

Sharing > Learning > Improving
**Health, Welfare & Wellbeing
Newsletter**
April 2021

Main theme

> Introduction

> Hazard Spotting

> Main Topic(s)

> Toolbox

> Information

> Next Event(s)

Members' Corner
Supporting Menopause in the workplace & beyond
Linda Ley, BHSEA Management Committee member

Mental Health for Small Businesses
Nick Pahl, Society of Occupational Medicine

Toolbox Talks
Occupational Hygiene, Health, Wellbeing
Victoria Field, Peritus Health Management

Healthy Home Working: Return to Offices
Katharine Metters, Posturite





Introduction to 19 April Webinar

George Allcock
BHSEA Chair



- A warm welcome to members, guests, new members, new attendees and others
- A particular welcome to our new Secretary – Sarah Kenny
 - Sarah has recently been appointed as successor to Liz who will be gradually be handing over to Sarah during the coming weeks and months.
 - Like Liz, Sarah brings a passion and many attributes, contacts and experiences that will play an important part as BHSEA continues to develop.
 - Sarah will be continuing her other part-time role with Construction Industry Publications (CIP), and we look forward to some new insights and opportunities that may stem from this.
- Today's subject is the topical and important issue of 'Health, Welfare and Wellbeing' with presentations by a variety of speakers.

Attendees

G georg (Me)	CP Colin Petrie	JE Julie Earles	MK Marcin Kucharzyk	NP Nicola Piggott	T trish
EP Elizabeth Prohett (Host)	DP David Price	J Justyna	M Mark	P Paula	T Trudy
V Victoria	D dora_elkington	KM Katharine Metters, Posturite	M Mark_Britten	PS Paula Smith	S sarah.sherwood
AF Andy Forrester	F fins221	LL Linda Ley	MI Mark's iPhone	PS Peter Smith	
BC Bachitter Clair	HM H Meeson	LR Lisa Rollinson Computer	M Matilda	S Sarah	
CL Carl Lewis	JA J Anderson	LS Liz Scott	N nboon	SP Steve Parton	
CF Chris Fantom	JT Jolie Taylor	LE Louise Elliot	NP Nick Pahl, CEO, Society of Occupational Medi...	T terry_hassall	



What is good or not good? What would you say or do and why?

