

# EXPOSURE

The official magazine of

**BOHS** The Chartered Society for  
Worker Health Protection  
Issue 2 2017

3M Young Hygienist Award-Winning  
Entry

2016 Thomas Bedford Memorial Prize

LEV - Extracting the Best Practices

Looking Forward to OH2017



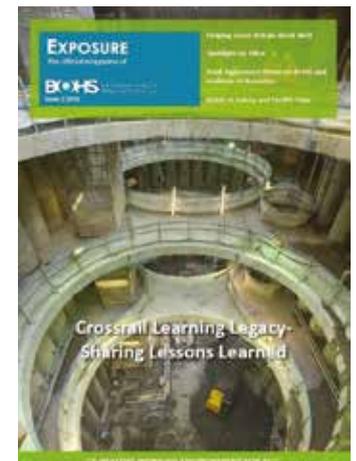
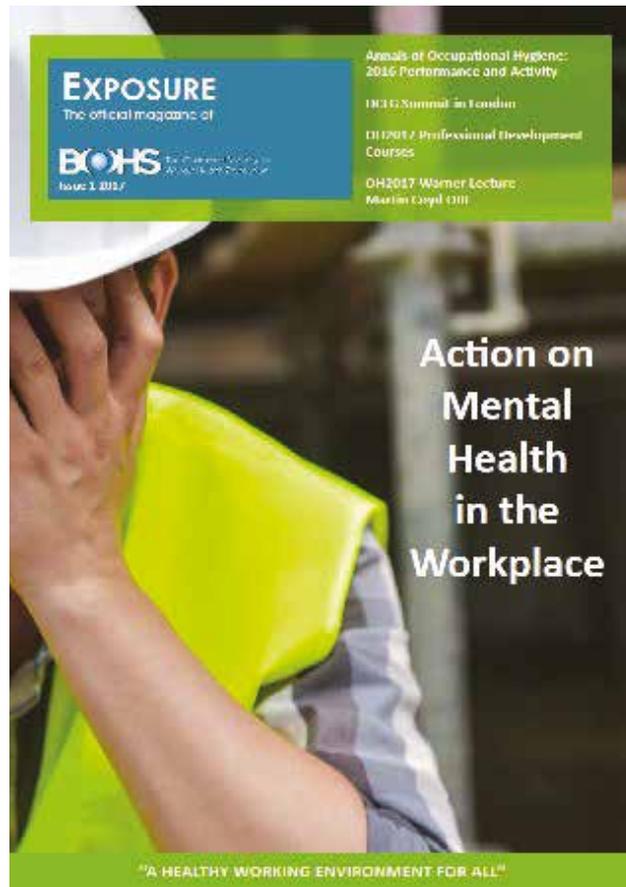
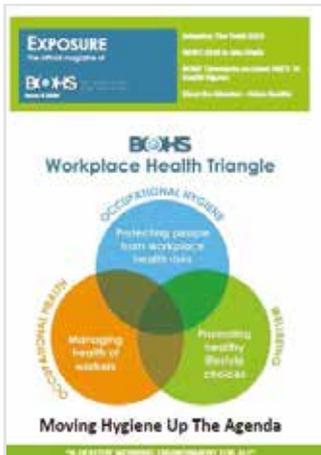
## Recognising Talent in Our Profession

“A HEALTHY WORKING ENVIRONMENT FOR ALL”

# EXPOSURE

The official magazine of

**BOHS** The Chartered Society for  
Worker Health Protection



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The views expressed in this issue are not necessarily those of BOHS Council.

## Dear Readers

In this issue, we bid a kind farewell to Tracey Boyle who has written her last *Exposure* column as President. Read her article as she reflects on the past year.

With OH2017 just around the corner, the OH2017 Conference Committee Chair, Rupert Balfry, provides a brief but humorous rundown of what to expect – we trust that this year's IGNITE session will be quite the feat! With many different sessions available, you'll be spoilt for choice! We also include a piece by Noah Seixas on the recipient of last year's Thomas Bedford Memorial Prize. The winning paper by Erik van Deursen et al focused on reducing quartz exposure among construction workers - look out for session two of the conference where Erik will be discussing his research. We also have an overview of the LEV event in Hinckley Island from February where BOHS liaised with the Institute of Local Exhaust Ventilation Engineers (ILEVE) to bring together engineers and hygiene specialists to discuss law and best practice. On page 16, we show our support for Hannah Jones who will be running in the London Marathon on 23 April! Hannah is currently a contracts manager and delivers a number of construction projects. She will be raising funds for the British Lung Foundation in memory of her grandad and her aunt who both passed away from lung disease.

On page 12, we publish our award-winning 2017 3M Young Hygienist Award essay from Robert Williams. He shares his thoughts on the Workplace Health Triangle and his perspectives on how employers should approach health.

In our Head Office columns, Steve Perkins offers a look at the retail construction sector and BOHS' engagement with Northern Ireland. The Registrar, Neil Pickering, delivers an interesting insight into progressing to Chartered status. We also see San Dosanjh give us the latest on member services updates and Paul Johnson provides a summary of qualifications news. Of course, we also have our popular Meet the Member column and this time, we chat with Karen Parry, an occupational health advisor in Iraq. If you'd like to be interviewed for this column, imparting to us your preference over football or rugby and if you like cats or dogs (these are the important questions in life!), then get in touch with [exposure@bohs.org](mailto:exposure@bohs.org).

Lastly, we say another very fond farewell to one of our project managers, Sunny Choudhery, who has laid a lot of the groundwork for FAAM. We wish her all the best for her business endeavours and with the next steps of her life.

Happy reading and hopefully, we can see you all at OH2017!

*The Exposure Team*

## Cover Story



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### 3M Young Hygienist Award-Winning Entry

*Recognising Talent in our Profession*

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**Copy deadline for contributions  
for the June issue of *Exposure*:  
8 May**

**Please send contributions to  
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From the President



Tracey Boyle  
President

This is my last *Exposure* column as President. There is a great temptation to look over the last year and marvel at how quickly it has flown. However, there is so much going on at the moment, I thought I'd look onwards as much as reflecting on the past.

We are hoping to launch a Faculty of Asbestos Assessment and Management (FAAM) with membership aimed at asbestos analysts, surveyors and building managers.

We are a year into our five-year strategy and things are going well. *Breathe Freely* in construction continues to grow and develop under the leadership of Jennie Armstrong, who has taken over from Mike Slater on this project. Mike is now busy on *Breathe Freely* for the manufacturing sector, with an initial focus on welding. Mike and his team are working with the EEF, TWI and others to develop the website and produce materials. This is programmed for launch on the 25 May. I recall that there were concerns when we launched *Breathe Freely* that our focus would be too narrow and that running a campaign would prevent us

from working on other fronts. This has definitely not proved to be the case, largely through the dedication of our volunteers and Head Office staff. Many of you will be aware that as part of our strategy, we want to develop specialist Faculties within BOHS. In particular, we are hoping to launch a Faculty of Asbestos Assessment and Management (FAAM) with membership aimed at asbestos analysts, surveyors and building managers. The launch of a new Faculty requires some governance changes which must be approved by the membership at the AGM in Harrogate. I would strongly urge those of you planning to attend the conference to attend the AGM to vote. You can also arrange to vote by proxy if you are unable to attend. BOHS is the chartered society for worker health protection and we currently provide the vast majority of professional qualifications in the field of asbestos assessment and management; we want to provide a professional home for those who work in this area of occupational hygiene.

I would like to thank all the Head Office staff for their support; they are a great team ... completely unflappable and endlessly patient.

We have also seen a name change in the *Annals* to the *Annals of Work Exposures and Health* from the beginning of this year. The Chief Editor (Noah Seixas) and his editorial team put a tremendous amount of work into the name change and Noah explained his reasoning behind it at last year's conference. He explained to Council recently that it would take about five years before we would know what the impact of that name change will be, but we believe it will have a positive impact on the breadth and quality of the papers submitted. I like the modern look of the *Annals of Work Exposures and Health* and I am sure it will go from strength to strength.

It has certainly been a busy year for me but very enjoyable too. I would like to thank all the Head Office staff for their support; they are a great team and appear to be completely unflappable and endlessly patient. I would also like to



Karen Bufton  
President-Elect

thank Steve Perkins and our Council members, who have made it so easy for me to chair Council meetings – I'm sure the home-baked goods helped! Special thanks go to Adrian Hirst as Immediate Past-President for his wise counsel on being President and to Karen Bufton, our President-Elect for her support. Finally, I would like to thank Kevin, my husband, who has been fabulous as my logistics manager: he has sorted out all my travel arrangements, accompanied me on many trips and now feels that he knows more about occupational hygiene than he has ever felt the need for!



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# Change4good



**Steve Perkins,  
Chief Executive**

## Harrogate, here we come!

As I write this column, preparations for OH2017, our annual conference, are in full swing.

