



**Sharing > Learning > Improving**  
**Newsletter**

**April 2020**

Links via icons or arrows

Main Theme:

**HEALTH, WELFARE & WELLBEING**

> From the Chair 

> Hazard Spotting 

> Main Topics 

> Toolbox 

> Other (Pandemic) 

> News / Stop Press – Covid-19 

HSE / Gov UK 

SOM (OH etc. professionals) 


> Next event(s): BHSEA - April, May and June Webinars 

Other webinars etc 

**National Risk Register**  
Cabinet Office (UK Government) 

**Health and Wellbeing**  
NHS Employers 



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[www.bhsea.org.uk](http://www.bhsea.org.uk)



## From the Chair



Like many people who are vulnerable and self-isolating, my recent internet activity has been primarily to try and book home delivery slots (any supermarket will do) one of the most difficult and frustrating activities I can remember. Thank goodness for a small local fruit and veg supplier.

Other internet searches have included *compost; seeds; rake* (my 'old' one - not used for a while - recently broke); *coronavirus* and (for the purposes of this newsletter) *health, welfare and wellbeing*.

The coronavirus / risk search revealed '[National Risk Register Of Civil Emergencies - 2017 edition](#)' in which pandemic influenza (not quite the same as coronavirus) was considered to be very likely (4 on a scale of 1 -5) to occur within the next five years, " ..... *potentially leading to between 20,000 and 750,000 fatalities and high levels of absence from work*". (A sobering read!)

The document provides a description and assessment of risks (more then you would imagine) faced by Government, every individual and every enterprise. It provides an invaluable aid and opportunity for reviewing, developing and improving business interruption plans and resilience going forward.

Perhaps the most significant and often overlooked part of business interruption and resilience is the health, welfare and wellbeing of people who will be affected which has never been brought into such sharp focus as now with reports of deaths, job-losses, hardship and other suffering, a daily occurrence.

An interesting NHS [website](#) provides a comprehensive and user-friendly guide to health and wellbeing. It has a section on leadership and line management and includes a wellbeing [toolkit](#) for use by individuals and OH professionals. (Some screenshots are included later in the newsletter).

Whilst we are seeking other opportunities such as webinars to pursue the BHSEA aims and stay in touch, we look forward to re-commencing our monthly face-to-face events when circumstances allow.

In the meantime I hope you remain safe and well.



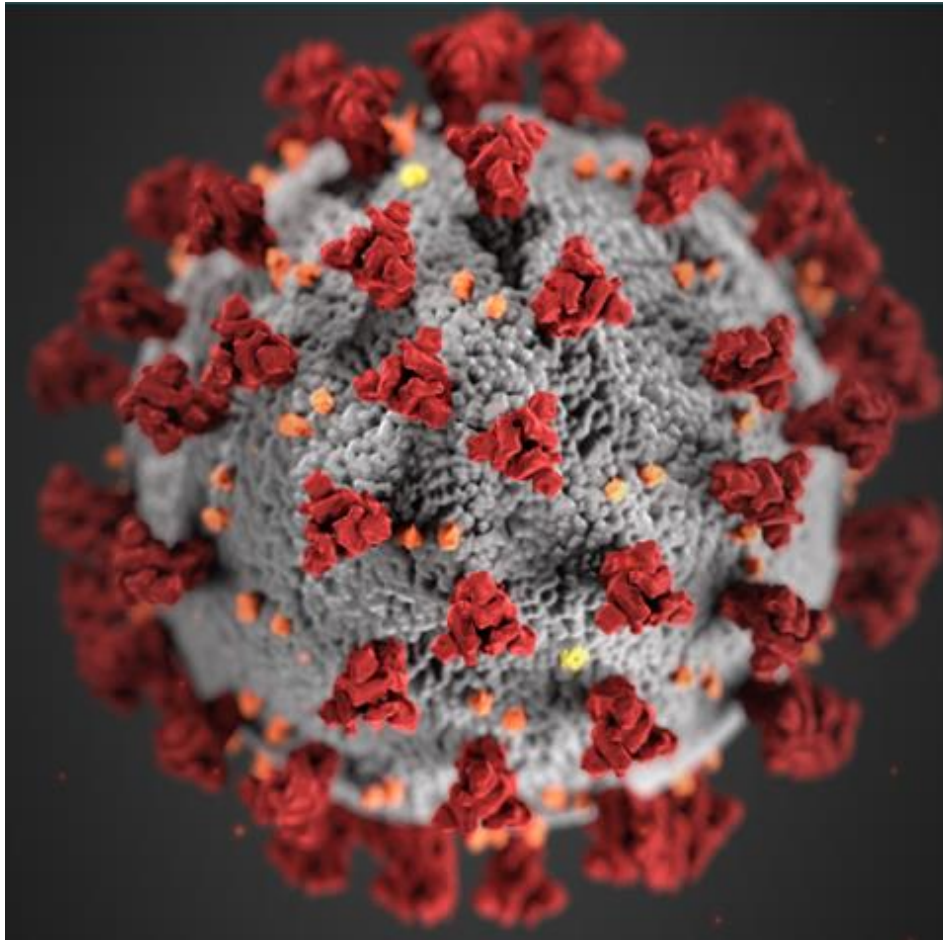
## What could happen?