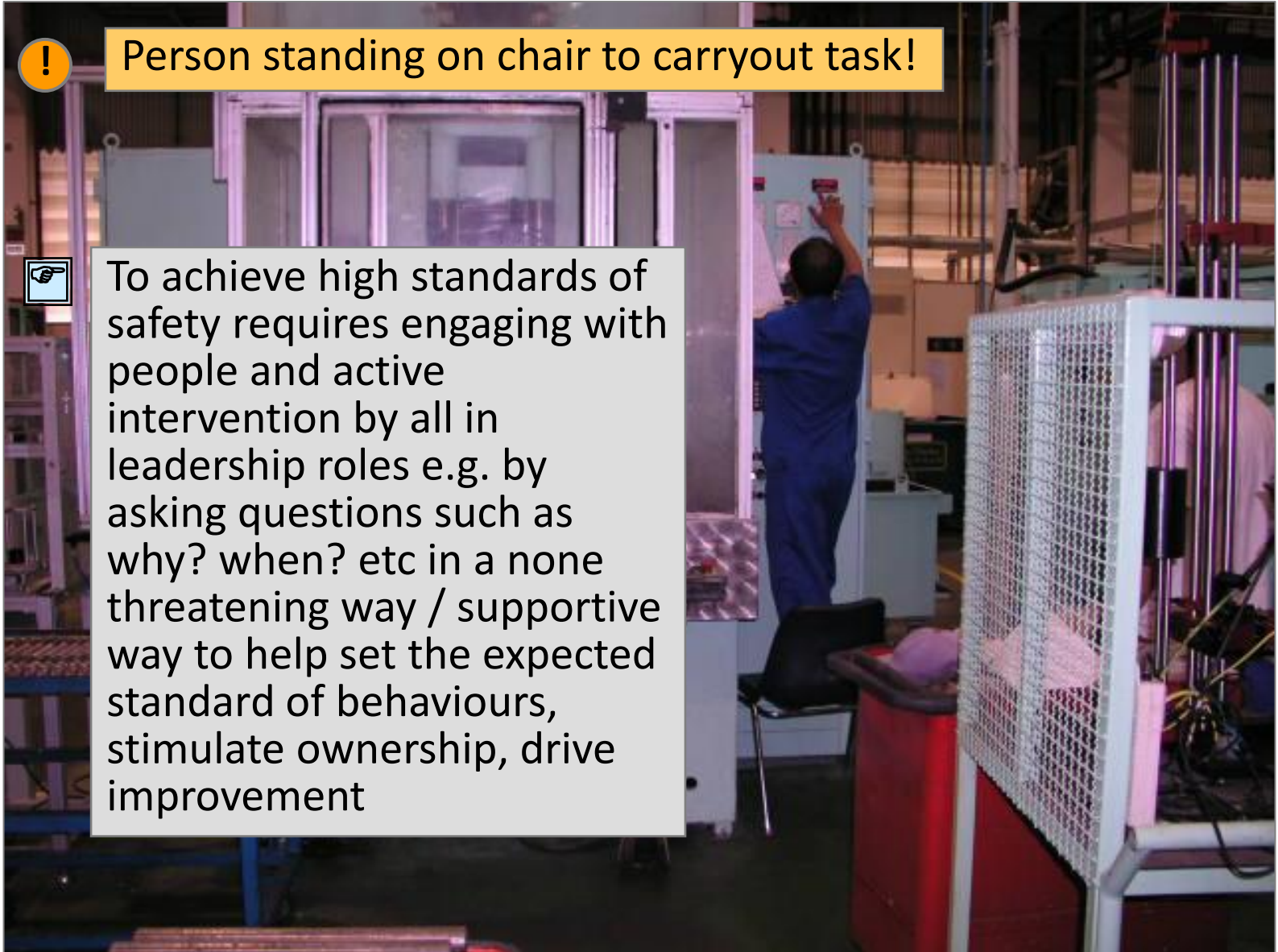




Person standing on chair to carryout task!



To achieve high standards of safety requires engaging with people and active intervention by all in leadership roles e.g. by asking questions such as why? when? etc in a none threatening way / supportive way to help set the expected standard of behaviours, stimulate ownership, drive improvement






Members' Corner
Supporting Menopause in the workplace & beyond
 Linda Ley, BHSEA Management Committee member




Extracts

BHSEA Birmingham Health, Safety & Environment Association


Menopause - the Workplace & Beyond...



Linda Ley – H&S Officer – April 2021 

BHSEA Birmingham Health, Safety & Environment Association


In the Workplace – News Articles



MENOPAUSE LEAVING WOMEN “TOO EMBARRASSED” TO ASK FOR WORKPLACE SUPPORT - HR REVIEW 10/03/21



A third of women hide menopause symptoms at work – report – The Guardian March 2021

The workplace is not fit for purpose when it comes to the menopause – Independent November 2019

Menopause - Removing the stigma – IOSH Magazine March/April 2021 

BHSEA Birmingham Health, Safety & Environment Association


Resources

<https://www.cipd.co.uk/knowledge/culture/well-being/menopause#ref>

<https://archive.acas.org.uk/menopause>

<https://menopauseintheworkplace.co.uk/menopause-at-work/menopause-and-work-its-important/>



Link to presentation slides / website



Mental Health for Small Businesses

Nick Pahl, Society of Occupational Medicine



COVID-19 has had a rapid and sometimes devastating effect on the lives of individuals, which can be heightened by age, gender and ethnicity.

Dealing with the impact of COVID-19 has added significant stress and complexity to day-to-day activities.

It is not surprising that many business owners struggle in dealing with the impact on their mental wellbeing brought about by this major challenge

There are five sections which look at:

- recognising the problems
- reviewing what is already in place
- responding to the needs and
- refreshing and reviewing the approach

Finally, there is a self-help section and useful links to additional information

[Link to presentation slides / website](#)