We were last in this historic Yorkshire spa town seven years ago for OH2010. Back then, the conference took place in the Majestic Hotel. This time, although we are using the same hotel for accommodation, the conference has outgrown their space and so now, all sessions will take place in the adjacent Harrogate International Conference Centre.



*The Majestic Hotel, Harrogate*

If you attended OH2010, you may remember the hotel was struck by a fire the week after our event. Fortunately no one was hurt. The hotel underwent a major refurbishment and now provides an excellent base for accommodation. The conference committee have put together another excellent programme packed with technical content and some great keynote speakers including Martin Coyd of Mace and Aurret van Heerden of the NYU Stern Center for Business and Human Rights. We are pleased to have Shell, Casella, Shawcity and Concept Life Sciences sponsoring the conference along with a wide range of exhibitors.

There'll be plenty happening on the social side with our free drinks reception and the Cassella social (now a regular fixture of the annual conference). Plus, the highlight of the Gala Dinner on the Wednesday. For the athletic amongst us, there'll be the regular fun run that morning, although, they aren't two words I'd normally put together in the same sentence!

All in all, we anticipate a great event and the team look forward to meeting you if you're able to make it this year.

### Retail Construction Sector

As I've visited various BOHS Regional meetings over the past few months, it's been encouraging to hear how many members have got involved in our *Breathe Freely* campaign by delivering presentations to different construction audiences around the country. This plays a vital part in raising awareness of lung disease and occupational hygiene within the construction industry. We want to thank all of you who have helped in this way.



Back in November, I had the opportunity to present to the Retail Construction Health and Safety Group, which is made up of the Heads of H&S for all the UK's major retailers. My talk aims to introduce people to the huge issue of occupational disease, the benefits of occupational hygiene and then, an overview of *Breathe Freely*. Quite often, I'm speaking to people who have a low awareness of these issues.

**"The UK retail industry employs some three million people ... combined annual construction budgets runs into the billions"**

The UK retail industry employs some three million people and their combined annual construction budgets runs into the billions. They face particular challenges with highly-pressured project timescales and projects often taking place in working stores. All of this means the construction health message is a hard sell!

It's been encouraging that since that meeting, I've had the opportunity to repeat the presentation to hundreds of delegates at the annual construction contractor conferences of three of those retailers: Co-op, ASDA and Next. It's early days in engaging with this sector of the construction industry but the initial response has been encouraging.

Our simple pictorial model of the #WorkplaceHealthTriangle has helped drive the point home that there's so much more to health than the classic view of occupational health.

The fact that our *Breathe Freely* campaign provides so many high-quality free resources for organisations wanting to engage with protecting worker health is key to them embracing this holistic view of workplace health.

# OH2017

The Premier Conference for Occupational Hygiene in the UK

# Harrogate International Conference Centre

## 24 - 27 April 2017

**BOHS**  
Workplace Health Triangle



**#WorkplaceHealthTriangle**

As we move forward to take *Breathe Freely* into the manufacturing sector later this year, we will ensure the same approach to quality in all the resources we provide. You can expect to see a revamp of the *Breathe Freely* website in the near future to support both our construction and manufacturing initiatives.

**Northern Ireland**

Our youngest BOHS region is Northern Ireland headed up by Adele McClelland our regional organiser. It was great to meet members there when I visited with Karen Bufton, our President-Elect, earlier this year. They are always on the lookout for BOHS speakers so if you're based in Northern Ireland or your role takes you there, do consider getting in touch with Adele and perhaps offer to speak at one of their meetings. I can guarantee you'll have a warm welcome. You can contact Adele at [northernireland@bohs.org](mailto:northernireland@bohs.org)



I'm pleased to report we have begun to engage with HSENI, which is the regulator for Northern Ireland reporting into the devolved government. HSENI works cooperatively with HSE in GB, but is a completely separate organisation.

Whilst in Belfast, HSENI gathered their 40 inspectors together for my presentation on occupational disease and occupational hygiene. In addition, Adele and I met with Keith Morrison CEO and his senior team. Keith was very open in recognising the need to do much more on health and that means strengthening their inspection team with more health expertise and training. HSENI has much smaller resources than HSE in GB but we

were encouraged by their recognition of occupational disease issues and commitment to do much more in this area. One example of this is the recently established Health Steering Group for NI which includes HSENI, PHNI and professional bodies. BOHS has been invited to join this leadership group and Adele is our first representative.



It's always exciting to see the huge range of activities undertaken by the Society and the many members who volunteer to make this possible.

**2016 Annual Round-Up**

Here at Head Office, it's that time of year again when we pull together the Annual Report, which incorporates our accounts for 2016. The finance team at Head Office have been hard at work supporting another successful audit by our external auditors.

It's always exciting to see the huge range of activities undertaken by the Society and the many members who volunteer to make this possible, which the Annual Report outlines. By the time you receive this issue of *Exposure*, it will be made available online. I hope you enjoy reading about our progress and challenges in 2016.



*Delegates gathering for the ASDA contractors' conference*

## Registrar's Column



**Neil Pickering**  
Registrar

### Helping you progress to Chartered status

I open with a big 'thank you' to everyone who completed our recent Faculty members' survey. We received 198 replies, which represents a third of all Faculty members.

We ran the survey because we recognised that the 'Get Chartered' days had run their course and a new approach was likely to be needed to help people progress through the membership grades. To guide us, we needed to understand the drivers for people to progress and also why some people chose not to progress. The survey has informed our plans for the coming year, after which we will take stock and refresh our approach again if needed. A summary of our plans can be found at the end of this article.

Of the 198 responders; 58 were Associates (25% of such members), 68 Licentiates (33%), 54 Members (40%) and 18 Fellows (33%). Approximately a third of the responses were from women, who were more strongly represented at Licentiate and Member grades. 85% of responders worked full time, and 86% were from within the UK.

The survey helped us identify the varied routes of entry which had been taken into occupational hygiene, such as: from a degree course in occupational hygiene; from asbestos work; and from a general health and safety role. A few of us had

even fallen into occupational hygiene by chance. Reassuringly, once people have entered occupational hygiene, career progression by choice is a consistent theme for over a third of responders across the grades as to why they stay in occupational hygiene.

There were many reasons that people chose to progress, but some clear personal and career themes emerged, with personal satisfaction and Chartered status being the most likely; a third also said higher status was achieved; and for a further third, improved pay or access to a new job.

Of course, the members also highlighted a number of barriers to their progression, with cost and time being the most important for Associates and Licentiates. Further barriers included: the Personal Learning Portfolio (PLP – required to progress from Associate to Licentiate) and Personal Experience Portfolio (PEP – required to progress from Licentiate to Member), which were perceived as taking too long or being too hard to complete. Finally, Licentiates in particular did not see enough value in progression, to merit the effort it required.

There was an overwhelming response from members that penalties are unacceptable for people who do not progress within any given time. This is a message the Faculty agree with, but felt we should test, and we will continue to apply NO maximum time limits for progression.

It was interesting to see that many people progress quickly through the grades to Member, with over three quarters applying to become a Member within the first 2 years of being eligible. From a Faculty perspective, it suggests that early intervention with Licentiates could aid them in keeping the progression going to become full Members. This is a benefit to the Faculty and to the individual too, as the survey shows.

Faculty have agreed three actions to support members' progression through the grades:

- We will support provision of further routes of entry for budding occupational hygienists, by initiating a discussion on BOHS social media sites to share lessons learned in employing a trainee

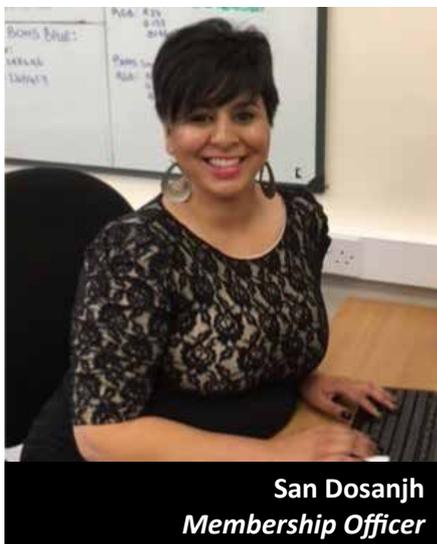
occupational hygienist within a consultancy. This will assist those consultants, and other companies, who are thinking of doing so but are put off or delayed by the perceived complexities and pitfalls. In this way we hope to bring down some of the barriers to employing a trainee.

- Many respondents continue to perceive the PEP as too hard and/or time consuming, despite the 'Get Chartered' days. We will trial a series of webinars over 3 – 6 months for a cohort of Licentiates to provide them with advice; respond to their questions; encourage them to work together; and generally support their PEP development to try to remove the perceived barrier. If successful, this will be extended to further groups and potentially other aspects of the process (research essay and oral examination preparation). An initial trial webinar will be offered free of charge, thereafter we may charge if the webinars are successful.
- The survey responses came across loud and clear that everyone needed their own specific support to keep them on, or return them to, the progression route. Our response is to provide informal access to people who have 'been there, seen it, done it', to talk to for advice and coaching. Our first such opportunity will be at the Conference in Harrogate when several of us will be available to talk to on a one-to-one basis. We are just finalising the details on how this will work, so look out for the details at the conference. This will include help on how to progress from Member to Fellow grade, a group we have perhaps left to their own devices in the past. We will also look for other opportunities to provide similar chances to talk to members of the Faculty Board about progression.