# What did happen





# National Risk Register - extract 1

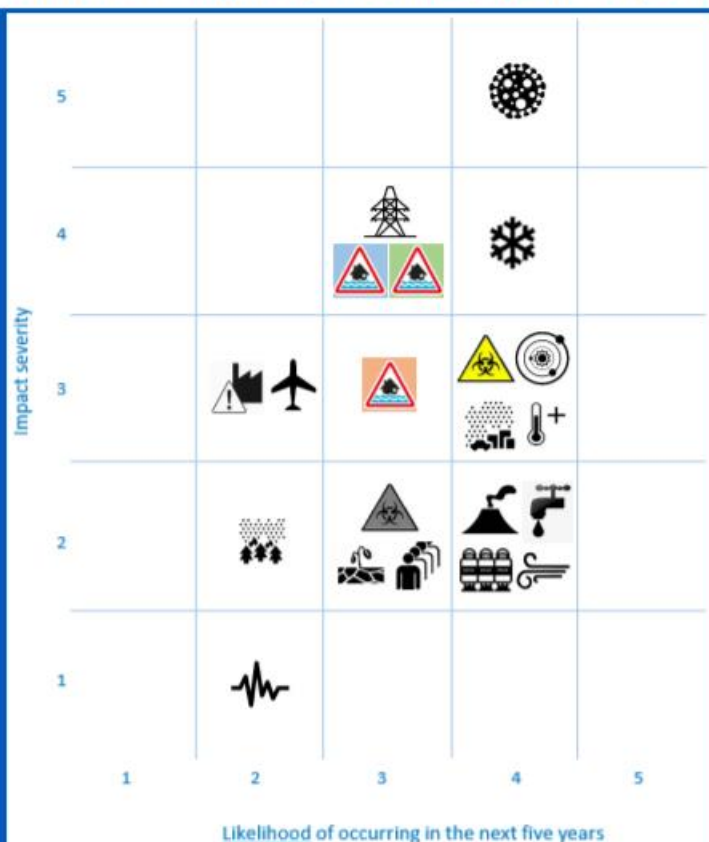


Cabinet Office

National Risk Register  
Of Civil Emergencies

2017 edition

## Matrix A - Hazards, diseases, accidents, and societal risks



### KEY

#### Natural hazards



Coastal flooding



River flooding



Surface water flooding



Storms and gales



Cold and snow



Heatwave



Drought



Space weather



Volcanic eruptions



Poor air quality



Earthquakes



Wildfires

#### Diseases



Pandemic influenza



Emerging infectious disease



Animal disease

#### Major accidents



Widespread electricity failure



Transport accidents



Industrial and urban accidents



System failures

#### Societal risks



Industrial action



Public disorder

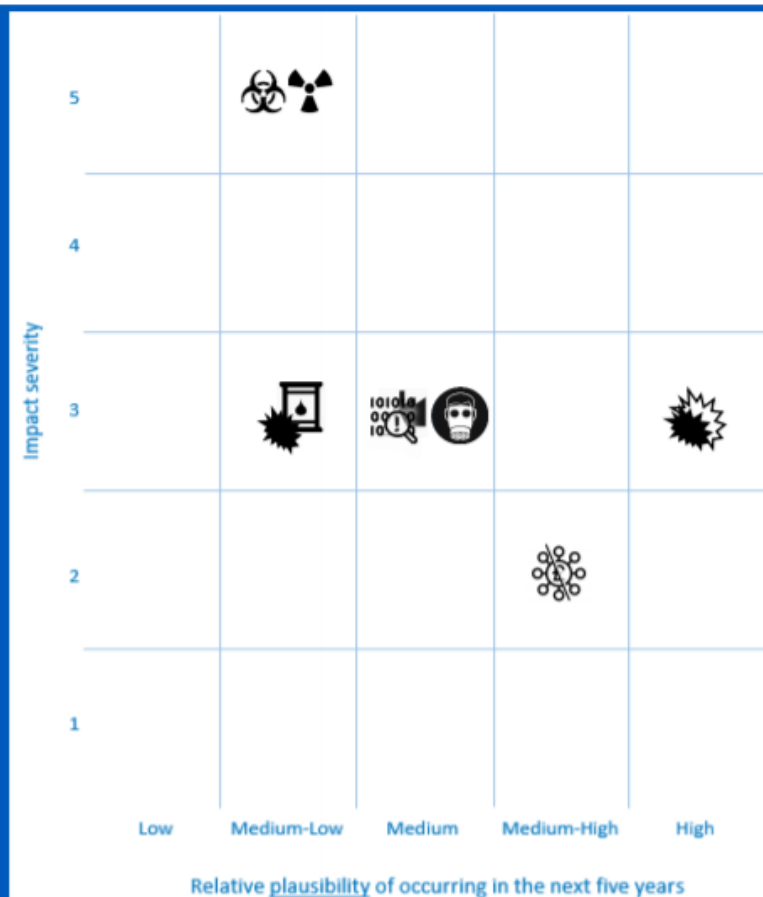
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Next



# National Risk Register - extract 2

Matrix B - Malicious attack risks



## KEY

### Malicious attacks



Attacks on crowded places



Attacks on transport



Attacks on infrastructure



Cyber attacks on infrastructure



Cyber attacks on services



Larger-scale chemical, biological, radiological or nuclear attacks



Smaller-scale chemical, biological or radiological attacks



## National Risk Register - extract 3

*What would you do  
in the event of...*



Temporary closures  
of **work, school** or  
**nursery**?