Toolbox Talks

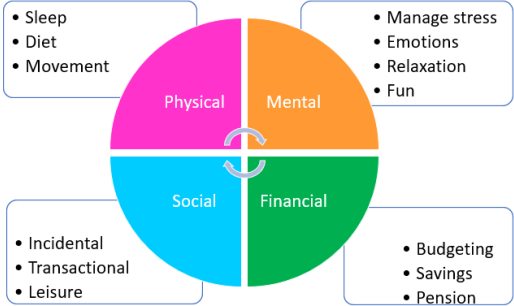
Occupational Hygiene, Health, Wellbeing

Victoria Field, Peritus Health Management

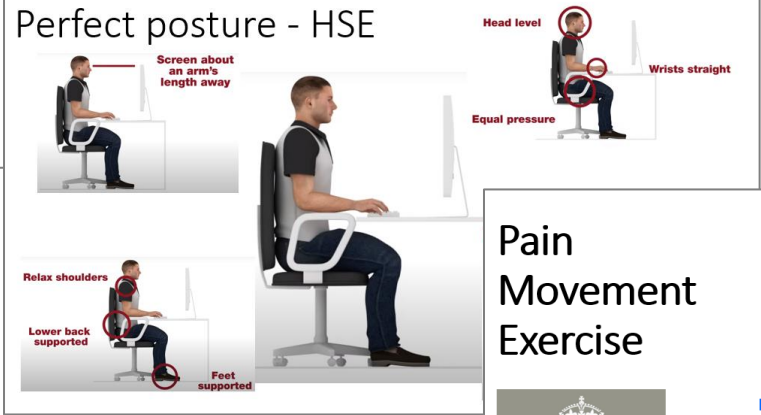


Extracts

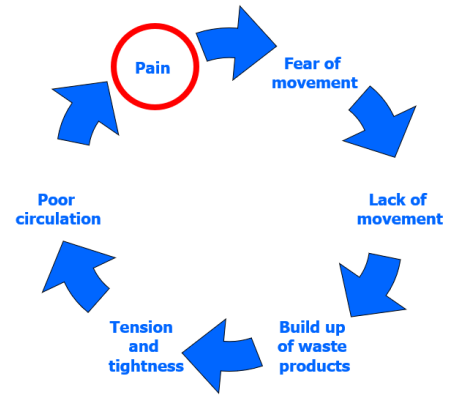
Four Pillars of Wellbeing



Perfect posture - HSE



Pain Movement Exercise





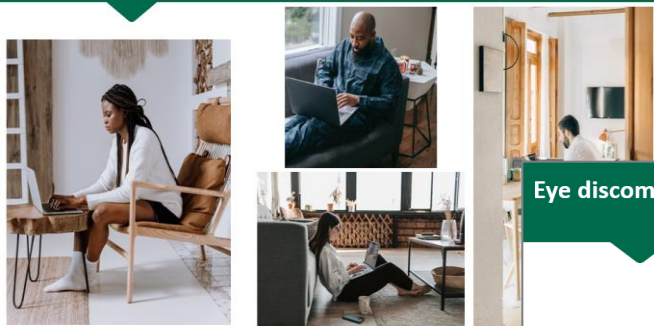
Healthy Home Working: Return to Offices

Katharine Metters, Posturite



Extracts

Ouch if done too long!



Eye discomfort and headaches

Common symptoms of digital eye strain:



Why does it happen?

Fatigued muscles

Muscles are required to focus the eye by resting on the lens. If the same focus is maintained for long periods of time, then this can lead to eye strain.



Not enough blinks
Our blink rate can drop by 50% when we look at a screen. As blinking helps keep our eyes hydrated, this reduction can lead to a dry, gritty eye.

Breaks, activity and hydration

No matter how good the set-up, people need to move

Breaks/changes of activity are vital :

- To reduce static posture and fatigue
- To rest the eyes
- To assist in stress control

Brain break

Taking a few mins to close the eyes and focus on breathing after a difficult piece of work, at stressful times or before focus is needed





Risk assessment on work-related stress

Example

Extract from HSE case study / example. For more information see:

[perfect-cakes-risk-assessment.pdf \(hse.gov.uk\)](https://www.hse.gov.uk/perfect-cakes-risk-assessment.pdf)

This company bakes bespoke celebration cakes and has nine employees. Several employees have complained about feeling stressed because of heavy demands and conflicting deadlines.

What are the hazards?	Who might be harmed and how?	What are you already doing?	What further action is necessary?	Action by who?	Action by when?	Done
Demands	All employees, particularly around tight deadlines and busy times of year, eg summer weddings All employees, dealing with difficult clients	<ul style="list-style-type: none"> ■ Understanding what work-related stress is and what can cause it ■ Responding to a pattern of complaints of work-related stress ■ Talking to employees 	<ul style="list-style-type: none"> ■ Agreeing timings etc for projects with employees ■ Planning work to minimise excessive demands ■ Taking on extra resource to support busy times of year ■ People may not identify time off sick as stress so thinking about whether there is an area/job that has high amounts of absence 			
Control	All employees at busy times	<ul style="list-style-type: none"> ■ Talking to employees ■ Giving employees own areas of responsibility 	<ul style="list-style-type: none"> ■ Asking employees what they think can be done and acting on these issues and ideas 			
Support	All employees	<ul style="list-style-type: none"> ■ Spotting early signs of stress and talking to staff about options for support ■ Employees can talk to the owner if they are feeling stressed at work 	<ul style="list-style-type: none"> ■ Making sure staff would be supported during and after a period off with work-related stress ■ Having a clear commitment to employee wellbeing and a culture of openness ■ Reminding employees they can speak confidentially if they are feeling stressed at work 			
Relationships	All employees	<ul style="list-style-type: none"> ■ Promoting a positive working culture 	<ul style="list-style-type: none"> ■ Make sure employees work with different people regularly to help form positive relationships 			
Role	All employees	<ul style="list-style-type: none"> ■ Defining roles ■ Employees understanding what their duties and responsibilities are 	<ul style="list-style-type: none"> ■ Thinking about whether any employees are particularly vulnerable, eg young workers 			
Change	All employees, adapting to new product lines	<ul style="list-style-type: none"> ■ Making sure changes are communicated openly so everyone understands the effects they will have 	<ul style="list-style-type: none"> ■ Acting on employee feedback so any new pressures linked to changes are discussed 			



Received
07/04/2021

April is stress awareness month

The rate of work-related stress, depression and anxiety has increased in recent years, and the pandemic has presented new challenges that have put a huge strain on people's mental health and wellbeing.