We do hope these interventions will enable even more of you to progress through the membership grades. We will keep them under review and amend them as necessary to provide more support to you.

# Head Office Round-Up

## Member Services Update



**San Dosanjh**  
*Membership Officer*

Well, BOHS has certainly kicked off 2017 with a bang!

Here at BOHS HQ, my lovely, hardworking colleague Claire Creed and I have been extremely busy with sorting out 2017 membership renewals, CPD submissions, answering queries over the phone and managing all three inboxes (membership, professional qualifications and my own inbox!). In addition, we are

keeping all you valued members in the loop with regional meetings, attending events to build awareness *and* I'm now trained up in Professional Qualifications – phew!

**“[We] love receiving feedback from members and candidates as to what we are doing well and also where we can improve”**

Even though that’s a lot to digest, we here at HQ are a happy camp and love receiving feedback from members and candidates as to what we are doing well and also where we can improve. We are constantly striving to ensure our members are happy, too. We are overjoyed that so many members have renewed with us and even though we are working in our first year for renewals with our new system, numbers are already looking a lot better than last year.

**“We have many upcoming free regional meetings which are invaluable for networking and increasing knowledge on various topics”**

We have many upcoming free regional meetings which are invaluable for networking and increasing knowledge on various topics. I personally have noticed attendance has grown over the past year. Check what is happening in your area by looking out for my regional meeting monthly e-bulletin, updates on our social media pages (Twitter and LinkedIn) and also, by regularly visiting our events page at [www.bohs.org/conferences-events/eventlistings](http://www.bohs.org/conferences-events/eventlistings) I have a lot to look forward to in Membership: being a part of the Annual Conference this year is quite exciting for me as I will get to put a face to the names of many people I liaise with on a day-to-day basis and I do enjoy a good mingle! On that note, I think it’s my round to pop the kettle on...

Look forward to seeing you all at OH2017!

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# Head Office Round-Up

## Qualifications



**Paul Johnson**  
*Head of Qualifications*

It's often said that we are living in unprecedented times, when the rate of change has never been quicker. I suspect that historians would find little difficulty in disabusing us of this notion, but we have certainly managed to turn our modern day businesses into complex systems which offer endless opportunities for development.

**We've implemented a number of changes in the qualifications team which continue to fulfil our vision of being an inclusive and customer-focused awarding body.**

Unfortunately, business development requires resource and, as economists remind us, resources are scarce so we have to make choices. It's very easy under the pressure of a busy working day to forget basic economics and be drawn into making knee-jerk decisions which can take time to implement, cost money and add little value.

That's why it's so important to have a clear vision and strategy for an organisation, and often for departments within an organisation: to give a framework for making those difficult choices so that they hang together and gradually transform the business. Henry Mintzberg, the renowned management theorist is often quoted as saying that 'strategy is just a pattern of decisions'. So if there isn't a pattern to decision-making there isn't a strategy – despite what the marketing materials may say!

**Asbestos continues to dominate our time and our thoughts, but it's right and proper that we don't neglect other parts of the business.**

Since my last column, we've implemented a number of changes in the qualifications team which continue to fulfil our vision of being an inclusive and customer-focused awarding body. The vision is not just a 'nice idea' or 'the right thing to say', but a financial necessity for BOHS. You may know that the asbestos qualifications are our single most important income stream, and the part of the business that is under consistent and growing competitive pressure. We have the majority of the market, but this is in no way guaranteed unless we continue to engage with the key stakeholders in the industry and provide qualifications which give value for money. I can assure you that we have every intention of keeping the business! Under direction from BOHS Council, a working group has already reviewed the asbestos qualifications as commercial propositions and proposed a number of wide-ranging changes for further discussion and, of course, consultation with key stakeholders to make sure that any changes we make will benefit candidates and employers.

Asbestos continues to dominate our time and our thoughts, but it's right and proper that we don't neglect other parts of the business. So, here's a quick summary of what we've achieved recently:

- The qualifications section of the website has been upgraded to provide separate pages for the different subject areas. It's another step towards improving our communications with our customers.
- The new foundation course in LEV (P600) was launched at the BOHS event at Hinckley Island in February.
- After extensive process improvement, we are regularly hitting our service standard of 15 working days for issuing proficiency examination results to candidates.
- The latest IT systems enhancement will significantly improve the efficiency of the marking process.
- Legionella and COSHH teaching syllabi have been reviewed and updated to include up-to-date legislation.

**We are delighted to be working with the NZ Occupational Hygiene Society to safeguard the quality of the qualification.**

And a final word on asbestos ... we were pleased to launch the latest international asbestos proficiency qualification (IP404) for asbestos assessors in March. IP404 is listed on the WorkSafe New Zealand website as a specified asbestos assessor training course, and we are delighted to be working with the NZ Occupational Hygiene Society to safeguard the quality of the qualification.

# Should a failed LEV system be a reportable offence?

**By Adrian Sims, Director, Vent-Tech Ltd**  
The following article is an advertorial from Vent-Tech.



COSHH Regulations require employers to assess the risk to their employees of hazardous substances. These risks must then be prevented or controlled.

I am pleased to see that the message is beginning to get through. More companies are installing local exhaust ventilation (LEV). However, this is not the end of the process: companies must ensure that these systems designed and function as intended. By law, companies must maintain and have their LEV systems thoroughly examined and tested annually. The Health and Safety Executive (HSE) has the power to spot-check inspection results.

## Is the status quo adequate?

Sadly, in practice, when Vent-Tech are testing LEV we see systems that we have failed in the past and are still failing. It seems the threat of HSE spot-checks, and the fact that they are endangering their team, are not sufficient motivators for companies to follow up on a failed test and make the necessary fix.

As things stand, Vent-Tech suspect companies perceive that it is not important or that there is little chance of the HSE coming knocking. Therefore, they don't put fixing a failing LEV system high up their list of priorities. This means that people may be needlessly falling ill and even dying each year from diseases that are easily prevented, if a properly functioning LEV system is in place.

The numbers are shocking. According to the HSE, about 15% of Chronic Obstructive Pulmonary Disease (COPD) can be attributed to workplace exposures (Blanc and Toren 2007). This is the equivalent to about 4,000 COPD deaths in the UK every year. Worse still, these numbers do not take into account cancer, occupational asthma and other conditions that are often attributed to exposure to harmful substances.

## What is the answer?

Vent-Tech would like to see it become mandatory that when an LEV system fails an inspection it is a reportable offence. And that the obligation would fall on the testing company to notify the HSE.

There is a precedent for this. The LOLER regulations – which apply to lifting – require that if lifting gear (for example chains or strops) fail their annual inspection, it is reported to the HSE.

The volume of illness and death attributed to failed lifting gear is actually small compared to those caused by exposure to hazardous substances. Perhaps they grab more attention due to their dramatic nature when compared to the longer-term effects of poisoning. In this context, surely most people would agree that releasing a carcinogen into the working environment should be a reportable offence?

## Empowering HSE to make a difference

Armed with this information, HSE could target companies that are failing inspections. They could check that they are taking action to ensure their LEV equipment is fit for purpose.

Once companies understand that the HSE is on their case, they would be spurred to act rather than taking the easy option and ignoring the problem. If the alternative is a high chance of prosecution, fines or

worse, I suspect it would rapidly move up their “To Do” list.

## What about the cost?

Under the Health and Safety (Fees) Regulations 2012, those who break health and safety laws are liable for the recovery of the HSE’s related costs. These include inspection, investigation and taking enforcement action. This is via the “Fee for Intervention” scheme and the rate for those in material breach of the law is £129 per hour. By targeting companies where the HSE knows a problem existed and may not have been rectified, they stand a better chance of recovering costs than by purely random checking. It’s Vent-Tech’s opinion that if the HSE also consider targeting geographical hotspots where several companies are failing, they may also find further companies committing offences. It might also reveal LEV testing companies that perhaps are not competent in a particular locality, and this could be addressed too.

## Creating a safer workplace

It’s all about improving the standards of health in the UK workplace. The HSE aims to reduce the number of people who are getting sick or even dying from

exposure to hazardous substances. If they are as serious as they claim to be, then they will consider adopting this proposal without further delay.