**Roads, bridges** or  
**public transport**  
being unavailable  
to use?



**Physical damage**  
or **flooding** to your  
home or business?



Having to **leave**  
your home or  
business to stay in  
**temporary**  
**accommodation**?



An **electricity**  
**blackout** or **loss**  
of **other utilities**,  
such as fuel, water  
or gas?



Having your  
personal  
information **stolen**  
or **corrupted**  
online?



A risk to you or  
your family's **health**  
from **extreme**  
**temperatures** or  
**disease**?



Being caught up in  
a **terrorist attack**  
involving  
**firearms**?



Being caught up in  
an environment  
**contaminated** by  
**hazardous**  
**materials**?

Next



## National Risk Register - Extract 4

*To protect yourself, your family and your business, you might consider...*

### Be Aware



**Know your local risks;** read your Community Risk Register



Consider signing up for **weather** and **flood alerts**



**Be aware of your surroundings;** report unattended packages or suspicious behaviour

### Prepare



Keep up to date with **vaccinations**



Know where **key documents** and **medications** are so you can leave quickly



Consider the right **insurance** for your home and business, and **travel insurance** when abroad



**Protect yourself online.** Be [Cyber Aware](#)



Consider having **basic supplies** at home, like bottled water, a torch and batteries



Consider backup **childcare** and check what your **child's school** plans to do during emergencies

### Respond



If you are caught up near gunfire; **Run. Hide. Tell.**



If instructed, or if you are unsure what to do; **Go in. Stay in. Tune in.**



In an emergency **dial 999**





# National Risk Register - extract 5



## Human diseases

### What's the risk?

Human diseases take a variety of forms, some of which have the potential to cause a civil emergency due to the number of people they might affect in a short space of time. One such risk is an influenza ('flu') pandemic. Flu pandemics are natural events that happen when a unique flu virus evolves that few people (if any) are immune to. There are important differences between 'ordinary' seasonal flu of the kind that happens in winter, and pandemic flu. In a pandemic, the new virus will spread quickly and cause more serious illness in a large proportion of the population, due to the lack of immunity. There is a high probability of a flu pandemic occurring, but it is impossible to predict when, or exactly what it would be like.

Emerging infectious diseases could also cause large numbers of people to fall ill. These are diseases which have recently been recognised or where cases have increased over the last 20 years in a specific place or among a specific population (e.g. the Zika virus). The likelihood of an emerging infectious disease spreading within the UK is assessed to be lower than that of a flu pandemic.

Ways of catching these diseases can include:

- **respiratory** (airborne from one infected person to another);
- **vector-borne** (spread to humans via a third-party species, e.g. a mosquito);
- **blood-borne** (spread between humans via exposure to infected blood or blood products); and
- **food-borne** (spread by contaminated food/water).

It is difficult to forecast the spread and impact of a new flu strain or disease until it starts circulating. However, consequences may include:


- for **pandemic flu**:
  - up to 50% of the UK population experiencing symptoms, potentially leading to between 20,000 and 750,000 fatalities and high levels of absence from work.
- for **emerging infectious diseases**:
  - several thousand people experiencing symptoms, potentially leading to up to 100 fatalities.
- **disruption** to essential services, particularly health and education; and
- **economic disruption**, including disruption to business and tourism.

### Has this happened before?

Yes. The most recent pandemic flu outbreak was an H1N1 strain ('Swine flu') in 2009 which caused at least 18,500 deaths worldwide. In 1918 another variant of the same H1N1 strain ('Spanish flu') killed over 50 million people globally. However, other flu strains exist with pandemic potential, such as H5N1 ('avian or bird flu'). This strain caused several hundred human deaths in South East Asia in 1996.



# Health and Wellbeing (NHS) - extract 1


Part of the NHS Confederation

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## Health and Wellbeing

Without staff that are well and at work, the NHS could not deliver quality and effective care to patients.

We need to ensure that staff are provided with an environment and opportunities that encourage and enable them to lead healthy lives and make choices that support their wellbeing. It is more important than ever that NHS workplaces become environments that support staff to do this.


The Health and Wellbeing Framework sets out the standards for what NHS organisations need to do to support staff to feel well, healthy and happy at work. It sets out clear actionable steps and provides guidance for organisations to develop and deliver a staff health and wellbeing plan.