Recognising the signs of stress will help employers take steps to prevent, reduce and manage stress in the workplace.

HSE has a range of practical support and guidance available including risk assessment templates, talking toolkits to help start conversations, workbooks, posters, a new mobile app and a new automated stress indicator tool (SIT).

For more information [visit the stress section](#) of HSE's website.

Workplace experts ACAS, has lots of [free resources](#) to help employers, managers and staff support mental health. This includes advice, e-learning and webinars offering advice on ways to effectively manage, provide support and minimise the impacts of negative mental health in your workplace.



Received
07/04/2021

[Returning to workplaces safely as COVID restrictions are eased](#)

With many businesses reopening soon and restrictions starting to be eased, our guidance can help employers support their workers and keep their workplaces COVID-secure.



- Our page on [keeping workplaces safe as restrictions are eased](#) covers the government's roadmap out of lockdown in England and gives advice on returning to work safely. It also explains which restrictions are not changing and signposts advice from other government departments on requirements not enforced by HSE
- If your building was closed or has reduced occupancy during the pandemic, water system stagnation can occur due to lack of use, increasing the risks of [Legionnaires' disease](#)
- HSE has updated its guidance to help you [talk with your workforce](#) about providing support and maintaining control measures when people are returning to work
- We have updated advice on [thorough examination and testing of equipment](#) as restrictions are eased
- [Adequate ventilation](#) (including air conditioning) can help reduce risk of spreading coronavirus in workplaces.



[COVID-19 guidance and updates](#)

Received
07/04/2021

HSE continues to publish the latest coronavirus-related guidance and information, as well as updating previously published content.

For a full range of COVID-related information and advice visit our [coronavirus pages](#). This includes:

- [COVID risk assessment](#)

Every workplace should have a COVID-19 risk assessment and it should be updated to reflect any changes in legislation or guidance that may impact your work activity, for example changes in local or national restrictions

- [Protecting home workers](#)

Advice on lone working without supervision, display screen equipment and stress

- [Drivers' welfare](#)

Dutyholders at sites where loading or unloading happens must take reasonable steps to protect the health and safety of drivers delivering and collecting



Programme of Events 2021

BHSEA Birmingham Health, Safety & Environment Association
A forum that helps to protect people & safeguard your business

Introduction & Programme of Events 2021

Aiming to make health and safety
Simple **Visual** **Practical**



By courtesy of Black Country Living Museum

Talk to us: ☎ 07881 290238
Contact us: ✉ secretary@bhsea.org.uk
Visit us: 🌐 www.bhsea.org.uk
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Main Themes →

- 11 Jan: AGM; HSE Keynote**
- Alan Craddock, Head of Operations, HSE
- 08 Feb: HS&E: Use of Technology and Social Media**
- Ralph Weaver, Arrelle; Julian Taylor & Becky Thomas, SHE Software
- 08 Mar: Construction Matters: Health Inspections, WWT & Building Safety Regs** - Alastair Mitchell, HSE
COVID Checklists & Forms- Sarah Duignan, CITB
- 19 Apr: Health, Welfare and Wellbeing in Practice**
- Nick Pahl, Society of Occupational Medicine; Victoria Field, Peritus Health Management; Katharine Metters, Posturite.
- 10 May: Behaviour Based Safety**
- 14 Jun: Legal Update, including Case Law, & Refresher**
- HSE and Pinsent Masons
- 13 Sep: Duty to Maintain - EHS Compliance Tool**
- 11 Oct: Construction Matters: Sandwell Aquatics Centre Update / Experience**
- 08 Nov: Fire and Security Risk Management**
- 13 Dec: Members Challenges and Achievements – What, why and how**



A weekly* chat with no fixed agenda *Everyone Welcome*

** but not the week
of a regular
monthly event*



Take a break



An invitation to **zoom** to **LIZ'S COFFEE LOUNGE** open every Wednesday* 10.00 – 11.00

Come on in at
anytime and leave
whenever you wish

No particular agenda,
simply anything you
wish to talk about, ask
about or share



A warm welcome awaits

Reminder of
chatting and
networking in
earlier times





Everyone welcome

Sharing > Learning > Improving

Behaviour Based Safety Webinar

10 May 2021 13.30 – 14.45

Main theme

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Members' Corner

Covid Lateral Flow Testing

Lisa Rollinson, Wieland Metals Birmingham Ltd

Behaviour Based Safety

Darren Sutton, Behavioural Safety Services & Training Ltd

Watch this space