# When there's a problem at work someone needs to clear the air!

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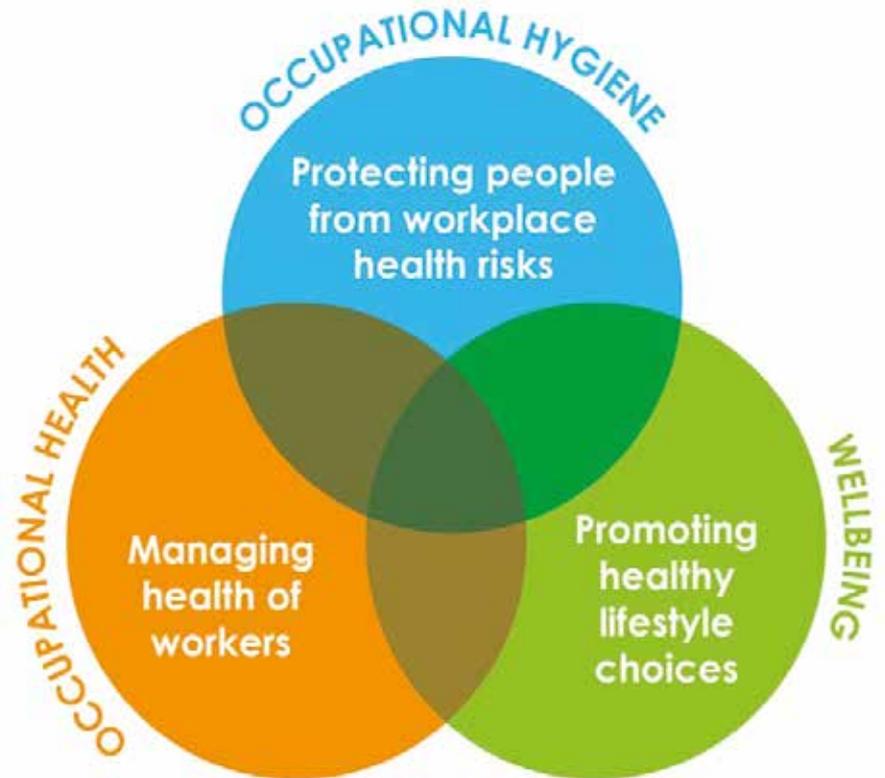


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## 3M Young Hygienist Award

We're delighted to feature the winning essay from the 2017 3M Young Hygienist Award. Congratulations to Robert Williams on winning this prestigious award, which includes over £1,000 worth of benefits in the prize.

Submissions were invited to discuss whether or not they agreed with the diagram pictured on the right as being a representative picture of the main areas of occupational health. They were also asked to explain their thinking about how employers should approach 'health', given the urgent need to improve the current burden of occupational disease.



### Why not think about applying for next year's award?

Look out for details which will be featured later in the year!

### Winning entry by Robert Williams

HM Inspector of Health and Safety, HSE, UK



#### Do you agree with the diagram above as a picture of the main areas of occupational health?

Occupational health has been defined as 'a multifaceted activity concerned with the prevention of ill health in employed populations.' Harrington et al (2002) state that occupational health's main aim is to prevent, rather than cure, ill-health from wherever it arises in the workplace. They further comment that occupational health is as much related to the effects of the working environment on the health of workers, as to the influence of the workers' state of health on their ability to perform the tasks for which they were employed.

Applying these criteria, the diagram, in my opinion, does picture the main areas of occupational health, namely occupational hygiene (control of health risks in the workplace) and wellbeing (the state of being comfortable, healthy and happy).

However, there is a paucity of detail in the diagram. For example, the diagram does not explicitly detail a multitude of other highly pertinent issues that can affect health such as a work-life balance, preventing both direct and indirect discrimination on grounds of gender, race, religion, sexual orientation, fair pay and so on. In this aspect, the diagram fails to picture those health issues that may be becoming increasingly important as the UK's manufacturing base continues to shrink and employment in the service sector increases.

*Explain how you think employers should approach health, given the urgent need to improve the current burden of occupational disease (UK deaths from diseases are currently 13,000, according to HSE Statistics 2014/15).*

I firmly believe that employers should adopt a positive attitude and approach

health through the prism of the benefits in having a healthy workforce. A common business mantra is that *'people are a company's greatest asset'* and part of this must translate to the promotion and maintenance of employees' welfare and wellbeing in the workplace.

To help realise the benefits, I believe employers should initially understand the consequences of getting things wrong and appreciate the impact that workplace disease and ill-health actually has. Most British employers are probably unaware that for each and every death arising from a workplace accident (HSE statistics describe 144 fatal injuries in 2015/2016), there are about 90 deaths from disease linked to past exposures at work, primarily to chemicals or dusts. Employers should also appreciate that health issues are not just historical problems with many tens of thousands of new cases of workplace ill-health diagnosed each year, and the associated debilitating impact on people's lives and the millions of working days lost. On a purely financial level, having robust systems to manage health is, all things being equal, likely to save money from any potential civil compensation claims, any regulatory costs such as the Health and Safety Executive's (HSE) Fee for Intervention (FFI) scheme, and reduce the potential for prosecution and any associated fines.

As any competent health and safety practitioner is aware, workplace ill-health can be caused by a wide variety of chemical, physical, biological risks and other stresses such as psychosocial. These can range from the seemingly obvious, such as noisy workplaces causing hearing loss, through to perhaps more subtle risks such as a high workload coupled with lack of employee autonomy and control leading to stress and anxiety. Employers need to be mindful that employees can respond slightly differently to the same conditions, depending on their genetics, physiology, resilience, temperament etc. and an ill-health outcome is more likely for certain pre-disposed individuals.

Though there may be some unrecognised issues associated with emerging technology such as nanotechnology, gen-

erally, the principal health risks for different industries are known and the precautions necessary well established. Substantial guidance is freely and widely available from the HSE and IOSH websites, for example.

Employers should be mindful that health risks have traditionally been much harder to manage in comparison to safety risks (scaffold collapse, fall from height, lost time accidents etc) for a wide variety of reasons, principally because the onset of ill-health is not usually immediate. For example, asbestos-related diseases are generally diagnosed 15 – 60 years after a person is first exposed. Permanent noise induced hearing damage from factory work typically takes a number of years to manifest. Stress is cumulative and builds up over time. It is precisely because these effects are not immediately apparent but delayed, that makes it very easy for the conditions creating health risks to be missed and overlooked until an employee shows symptoms of ill-health.

Consequently, prevention or control of health risks is to a great extent, reliant upon the recognition of the workplace conditions that create the risks, be they the spraying of isocyanate paints in open workshop, cutting of sandstone without engineering controls in place, damaged asbestos-containing materials (ACMs) releasing and exposing workers to asbestos dust and so on. The recognition is, in turn, heavily dependent upon the competence of those assessing the risks, and it is one area which, in my experience, employers frequently pay lip service to. Competent advice, be it from an in-house health and safety manager, occupational hygiene consultant or occupational health provider, is, in my opinion, invaluable in ensuring that resource (time, trouble, money) is best expended. A competent occupational hygienist can normally make a reasonable judgement over adequacy of controls through observations without resorting to expensive monitoring. As a rule of thumb, the employer is usually best placed spending their resource on control rather than monitoring exercises such as air tests, unless for verification purposes.

The employer should always adopt a pro-active approach to health and

appreciate that though most health risks can be prevented, it is wiser to act before waiting for evidence through occurrences of ill-health to justify action. They should also be cognisant that any system is only as strong as its weakest link and health invariably requires an holistic approach that will need to consider all the following:

- Elimination or Substitution. *'Prevention is always better than cure'*
- Recognition, assessment & control of health risks. Control hierarchy important.
- Occupational health provision, that includes: *Health surveillance i.e. personal screening; questionnaires; physiological checks; medical surveillance; and/or biological monitoring.*
- *Fitness to work for high risk activities, such as confined space entry*
- *Return to work assessment, following ill-health (where appropriate)*
- Information, instruction & training
- Maintenance of controls
- Monitoring /audits/supervision
- Checks and inspections

Failure to carefully consider all the above is liable to enhance the potential for ill-health. For example, a local exhaust ventilation (LEV) system that is not adequately maintained is likely to perform poorly. Conversely, if operatives have not received suitable and sufficient training that includes direction to activate the LEV system, then again, control is liable to be poor.

Employers' approach to health also needs to be broader than merely looking at the traditional occupational hygiene-related risks of chemicals and dusts etc. within the workplace. The Royal College of Nursing have commented that healthy workplaces only come about through high quality employment practices and procedures that promote work-life balance, dignity at work, health and safety, and good job design where employees have autonomy, control and task discretion, access to training and development and fair pay and rewards. These are only likely to be achieved provided senior management not only fully buy into the consequences of

employee ill-health, but ensure adequate resource is available to address these issues.

The employer needs to be mindful of changes in working practices over recent years. For example, this includes the rise of remote working: where an increasing number of the workforce is home-based this may reduce the employer's opportunity to monitor employees and the reduced face-to-face contact time may frustrate early diagnosis of ill-health.