### CONTACT

**Health and wellbeing**  
[healthandwellbeing@nhsemployers.org](mailto:healthandwellbeing@nhsemployers.org)

**How are you feeling NHS?**



**Use our emotional wellbeing tool**

<https://www.nhsemployers.org/retention-and-staff-experience/health-and-wellbeing>

Next



## Health and Wellbeing (NHS) - extract 2

*Click on thumbnail or title to go to specific webpage*



### NHS Employers health and wellbeing network

Join our network to connect with your peers, share good practice, and learn from health and wellbeing experts.



### Developing your health and wellbeing strategy

All you need to know to begin your journey. From the latest research and evidence to help you formulate a business case, to strategy development and engaging your board effectively.



### Taking a targeted approach

This section includes information on preventative measures, including staff mental wellbeing, minimising stress, awareness of domestic violence issues, health and safety, making the most of occupational health services and partnership working.



### Leadership and line management

Take a look at our new web sections on leadership and line management which are the cultural building blocks for improving staff health and wellbeing.



### Understanding your data

Everything you need to know to keep health and wellbeing relevant. From using demographics, to evaluating your health and wellbeing interventions and including health and wellbeing in appraisals.



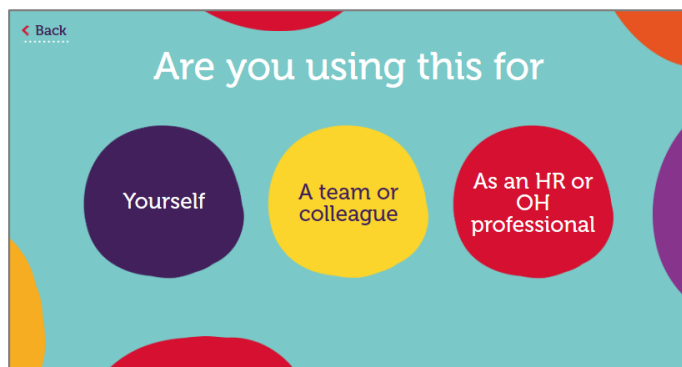
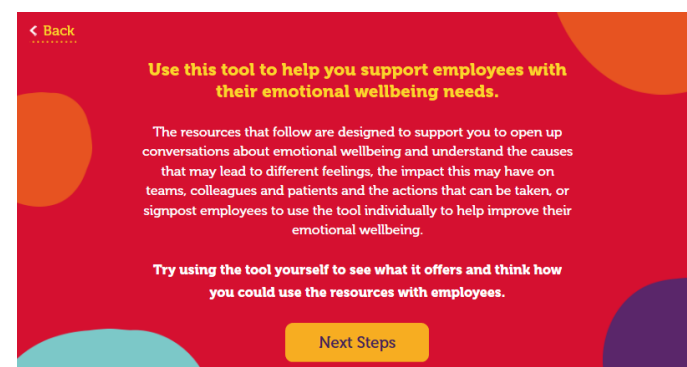
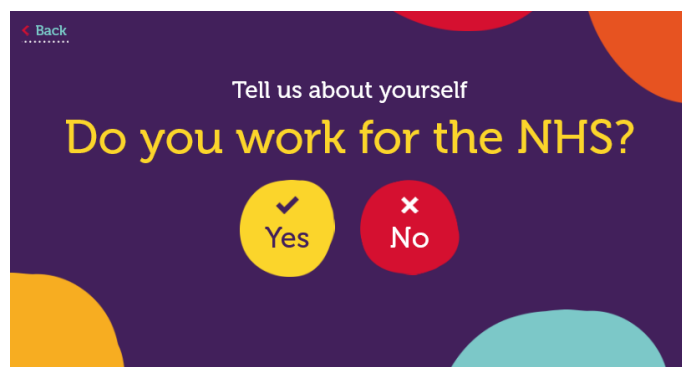
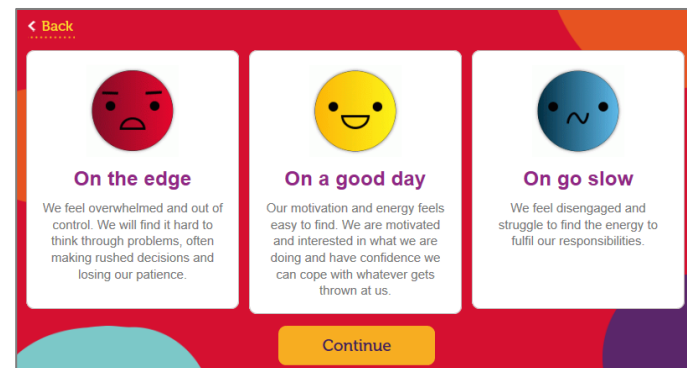
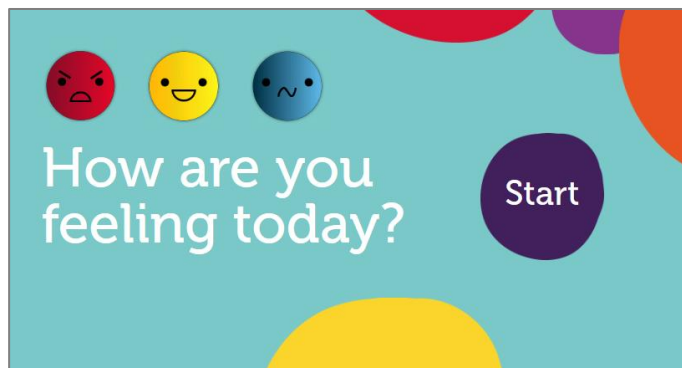
### Action on sickness absence

Sickness absence giving you a headache? All you need to know to take a targeted and effective approach to reducing sickness absence.



