilience' training programme, linked to EU OSHA initiative (see 3.9, 4th bullet).

6. AOB

- Safer and Healthier Work at Any Age, EU-wide pilot on health and safety of older workers. National reporter Stewart Campbell, ex HSE Director Scotland. KMcD will update POOSH Scotland members as appropriate.
- [SQA Road Safety](#), level 7 modular programme (unique to Scotland). Provides anyone coming into road safety with strong underpinning knowledge of the issues (as outlined in Scotland's Road Safety Framework to 2020), plus how to plan and evaluate interventions. There is a standalone unit on *Management of Occupational Road Risk* that assists organisations to understand the key elements, these include engaging senior managers and evaluating the impacts of interventions.

7. Next meeting

Date & location to be agreed, when there are items to share.

Ian Waldram
Secretary

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COMMUNICATION ITEMS to cascade within your organisation:

1. A newly validated distance learning SCPHN (Occupational Health) will commence at UWS in September 2014. The course is NMC approved with students exiting being placed on the 3rd part (SCPHN) of the NMC register. The course is delivered at Masters level (SCQF Level 11) and has 6 modules: Contemporary Occupational Health; Research for health and Social care; Leadership for Effectiveness; Responding To Public Health Challenges; Managing Risk in Occupational Health Practice; Consolidation of Practice.
It is designed to be studied part time over 2 years with students commencing in September 2014 and completing in September 2016. Cost is £555 for each module. Those achieving at least B2 marks in all modules will be allowed to proceed to a 60 credit dissertation and potentially exit with a Masters (MSc Community Health). Students will need to be working on Occupational Health or able to confirm a secure placement for all of the practice requirements associated with the Programme. Applications via <http://apply.uws.ac.uk>, further information, including details of attachments required from applicants from:
Cathy.Brown@uws.ac.uk.
2. 5th International conference on [Human & Organisational factors in the oil, gas and chemical industries](#), Aberdeen, October.
3. 7th International '[Working on Safety.net](#)' conference, 30 Sept-3 October in Cumbernauld.
4. BOHS/RoSPA event on Lung Hazards?
5. [RoSPA Scotland Congress, 16 September, Glasgow](#) – includes Ian Tasker (STUC) speaking on *Stockline after 10 years*.
6. RoSPA [History of OSH](#) website, welcome additional information to fill any gaps.
7. [Health and Work Service](#) launch, December – all employers, both with and without existing OH service providers, should consider how to link to this new provision.
8. [SQA Road Safety](#), level 7 modular programme (unique to Scotland). Includes a standalone unit on *Management of Occupational Road Risk* that assists organisations to understand the key elements, these include engaging senior managers and evaluating the impacts of interventions.