An enlightened employer should try to promote a positive health and safety culture within the workplace. Regular health and safety committee meetings and sensible union representation are often key in allowing the shop floor worker to effectively communicate concerns and ideas to senior management for action. Suggestion boxes with monthly prizes for the best ideas, coupled with regular team briefings and frequently updated notice boards detailing important health matters, are usually beneficial.

Employees are probably more likely to report ill-health earlier, allowing prompt action, which may not normally exist if a macho culture is prevalent.

Employers can also help maintain, and possibly improve, employees' individual health, through provision of leisure facilities for workers such as sports centres and gyms. Access to mental health services such as counselling may also be helpful.

### Conclusion

In summary, employers need to adopt a sufficiently resourced holistic approach to health. I believe employers need to have robust understanding of the multitude of possible risks in their workplace capable of affecting workers' health; the complexities associated in recognising, assessing and controlling these risks; along with an appreciation that people are different and may respond differently to the same conditions.

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*The contents of this article, including any opinions and/or conclusions expressed, are those of the author's alone and do not necessarily reflect HSE opinion.*



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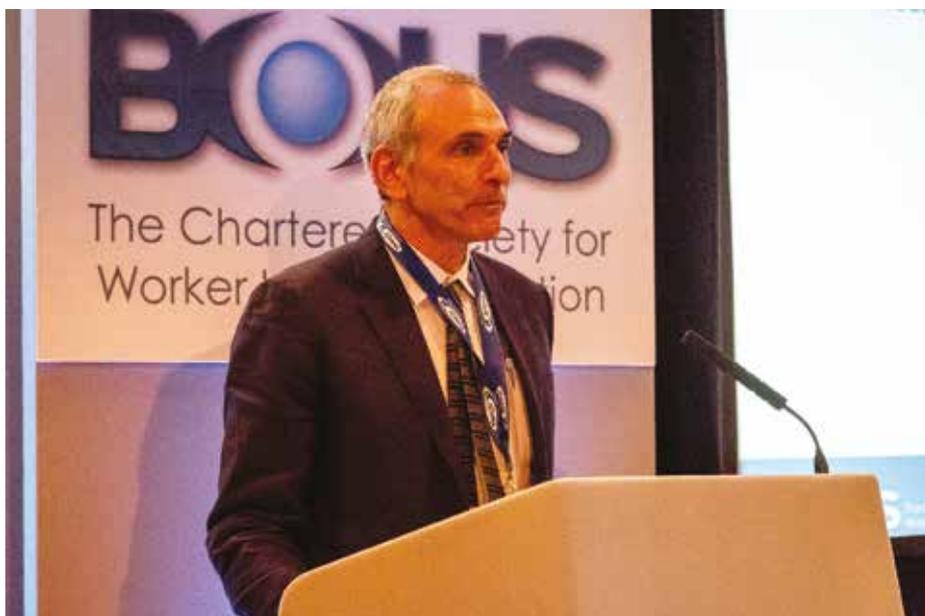
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**For more information and an informal chat, please contact:**

**Linda Williams, Senior Partner**  
**01296 310454**

**Or send your full CV detailing qualifications to [linda.williams@parkhs.co.uk](mailto:linda.williams@parkhs.co.uk)**

## 2016 Thomas Bedford Memorial Prize Awarded to Paper on Reducing Quartz Exposure Among Construction Workers



### Noah Seixas, Chief Editor of the *Annals of Work Exposures and Health*

Upon the recommendation of the Chief Editor of the *Annals of Work Exposures and Health* (formerly known as the *Annals of Occupational Hygiene*), the BOHS' Council awards the Thomas Bedford Memorial Prize to the author(s) of the most outstanding paper published in the *Annals* over a two-year period. The Prize consists of copies of a scroll for each author and a cheque for £500 to be shared between authors. The prize-winning paper is selected from among nominated papers by the *Annals* Editorial Board, joined by selected senior members of the BOHS, which this year included Graeme Hughson, Chris Keen and Mike Slater. Kate Jones audited the voting to ensure accurate results.

**The Thomas Bedford Memorial Prize is the BOHS' oldest award.**

The Prize for the period between 2015-2016 has been won by the authors of a paper assessing the "Effectiveness of a Multidimensional Randomized Control Intervention to Reduce Quartz Exposure Among Construction Workers" by Erik

van Deurssen, Tim Meijster, Karen Oude Hengel, Ruud Boessen, Suzanne Spaan, Erik Tielemans, Dick Heederik and Anjoeka Pronk, which appeared in the *Annals* (*Annals of Occupational Hygiene*, 2015, 59 (8): 959-971). This can be accessed on the *Annals* website free of charge from the "Issues" header section of <https://academic.oup.com/annweh>. The selection of this paper, in addition to its all-around excellence, is consistent with the goals of both the *Annals of Work Exposures and Health* and the BOHS. It describes a randomised control trial of an intervention designed to help construction workers adopt practices which are effective in reducing their exposure to silica dust during typical dusty operations. Randomized control intervention trials are particularly challenging in occupational hygiene, particularly those which require behavioural adoption of control techniques. As such, this paper is an exemplary study of a very challenging problem in occupational hygiene.

Three other papers scored very highly and also exemplify the contributions of the *Annals* to occupational hygiene science and practice. "Carbon Nanotube and Nanofiber Exposure Assessments: An Analysis of 14 Site Visits", by Matthew Dahm, et al, of NIOSH, demonstrated the importance of comprehensive multi-facility assessment of nanomaterial exposures using consistent assessment methods. "Estimation of Hand-to-Mouth Transfer Efficiency of Lead", by Ellen Hsu and colleagues conducted an elegant experiment, demonstrating the potentially significant contribution to dose of dermal-oral transfer of lead. Wouter Fransman and colleagues from the University of Utrecht, published "Leukemia from Dermal Exposure to Cyclophosphamide among Nurses in the Netherlands: Quantitative Assessment of the Risk" using advanced exposure estimation and risk assessment methods to consider the potential risk of this chemotherapeutic agent, and providing reassuring results of its continued use under appropriately controlled conditions.

**This paper is an exemplary study of a very challenging problem in occupational hygiene.**

Presented every two years, the Thomas Bedford Memorial Prize is the BOHS' oldest award. The lead author of the winning paper is invited to receive the award on behalf of the other authors at the BOHS Annual Conference. This year, the presentation will be made to Erik van Deurssen on 25 April during OH2017 at Harrogate International Conference Centre.

# ANNALS OF WORK EXPOSURES AND HEALTH

## Show Your Support for Hannah: Running in the London Marathon



**Hannah Jones,**  
*Contracts Manager,  
South West Highways*

I have been successful in securing a place in the 2017 London Marathon through the British Lung Foundation (BLF). The BLF is close to my heart (and my lungs) and on 23 April, I will be running in memory of my grandad and aunt who both died from lung disease. My grandad suffered from emphysema and his consultant was involved in establishing the BLF back in the 1980s, which is how I first heard of the charity.

**“Stepping up to a marathon from a half marathon has been a big challenge.”**

Today, I work as a contracts manager for South West Highways down in Exeter, and am responsible for delivering a number of construction projects. Every day I work with site agents and project managers engaging with people to wear the correct PPE, and every day I ask myself why do people want to cut concrete products without using dust

suppression or wearing a dust mask? Statistics show that over 16,000 people died in 2015 of lung-related diseases contracted in the workplace such as asbestosis, mesothelioma and lung cancer.

I think the challenge we have is making people aware of the risks that they face; the problem is that lung disease does not necessarily have an instant effect, but can happen years later. As an ex-smoker and asthma sufferer, I know what it's like to struggle for breath and it is frightening. Both my grandad and aunt were reliant on oxygen bottles for the last few years of their lives. I know they found this hard and it severely restricted them.

I am running the London Marathon not only to raise money for the BLF to help fund research, run campaigns to make our air cleaner and organise *Breathe Easy* groups in local areas to support and help sufferers of lung-related diseases, but also to engage with the supply chain of South West Highways, including Gilpin Demolition and many other construction companies in the South West to raise awareness of the *Breathe Freely* campaign.

I am a regular runner but stepping up to a marathon from a half marathon has been a big challenge. I have set myself a 16 week training programme which started in the first week of January and have slowly built up the mileage. I am now running around 40 miles a week and face my longest training run on my birthday - 24 March - which will be 22 miles. From there, the mileage starts to



drop off as the big day draws closer. The hardest step of each run is often the first one out the door but every time, I soon find motivation when I think of the support I have received to date and the fantastic cause I am raising money for.

If you feel able to contribute to my fundraising efforts, please use either one of the links below. It would be great to get to the £5,000 target with all your support.

Together, even in a small way, we can make a difference to someone's life. I really appreciate all your support and thank you for any donations.

**You can sponsor Hannah using one of these links:**

[www.justgiving.com/fundraising/Hannah-Jones-08](http://www.justgiving.com/fundraising/Hannah-Jones-08)

[uk.virginmoneygiving.com/Hannah-Jones-London-Marathon-2017](http://uk.virginmoneygiving.com/Hannah-Jones-London-Marathon-2017)

# Upcoming FREE Regional Meetings

For more detailed information and to book your place, log in to your My BOHS account:  
<https://portal.bohs.org>

Members and non-members are welcome to attend.