# Health and Wellbeing (NHS) - extract 3 Wellbeing Toolkit

<https://www.nhsemployers.org/howareyoufeelingnhs>







# Health and Wellbeing (NHS) - extract 4

## How are you behaving?

Some people find it easier to think about their behaviour at work rather than focusing on their emotions or physical symptoms.

These are some of the types of behaviours your colleagues see in each other when they are experiencing positive or negative emotional health.

### Which behaviours do you recognise in yourself?

	Patient care	Interaction with patients	Interactions with colleagues	General performance
<b>Behaviours associated with positive emotional health</b>	<ul style="list-style-type: none"> <li>find answers to problems</li> <li>adaptable/flexible – overcome barriers</li> <li>builds trust in patients by being confident and assured</li> <li>passionate, caring, empathetic, great at listening</li> <li>proactive and thorough</li> </ul>	<ul style="list-style-type: none"> <li>warm and inviting</li> <li>positive and cheerful</li> <li>build rapport easily</li> <li>treat each patient as an individual</li> <li>demonstrate empathy</li> <li>motivate and empower patients' emotional control when delivering bad news</li> </ul>	<ul style="list-style-type: none"> <li>encourage and motivate others</li> <li>support colleagues who need it</li> <li>share ideas and seek effective solutions</li> <li>give and ask for feedback</li> <li>impart knowledge and develop others</li> <li>seem open to others</li> <li>more likely to challenge bad practice</li> </ul>	<ul style="list-style-type: none"> <li>productive and efficient</li> <li>highly engaged and focused on the task at hand</li> <li>seek and act on feedback</li> <li>seek out opportunities to learn and develop</li> <li>open to changes</li> </ul>
<b>Behaviours associated with negative emotional health</b>	<ul style="list-style-type: none"> <li>rushed, with no time talking to patients</li> <li>easily distracted</li> <li>tentative</li> <li>only do the minimum required</li> <li>don't tend to patient worries/fears</li> <li>let others' poor performance/behaviours go unchallenged</li> </ul>	<ul style="list-style-type: none"> <li>very brief interactions</li> <li>short/curt/rude/dismissive</li> <li>reduced eye contact</li> <li>task or procedure rather than patient focused</li> <li>appear disinterested and 'cold' or</li> <li>display too much emotion – get 'too attached'</li> </ul>	<ul style="list-style-type: none"> <li>short-tempered, rude, impatient</li> <li>cause or carry on conflict</li> <li>less supportive and tolerant of others</li> <li>defensive in reaction to feedback, preference to work in isolation</li> <li>inappropriate responses and poor communication</li> </ul>	<ul style="list-style-type: none"> <li>poor concentration and focus</li> <li>disengaged, demotivated, lethargic</li> <li>reduced productivity and efficiency</li> <li>leave more work for others or</li> <li>over-compensate and try to do too much</li> </ul>

Displaying the behaviours associated with negative emotions suggests that your emotional health is affecting your energy levels, motivation and ultimately your effectiveness at work.

These resources can help you think this through and talk to others to get help and advice in thinking of ways you can change this.

Consider what might be the cause of these behaviours:

- Have there been recent changes that could have made you feel more negative?
- What is in your power to influence your wellbeing?
- What can you do to have more good days?

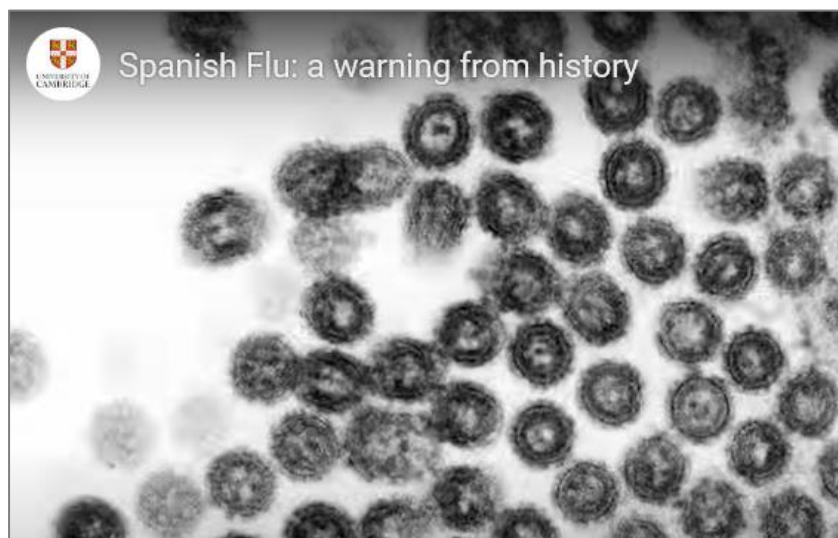


# Pandemic e.g. Coronavirus

*when rather than if*

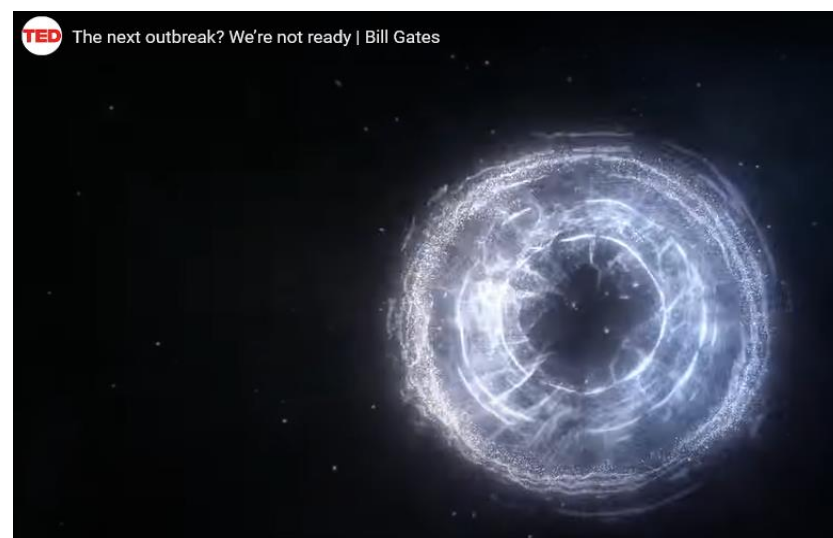
YouTube videos

Cambridge University – Nov 2018 (3.5M + views)



<https://www.bing.com/videos/search?q=pandemic+cambridge+university&&view=detail&mid=BB4FC664FD7F26B5C0C8BB4FC664FD7F26B5C0C8&&FORM=VRD&ru=%2Fvideos%2Fsearch%3Fq%3Dpandemic%2Bcambridge%2Buniversity%26FORM%3DHDRSC3>

Bill Gates – April 2015 (25M + views)



<https://www.bing.com/videos/search?q=bill+gates+coronavirus&&view=detail&mid=FB44805E73BD399AADE2FB44805E73BD399AADE2&&FORM=VRD&ru=%2Fvideos%2Fsearch%3Fq%3Dbill%2Bgates%2Bcoronavirus%26FORM%3DHDRSC3>



HSE

# Coronavirus RIDDOR reporting

[https://www.hse.gov.uk/news/riddor-reporting-coronavirus.htm?utm\\_source=govdelivery&utm\\_medium=email&utm\\_campaign=coronavirus&utm\\_term=riddor-1&utm\\_content=digest-8-apr-20](https://www.hse.gov.uk/news/riddor-reporting-coronavirus.htm?utm_source=govdelivery&utm_medium=email&utm_campaign=coronavirus&utm_term=riddor-1&utm_content=digest-8-apr-20)


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BETA

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## Coronavirus

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## RIDDOR reporting of COVID-19

You must only make a report under RIDDOR (The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013) when:

- an unintended incident at work has led to someone's possible or actual exposure to coronavirus. This must be reported as a dangerous occurrence.
- a worker has been diagnosed as having COVID 19 and there is reasonable evidence that it was caused by exposure at work. This must be reported as a case of disease.
- a worker dies as a result of occupational exposure to coronavirus.

## What to report

### Dangerous occurrences

Read about RIDDOR [regulation 7, Schedule 2 – Section 10 on legislation.gov.uk](#)

If something happens at work which results in (or could result in) the release or escape of coronavirus you must report this as a dangerous occurrence. An example of a dangerous occurrence would be a lab worker accidentally smashing a glass vial containing coronavirus, leading to people being exposed.

### Cases of disease: exposure to a biological agent

Read about RIDDOR [regulation 9 \(b\) on legislation.gov.uk](#)

If there is reasonable evidence that someone diagnosed with COVID-19 was likely exposed because of their work you must report this as an exposure to a biological agent using the case of disease report. An example of a work-related exposure to coronavirus would be a health care professional who is diagnosed with COVID-19 after treating patients with COVID-19.

### Work related fatalities

Read about RIDDOR [regulation 6 \(2\) on legislation.gov.uk](#)


If someone dies as a result of a work related exposure to coronavirus and this is confirmed as the likely cause of death by a registered medical practitioner then you must report this as soon as is practical and within 10 days of the death.