Attendance counts towards your CPD!

This list is not exhaustive. Keep in the loop via the Events page on the BOHS website.

## 2 May

The Queen's University of Belfast, Belfast  
Northern Ireland

*Biological Monitoring That Works*

## 3 May

TATA Steel, Rotherham  
East Midlands and Yorkshire

*Occupational Hygiene Tools*

## 6 June

Hilton Hall Hotel, Wolverhampton  
Midlands

*Diesel Exhaust Particulates,  
Coal Tar Sampling and Analysis*

## 13 June

The Queen's University of Belfast, Belfast  
Northern Ireland

*Effective Control and the  
Influence of the Breathe Freely campaign*

### Why Not Sponsor a Regional Meeting?

BOHS Regional Meetings provide a cost-effective sponsorship opportunity for companies, with benefits such as:

- A launch platform for new products and services
- Increase brand awareness
- Contact with key decision makers
- Networking opportunities

If you would like to sponsor a BOHS regional meeting, please email [membership@bohs.org](mailto:membership@bohs.org) with details of your company and which regional meeting you are interested in.

## HSE News

In February last year, the HSE launched its new UK system strategy, '#HelpGBWorkWell', which identified tackling the costs of work-related ill-health as one of its top six priorities.

At the launch, both the Minister and Chief Executive highlighted this priority. Towards the end of the year, the HSE then followed up with the launch of its own new health strategy, which focuses on three key topics: lungs; musculoskeletal disorders (MSDs); and stress. The focus on lung health, covering a wide range of exposures and diseases, has great alignment with our own *Breathe Freely* initiative. We are delighted that the HSE has put work-related ill-health issues at the top of the agenda, and hope that it will draw more attention to the fact that it is pivotal to prevent exposures to health in the workplace.

### Contractor fined for poor asbestos assessment

A Bedfordshire based contractor has been fined after failing to carry out suitable assessment of asbestos removal work.

Luton Magistrates' Court heard how Anthony West was contracted to complete demolition work at a building in Biggleswade. West then had a pre-demolition asbestos survey carried out for the building.



The HSE had the demolition work reported to 16 April 2015 by a member of the public, which prompted an investigation into the work.

... the company did not have the right system in place to manage the workers' health.

The investigation found that West did not adequately check the pre-demolition asbestos survey before carrying out the work, and did not follow advice to use a licensed asbestos removal contractor.

West has pleaded guilty to breaching sections 5,7,8 and 16 of the Control of Asbestos Regulations 2012 and has been fined £2,970, and ordered to pay costs of £5419.

### Oxfordshire based company fined for safety failings

An Oxfordshire based, ground engineering company has been fined after a worker contracted severe hand-arm vibration syndrome (HAVS).

Cheltenham Magistrates' Court heard how an employee, who was working at the company's earth retaining division, known as Phi Group, was eventually diagnosed as suffering from HAVS after repeatedly flagging his symptoms to the company for over five years.

An investigation by the HSE found the company did not have the right system in place to manage the workers' health, as it did not have a suitable health surveillance programme in place to monitor for the early onset of HAVS, and to prevent the irreversible condition from developing.

Keller Limited of Oxford Road, Ryton-on-Dunsmore, Coventry, pleaded guilty to breaching Regulation 7(1) of the Control of Vibration at Work Regulations 2005 and was fined £6,000, and ordered to pay costs of £2,263.45.

The young worker was instructed to stand on top of a skip and pour a drum of flammable thinners onto the burning waste ...

### Construction company director imprisoned after safety failings

The director of a construction company has been imprisoned for eight months after failing to take appropriate action which resulted in a young worker receiving serious burns.

Cardiff Crown Court heard the young worker was instructed to stand on top of a skip and pour a drum of flammable thinners onto the burning waste to help



## HSE News

it to burn. The fireball that resulted when the thinners ignited caused the worker to be blown from the skip, and he suffered substantial burns to his arms and legs.



An investigation by the Health and Safety Executive (HSE) found the company director did not ensure the burning of the waste material was being carried out in a safe or appropriate manner. He failed to administer any first aid to the young injured worker and did not send him to hospital, which would have been the most appropriate response, given the severity of the injuries suffered. He failed to inform HSE of the incident, which is a legal requirement, and the incident was only reported sometime later by a third party

David Gordon Stead of Mildred Street, Beddau, pleaded guilty to breaching Section 37 of the Health and Safety at Work Act 1974 and also pled guilty to

breaching Section 4 (1) of The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) and was sentenced to 32 weeks imprisonment, half on release under licence. He has also been disqualified from being a company director for seven years.

### Landlord prosecuted for gas safety failings

A Preston Landlord has been given a suspended prison sentence after failing to ensure gas appliances in one of her properties were checked for safety.

Preston Magistrates' Court heard that, following a concern received from Preston City Council about the gas appliances at a property in Fulwood, the HSE made contact with the landlord, Mrs Pritpall Kaur Singh, to establish whether or not she was complying with her legal duties as a landlord to ensure annual gas safety checks were carried out.

Singh failed to co-operate with the HSE and failed to produce a Landlord Gas Safe Record to demonstrate that these checks had been undertaken correctly.

An Improvement Notice (IN) was issued to Singh by the HSE for non-provision of a gas safety record for the gas appliances in her property, but Singh did not comply with that notice. Singh pleaded guilty to breaching section 33(1)(g) of the Health

and Safety at Work etc Act, 1974 and to one breach of the Gas Safety (Installation and Use) Regulations 1998 (36 (3)) and was sentenced to a 26 week prison sentence, suspended for 12 months and was ordered to pay £1,000 costs.

### Unregistered gas fitter fined

An unregistered gas fitter from Farnborough has been prosecuted for carrying out illegal gas work which was found to be unsafe.

Basingstoke Magistrates' court heard how Mr Fergus Leask, who also trades as Eldan Plumbing, had assured the homeowner that he was Gas Safe Registered. When he was unable to supply the gas safe certificate months after installing the boiler, the homeowner contacted Gas Safe, who confirmed Mr Leask was not gas safe registered. When inspected by the Gas Safe Register, the boiler was found to be 'at risk', which indicates a risk to life or property.

Leask pleaded guilty to breaching Regulation 3(3) of the Gas Safety (Installation and Use) Regulations 1998, for carrying out gas work without being gas safe registered and Regulation 3(7) for pretending to be gas safe registered.

He was fined £1,230 and ordered to pay costs of £350.

## Professional Development Courses @ OH2017

Personal Development Courses (PDCs) are a great way to **develop valuable skills** and **earn the CPD points** needed for your certification and professional memberships.

**OH2017 offers three PDCs on the Monday prior to the conference.**

These valuable courses will aid your development in a vast range of topic areas!

**Cost:** £200 + VAT

**Booking:** Please go to [www.oh-2017.com/professional-development](http://www.oh-2017.com/professional-development)

## LEV – Extracting the Best Practices

A joint industry conference held by the British Occupational Hygiene Society (BOHS) and the Institute of Local Exhaust Ventilation Engineers (ILEVE) focused on cooperation between industries, as it brought together engineers and hygiene specialists to discuss law and best practice.

The conference on 7-8 February was the second such event to take place after the 2016 Conference was brought back by popular demand, and aimed to increase cooperation and understanding between the allied professions in order to enable closer working.

With a packed schedule, the first day was geared towards Occupational Hygienists, with technical and best practice presentations on LEV covering issues such as retro-fitting; the hierarchy of control; real-time air monitors; and LEV control from a health and safety perspective. The day was rounded off by a Q&A session featuring panellists from the Health & Safety Laboratory.

The second day was the turn of the engineers, who were given presentations from a health and safety perspective, featuring: how to insure a power station; the health and safety view on ventilation; and in-use case studies of ventilation best-practice. It is hoped that the discussions



Attendees at the conference

during the two days will help both professions understand each other's work better, and enable them to work more closely.

**“Bringing together engineers and occupational hygienists at this event enables them to learn from each other and build stronger relationships.”**

Jane Bastow, Chair of ILEVE, said: “It was fantastic to see so many people attend this year’s conference, after the success of the first event, and it was exciting to hear so many constructive and productive conversations all around over the two days.

“So much is said about the importance of collaboration in engineering, but it’s hard to achieve when two professions don’t speak the same language. Bringing hygienists and engineers together to help them understand each other’s jobs, their concerns and their ideas goes a long way to bridging that gap.”

Steve Perkins, CEO of BOHS said “We are delighted to have worked in partnership with ILEVE to deliver this event once again, building on the success of the 2016 event. As the Chartered Society for Worker Health Protection, our aim is simple: ‘A Healthy Working Environment for Everyone’. We can only aspire to achieve this aim by collaborating with others who have a role in protecting the health of workers.

“Bringing together engineers and occupational hygienists at this event enables them to learn from each other and build stronger relationships, which ultimately should help ensure a better outcome for the workers whose health we are aiming to protect. We look forward to continuing to work with ILEVE to build on the momentum we have gained.”

The two-day event ‘LEV: Extracting the Best Practices’ was held in Hinkley Island, Leicestershire on 7-8 February 2017.



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# What new technology means for the health & safety industry



Andy Mee, Technical Director at HAVi

The following article is an advertorial from Havi.

**As a leading specialist in the distribution of products and services designed to control HAVS, HAVi has long maintained the understanding that the health and safety of any given workforce is a considerable determiner of a company's success.**

Like most other industries, the health and safety sector is constantly adapting when it comes to new technology. Companies are constantly competing for the most viable method of incorporating technology into smaller, more affordable devices in an attempt to stay ahead of the curve. Many health and safety service providers, including HAVi, are looking at ways to properly take advantage of this 'technological revolution'.



Generally speaking, I believe the health and safety industry has adapted to technological advancements very well. Take the emergence of cloud-based computing as a reference point, exploding into the public consciousness around 2009. Today, we have services like HAVi Total that take

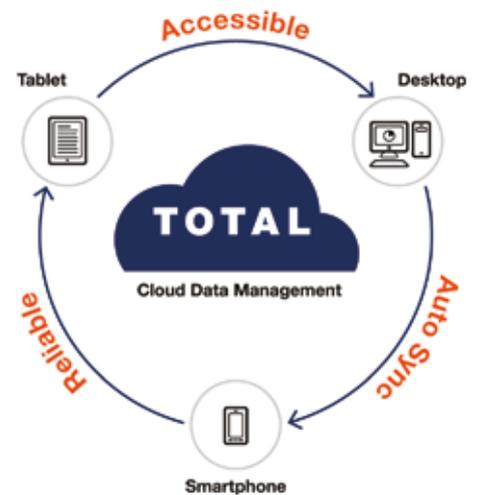
advantage of cloud computing, and its popularity is a testament to how switched on to modern technology the industry is. Additionally, with the arrival of reduced-size technology in the form of 'wearables', I can already see a lot of organisations considering how to properly use these advancements for the benefit of our sector.

HAVi has been quick to adapt incredibly well over the last decade in order to provide for its customers. The trick is to focus your attention on two key aspects: looking ahead in developing your products for the future but also taking the time to listen to your customers. Both factors heavily influence each other, and, despite incorporating new technology never being an instantaneous process, they require specifications, product testing and launch plans. As technology matures and becomes proven, we work on ways to make use of it in our systems.

This led us to the HAVi Watch, our premier HAV wearable. Our cloud-based management and reporting system HAVi Total will pair with and command the new product, eliminating paperwork and creating a smoother health and safety ecosystem. HAVi's new wearable will deliver tailored messages right to the user, making management and data collection much easier than before. Health monitoring is hugely popular outside of the workplace but not so widespread within it. We spend so much of our lives working that health monitoring should not be forgotten about when you arrive at work – no doubt we'll see tremendous focus on this kind of technology in years to come.

We have put this same technology to use in developing our new website: The Tool Advisor. It allows us to freely share the data on power tools we have collected over the years while engineering the HAVi Watch. The Tool Advisor allows anyone, from workers to managers, to access it when they need help making the right tool decisions. This platform is continually improving and adapting to meet the requirements of our customers.

During the HAVi Watch's development stage, linking all our systems together to create a mass information database, we



quickly realised just how much tool data we had accumulated in one place. We decided to put this data to good use, as it only seemed appropriate to share it with the industry in an effort to improve standards across the board. Building upon what we already had to hand, we then looked at the format industry professionals would want this information.

The cleanest, most user-friendly option was an all-encompassing website that displayed convenient tool data, ultimately becoming The Tool Advisor. This is exactly the kind of forward thinking mentality that has become essential to technological advancements in the health and safety sector. It comes down to a universal modern problem for professionals to solve together: what is the best way to take masses of often complex information and display it all in simple and sharp terms? For us, the answer lies in part with The Tool Advisor and the HAVi Watch.

The potential is massive for these kind of services. We have managed to strike a winning balance between reliable, always active information, with trustworthy industry insight from our team of professionals at HAVi. These are exciting times for the industry and indeed similar sectors, too. Obviously, advances in wearable technology and integrated software certainly won't stop at hand arm vibration. Monitoring other factors such as noise, dust and stress levels are examples of other avenues of exploration; I'm excited to see what lies ahead for the health and safety industry.

## Looking Forward to OH2017



### Rupert Balfry

#### OH2017 Conference Organising Committee Chair

We are fast approaching the BOHS Annual Conference which is your best opportunity of the year to see what else is happening in the field of occupational hygiene, catch up with colleagues and accumulate some more of those all-important CPD points – as we all know, “points mean prizes!”. For those on the hunt for extra CPD, check out the PDC section of [oh-2017.com](http://oh-2017.com).

#### Both key and noteworthy

The conference organising committee has secured engaging and thought-provoking keynote speakers who will talk on subjects as diverse as workplace mental health protection, the role of occupational health and safety in the global value chain, worker health protection strategies from a construction industry perspective, and using human psychology to better understand barriers to making positive health choices.

Along with this strong keynote line-up, the committee has assembled a vast array of technical sessions so whatever your sector, area of interest or level of expertise, we feel certain that there will be at least one session which will interest or entertain you throughout this year’s conference.

#### IGNITE our passion or pique our interest – but make it quick

IGNITE gets an upgrade this year with ‘victims’ ... errr... ‘willing subjects’

demonstrating their quick-wittedness in the IGNITE plenary. Readers who have witnessed previous IGNITE sessions will be pleased, or perhaps appalled, to learn that Alex Wilson and Robin Smith have promised the standard of humour, in their quick-fire hosting of this session, that attendees have come to expect.

#### An invitation from the President

OH2017 sees the President’s Session take the form of a panel discussion. BOHS’ President Tracey Boyle has brought together prominent representatives from the industry, the project safety and occupational health sectors, the HSE and the legal profession to consider what lies in the future for worker health protection in the UK. Seasoned investigative journalist Bharat Patel will keep the panel in order as they respond to questions and points raised by conference delegates. Questions should be sent to [conferences@bohs.org](mailto:conferences@bohs.org) or can be left at the BOHS desk during the conference.

#### What we are looking forward to in the programme

With so much on the programme, I have found it difficult to pick out just one or two sessions so I have asked the organising committee members what sessions they were particularly looking forward to. The responses I received were as follows:

#### Session 7b

*“The session on noise control as we often get asked about noise.”*

#### Session 8a

*“The session on getting published as it will be interesting to see what it would take to get one of our studies published.”*

#### Session 11

*“The session on IGNITE as I have never attended the IGNITE session before and I hear it is all thriller and no filler.”*

#### Session 7a

*“This session is quite topical and an area of site focus with the ever-developing complexity of grounds contaminated with asbestos.”*

I am particularly looking forward to the occupational hygiene strategy workshop (session 5b) which is a series of activities looking at aligning strategic priorities for occupational hygiene in industry and developing meaningful measures of occupational hygiene efficiency.

#### What else should I be telling you about?

So, I am almost out of space and I have not been able to tell you about the Casella social (which will be excellent as always), the fun run on Wednesday morning (I have already mapped out a lovely route through some of the parks), gardens and more picturesque parts of Harrogate. After the fun run, you will feel that you deserve to treat yourself to some good food and a glass of something at the Gala Dinner on Wednesday evening. Tickets to the Gala Dinner are available when you book your conference place but can be added to your booking (spaces permitting).

I have not got room to tell you about all the interesting diversions that Harrogate has to offer should you wish to arrive before the conference or extend your stay beyond Thursday: RHS Harlow Carr Gardens, the Royal Pump Room, Betty’s Tea Rooms and what has recently become my favourite Indian restaurant, ‘Sharimar’ (but please don’t eat all the smoked lamb curry!).

If you have got this far and still have not booked your conference place, what are you playing at? Surely you have found something in the list above that has given you that last little nudge you need to go to [www.oh-2017.com](http://www.oh-2017.com) and click on the BOOK NOW button!

I look forward to seeing you there!

## Meet the Member



**Karen Parry**  
BOHS member

### Current job title and organisation for which you work?

Occupational hygiene advisor for the Basrah Gas Company (BGC), working on a rotational basis: this means I spend a month working in Iraq and then have a month off.

### What A-levels and first degree did you take?

Biology, chemistry and maths. My first degree was in biomedical sciences, specialising in cellular pathology.

### What was the first job you got when you finished your full-time education?

I started my working life as a junior 'B' medical laboratory scientific officer, working in the Department of Haematology in University College Hospital, London.

Like a lot of people, I just rather stumbled into this amazing profession.