HSE

# Home working / Lone working

[https://www.hse.gov.uk/toolbox/workers/home.htm?utm\\_source=govdelivery&utm\\_medium=email&utm\\_campaign=coronavirus&utm\\_term=homeworkers-1&utm\\_content=digest-8-apr-20](https://www.hse.gov.uk/toolbox/workers/home.htm?utm_source=govdelivery&utm_medium=email&utm_campaign=coronavirus&utm_term=homeworkers-1&utm_content=digest-8-apr-20)


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HSE » Guidance » Topics » The health and safety toolbox: How to control risks at work » Your workers » Homeworkers

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← How to control risk at work

Overview  
New and expectant mothers  
Agency/temporary workers  
New to the job and young workers  
Migrant workers  
Lone workers  
**Homeworkers**  
Transient workers  
People with disabilities  
Contractors

## Protect home workers

As an employer, you have the same health and safety responsibilities for home workers as for any other workers.

When someone is working from home, permanently or temporarily, as an employer you should consider:

- How will you keep in touch with them?
- What work activity will they be doing (and for how long)?
- Can it be done safely?
- Do you need to put control measures in place to protect them?

## Lone working without supervision

There will always be greater risks for lone workers with no direct supervision or anyone to help them if things go wrong.

Keep in touch with lone workers, including those working from home, and ensure regular contact to make sure they are healthy and safe.

If contact is poor, workers may feel disconnected, isolated or abandoned. This can affect [stress levels and mental health](#).

► [Find out more on lone working](#)

## Working with display screen equipment

For those people who are working at home on a long-term basis, the risks associated with [using display screen equipment \(DSE\)](#) must be controlled. This includes doing home workstation assessments.

However, there is no increased risk from DSE work for those working at home temporarily. So in that situation employers do not need to do home workstation assessments.





HSE

# Coronavirus: HSE / TUC/ CBI Statement

[https://press.hse.gov.uk/2020/04/03/coronavirus-a-joint-statement-between-hse-the-tuc-and-the-cbi/?utm\\_source=govdeli&utm\\_medium=email&utm\\_campaign=coronavirus&utm\\_term=press-channels-push-joint-statement-1&utm\\_content=digest-8-apr-20](https://press.hse.gov.uk/2020/04/03/coronavirus-a-joint-statement-between-hse-the-tuc-and-the-cbi/?utm_source=govdeli&utm_medium=email&utm_campaign=coronavirus&utm_term=press-channels-push-joint-statement-1&utm_content=digest-8-apr-20)


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## Coronavirus: A joint statement between HSE, the TUC and the CBI

3rd April 2020



This is an extremely worrying time for firms and workers. We know many workers, union reps and employers have questions and concerns about safe working – especially for those continuing to work away from home.

This joint statement between the Health and Safety Executive, the TUC and the CBI is intended to clarify the position. The health and safety of workers remains paramount. Employers are and must continue to provide workers with information about risks to their health and the actions their employers must take.

Social distancing is a key public health measure introduced by Public Health England to reduce the spread of infection. Most employers are going to great lengths to ensure social distancing wherever possible. The HSE, CBI and TUC wish to publicly support these efforts. Firms that can safely stay open and support livelihoods should not be forced to close by misunderstandings about government guidance.

But if it comes to the HSE's attention that employers are not complying with the relevant Public Health England guidance (including enabling social distancing where it is practical to do so), HSE will consider a range of actions ranging from providing specific advice to employers through to issuing enforcement notices, including prohibition notices.

Where a worker has a genuine concern about health and safety which cannot be resolved through speaking with their employer or trade union, they should contact the relevant enforcement agency – either their local authority, or the HSE through <https://www.hse.gov.uk/contact/concerns.htm>

For firms who are unsure about the guidance, please visit <https://www.hse.gov.uk/news/social-distancing-coronavirus.htm>

ENDS



HSE

## Government Support

<https://content.govdelivery.com/accounts/UKHSE/bulletins/2857f59>

Health and Safety  
Executive

### COVID-19 – support for employers

HSE eBulletin service sent this bulletin at 09-04-2020 10:00 AM BST

Having trouble viewing this email? [View the content as a web page.](#)

Health and Safety  
Executive

HSE eBulletin

#### HSE eBulletin: COVID-19 support for employers

Please see below for information from the Government, on the support measures in place for employers to help with the impact of COVID-19.

#### COVID-19 – support for employers

The Government is supporting businesses and their employees through a package of measures during this period of unprecedented disruption.

You can get help to find [the right support, advice and information](#) to help with the impact of coronavirus (COVID-19) on your business.

The government has announced an extensive [package of financial measures](#), including the Job Retention Scheme, a Statutory Sick Pay rebate package for small and medium-sized employers, and deferred VAT and Income Tax payments.

If you have fewer than 250 employees, you will be able to reclaim [Statutory Sick Pay](#) for employees unable to work because they are ill with coronavirus or have been advised to self-isolate. This refund will be for up to 2 weeks per employee.

If you employ people, you are urged to use your discretion about what evidence, if any, you ask for when making decisions about sick pay. If evidence is required, employees can get an Isolation Note from [NHS 111 online](#) if they have symptoms, or if they live with someone that has symptoms.

Find out about other [government support for businesses](#) affected by coronavirus.

For those businesses that find themselves needing to increase their workforce as a result of the outbreak, such as those in social care, food logistics, preparation and retail, remember to post vacancies on [Find a Job](#).

Please keep up-to-date with and follow the government's [coronavirus guidance](#).



## Society of Occupational Medicine April 2020 (Nick Pahl)

### Health, Welfare and Wellbeing in Practice during the Covid-19 pandemic

Our lives have seen massive change, with new uncertainty and challenges. We have missed people and our attention has wandered. There is stress and pressure from the fear of infection and feeling isolated, along with concerns about job or income loss. The crisis has demanded new ways of working and routines.

Weirdly, it can be a time for us all to find positives – if you are an employer have you been honestly treating mental health as equality important to physical health for your employees? As a leader, employee or a health and safety professional – have you been able to demonstrate your role and reached out to help others?

Businesses have a responsibility to support health and wellbeing. They must think about mitigating the risks to employee mental health. Support for managers is required so that managers have the confidence to have discussions around health and safety, mental health and signpost staff to expert sources of help. It is really important that managers are regularly checking in with their team. Health and safety carries on no matter where staff are based and whatever is occurring Covid wise. SOM has recently produced regular blogs on topics such as [working from home during challenging times](#) and [technology and COVID-19](#).

### Goal zero for work place fatalities in health and social care due to Covid-19

SOM is joining forces with the BMA, the Doctors Association and many other organisations stating that work-related fatalities due to Covid-19 exposure is not a given. The UK should have aimed for a target of Zero Work Caused Fatalities in this pandemic both within the NHS, essential services and UK business.

The need to protect our workers has never been greater. With proper application of safe systems of work and PPE, no worker should die of work-acquired COVID-19. SOM is campaigning alongside many other organisations to raise awareness of the risks facing healthcare and other workers in the UK and globally – to help protect employees and demonstrate good practice. Protecting the workforce is at the core role of Occupational Health.

**Link to website – the articles in full**



## Revised Programme

**Monday 30 April**

### **Building / Facilities Safety - *Webinar***

Sean Elson, Pinsent Masons  
1.30 - 2.30pm (approx)

**Monday 11 May**

### **Information, Instruction and Training - *Webinar***

Human Focus, Ian Pemberton, Human Focus  
1.30 - 2.15pm (approx)

**Monday 8 June**

### **Legal Update and Refresher - *Webinar***

Louise Mansfield, Pinsent Masons  
1.30 - 2.15pm (approx)

### **NOTE:**

Reminder and joining instructions will be sent out well before.

Newsletter, presentation slides etc will follow on the BHSEA website.

**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**

Depending on the circumstances, normal services may be resumed after the BHSEA summer break.





## British Safety Council Free courses

[https://www.britsafe.org/about-us/coronavirus-resource-database/?utm\\_source=marketo&utm\\_medium=email&utm\\_campaign=coronavirus-information&mkt\\_tok=eyJpIjoiWW1WbVpHVmtNak0wWldZNSIsInQiOiJLamc0VExxS0hEa3NYS25sdVhZSFdEenhSL3RjMFI0U0hNMnpzb2UySUd4ZjhqK0x5c0xPR3JscGZMRm9ybUN2bGZGTm1qNU9EN3RKZGkyODhmbIN5Z1RxVUJldGJ4b2lieGhLaXh3b0tHdEhFaFhRY01yMjY1KzZiWG9KSW12SiJ9](https://www.britsafe.org/about-us/coronavirus-resource-database/?utm_source=marketo&utm_medium=email&utm_campaign=coronavirus-information&mkt_tok=eyJpIjoiWW1WbVpHVmtNak0wWldZNSIsInQiOiJLamc0VExxS0hEa3NYS25sdVhZSFdEenhSL3RjMFI0U0hNMnpzb2UySUd4ZjhqK0x5c0xPR3JscGZMRm9ybUN2bGZGTm1qNU9EN3RKZGkyODhmbIN5Z1RxVUJldGJ4b2lieGhLaXh3b0tHdEhFaFhRY01yMjY1KzZiWG9KSW12SiJ9)



Because  
Experience  
Counts

Protect your people  
New free resources

Find out more

The coronavirus pandemic is changing our world every day and this means new challenges for your business and people. More than ever, we're committed to our vision that **no-one should be injured or made ill through their work**, which is why we're giving away free online courses and resources to help support you and your people.

### New free courses

We've added two more courses to our suite of free resources to help employees cope with the current situation, reduce

#### Managing Mental Health

This short course gives managers the skills and confidence to listen to and talk with someone who feels that they need to share a problem regarding their mental health.

#### Stress Awareness

This practical online course will help employees identify, manage and reduce their own stress. It will also make them aware of the consequences of not doing so.

Keep checking our **resources page**, we'll be adding updated material, webinars and much more over the next few weeks.

Access your free courses



## You can help!

### 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*