### When and why did you become interested in occupational hygiene?

Like a lot of people, I just rather stumbled into this amazing profession. Years ago, I saw an advert in the *New*

*Scientist* for an asbestos analyst. With no idea what asbestos was, I applied and was offered the job! From that first introduction regarding protecting people, I was hooked. As I learnt more about some of the fascinating occupational diseases of the past (Fossey jaw, tales of the Mad Hatter etc.), I decided to sponsor myself through my Masters and embark on a career in occupational hygiene.

### What further qualifications do you hold?

I have an MSc in occupational hygiene which I completed in 1991 at Newcastle University. That was enough formal study, although, I still do the odd short course as the need, opportunity or whim permits.

### How long have you been a member of BOHS (or any of its predecessors)?

I had to go and dig out my earliest certificate to find the answer. I was a bit shocked to find out that it was way back in 1991 when I joined the Institute of Occupational Hygienists as a student member. In 1998, I was awarded the Certificate of Operational Competence from the British Institute of Occupational Hygienists and then in 2003, I became a member of BOHS' Faculty of Occupational Hygiene (FOH). I suppose I can say I have followed the organisation through a number of changes.

### How has BOHS, or BOHS membership (including its predecessors) helped you in your career?

I like to think that including in my CV that I had applied to sit the diploma oral when applying for my first 'foreign' job helped me get offered the position. Certainly wanting the job made me apply to sit the oral exam (having been putting it off for ages).

### How did you get your current job?

I was asked to move to Dubai (from Qatar) to cover a vacancy on a temporary basis. Whilst there, I visited

BGC as an auditor (little did I know that the audit visit was also to serve as an introduction to Iraq) and a couple of months later, I was offered a job.

### Describe a typical day in your job.

Is there any such thing as a 'typical' day? That's one of the reasons why I love being an occupational hygienist. Couple the job with the type of locations that I work (and live) in, then you can understand why I enjoy being who I am and doing what I do.

I get totally engrossed in each new challenge and I get plenty of them considering some of the locations I have worked in ...

### What has been the most satisfying accomplishment of your career to date?

Perhaps I should say passing the diploma on the first attempt or all the times when someone has said that I had made a difference. However, one occasion really sticks in my mind: following a particularly demanding risk assessment workshop, one of the participants came up to thank me for what I had taught him that day. He then added that he would take the learning home with him and share it with his family so they would not go through some of the pain that he had suffered (all due to not understanding about chemicals and skin care).

### What has been the worst experience of your career to date?

Witnessing a serious accident at a client's premises. I was doing some lead monitoring during decommissioning of some Russian submarines and across the site, a worker cut into a fuel tank. The tank didn't explode but there was a release of flaming fuel which impacted two individuals. Luckily, there were no fatalities but I will never forget what happened that day.

# Meet the Member



I would love a dog, too: a chocolate Labrador or a Dalmatian, but my life-style just does not have place for a dog at the moment.

**Chocolate or cheese?**

Depends what day: sometimes I crave for a square of ‘as dark as possible’ chocolate, and another time for a piece of vintage cheddar. You know the type, the one that tickles the roof of your mouth.

**What is your ‘pet subject’ in occupational hygiene?**

In this sense, I could be considered a bit fickle. I get totally engrossed in each new challenge and I get plenty of them considering some of the locations I have worked in: Nigeria (also covering Gabon and Cameroon), Qatar, Dubai (covering the Middle East) and Iraq. Each brings with it a set of unique problems generally requiring out-of-the-box ideas to resolve them.

As I learnt more about some of the fascinating occupational diseases of the past, I decided to sponsor myself through my Masters and embark on a career in occupational hygiene.

**What do you enjoy doing when you’re not working?**

Definitely diving; my obsession with scuba then turned into an ongoing love-affair with my rebreather. When I’m not somewhere in the water, I’m usually off on some adventure or another.

**Football or rugby (and which team)?**

Neither - I’m not a follower of field sports. However, I did once have a Newcastle United jersey that someone gave me as a gift.

**Cat or dog?**

Definitely cat – I have two at home in the UK and several adopted ones in Iraq.

**Favourite film?**

I really don’t have a favourite film. On a dreary Saturday afternoon, I could happily watch Top Gun or Dirty Dancing for the umpteenth time. Sometimes you just feel like a good cry and then the Railway Man takes a lot of beating. For adventure or fantasy, the Lord of the Rings series will always take a lot of beating in my eyes.

**Favourite book?**

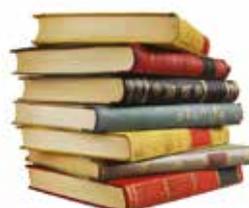
It has to be *Touching the Void* by Joe Simpson. It’s the only (adult) book that I’ve read in one sitting and then have reread a number of times - talk about determination to overcome adversity to survive!

**Where did you last go on holiday?**

Peru last September, to see some amazing sites (and sights). Then, South Africa in November (to bring my husband to the UK after he was granted a resident visa).

**What was the last music album you bought?**

Don’t laugh... it was *Terry Wogan – A Celebration of Music*. A real diverse mixture and ideal as background listening (or even some sing-along)!



Interested in appearing in **Meet the Member?**  
We are always looking for members to feature in this regular column!

If you would like to be the next person, please contact Claire Creed at [exposure@bohs.org](mailto:exposure@bohs.org)

  
The Chartered Society for Worker Health Protection

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# Shawcity Expand Their Product Specialist Team

Shawcity has appointed three new Product Specialist Managers - Paul Cave, Peter Sherfield and Jonathan Whittam - to cover the UK and Ireland, each of whom offer a wide range of knowledge and industry experience.

Paul is a specialist in sales and business development with more than a decade of experience providing high tech solutions to the defence, nuclear, security, emergency services and HazMat response industries through working in partnership with a broad range of both government and civil organisations. Paul will be the main point of contact for Shawcity customers in the south east region.

Peter brings a wealth of experience to the team, with more than 30 years of key account management offering solutions to customers in the manufacturing, chemical, oil and gas, steel, construction, defence and food & beverage sectors with specialist product knowledge including gas detection, dust monitoring and air quality. Peter will be the main point of contact for the south west area.

Jonathan, who has an MEng in Chemical Engineering from The University of Manchester, has knowledge of chemical, physical and biological processes, equipment and techniques used by manufacturers and safety issues within industry.

Jonathan's skills in problem-solving combined with his ability to work with customers to identify their requirements gives an extra level of technical expertise to the team. Jonathan will be the main point of contact for northern England, Scotland and Ireland.

Neil O'Regan, Managing Director says: *'With a reputation in the industry as the go-to company for technical knowledge based on our 40 year history, Shawcity has continued to grow and push boundaries as we strive to introduce the latest innovative technology from the world's leading manufacturers to the UK, whether to hire or buy.'*

***'I am delighted to be able to announce such a strong new Product Specialist Team.'***

*'Their combined knowledge and experience along with our technical team, our in-house service and calibration centre and our close relationships with manufacturers means we really do have all bases covered for our customers.'*



The new team, pictured from left to right: Jonathan Whittam, Shawcity's MD Neil O'Regan, Paul Cave and Peter Sherfield.

For any further information contact us on 01367 899424 or email [solutions@shawcity.co.uk](mailto:solutions@shawcity.co.uk).

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#### International leadership in asbestos

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# IPXII

## Inhaled Particles XII

25 - 27 September **2017**  
Glasgow Marriott Hotel

### Bookings open

Bookings are now open for **Inhaled Particles XII (IPXII)** the latest in a long line of highly successful and prestigious international conferences and meetings organised by the **British Occupational Hygiene Society (BOHS)**. It is the oldest ongoing symposium series on the adverse health effects of inhaled particles.

The first Inhaled Particles conference was held in Oxford in 1960 and over the next 50 or so years the meetings have been successful at attracting leaders and students in all of the scientific disciplines associated with particle-related disease.

### Delegate rates

Delegate Rates	Full Conference	Early Bird*
BOHS Member	<b>£450</b>	<b>£400</b>
Non-member	<b>£550</b>	<b>£500</b>
Speaker	<b>£350</b>	
BOHS Student Member	<b>£300</b>	

\*Early bird rates end on 31 July 2017

### Exhibitor packages

Stand package	£1,000
<ul style="list-style-type: none"> <li>• 3 x 2m shell space</li> <li>• One delegate place including entry to all conference sessions and daytime refreshments</li> <li>• Logo and company profile in the conference programme</li> <li>• Logo and link from the IPXII website to your own</li> <li>• Logo on holding slides throughout the conference</li> </ul>	

### Sponsorship opportunities

• Sponsorship of the conference dinner	<b>£2,000</b>
• Advert in the conference programme	<b>£500</b>
• A5 or A4 single sheet Insert into delegate bags	<b>£500</b>
• Branding of delegate bags	<b>SOLD</b>

All prices are subject to UK VAT currently at 20%.

To view the preliminary programme, for more details about sponsoring and exhibiting or to book your place visit [www.inhaledparticles.org](http://www.inhaledparticles.org)

