Safety, Health and Environment Leadership Team (SHELT)

Friday 27th January 2017 - 10:00am – 12:00pm

Room 3.01D,
ROYAL School of Mines Building,
South Kensington Campus

Minutes

Present: Denis Murphy – Chair – Head of Health & Safety, Estates Development & Projects (DM)
Michael Lytrides – Director of Estates Development & Projects (ML)
Surinder Johal – Director of Safety-Imperial College London (SJ)
Alessandra Foderaro – Senior Project Manager-Estates Development & Projects (AF)
Mark Gomm – Mechanical Services Limited (MSL) (MG)
Jon Coles- Willmott Dixon (DP)
Bill Logan – Logan Construction (WL)
Carl Raison – 8Build (CR)
Richard Wilson – Lowe Group (RW)
Chris Powell – Powell Systems (CP)
James Winsor – Quest (JW)
Bernie Mead – Elecro (BM)
Kevin Marley – Elecro (KM)
James Minter – Russell Cawberry (JM)
Nigel Walker – Halsion

Apologies: Dean Trigg-I CL
Sara Muir- I CL
Stephen Hughes-I CL
Phillip Greer (LOR)
Michael Stanton (Richardson-Hill)

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<th>Agenda Item</th>
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<td>1. Welcome, attendance and apologies</td>
<td>DM welcomed everyone to the January SHELT meeting and hoped everyone had enjoyed the Christmas break and looking forward to the challenges in 2017.</td>
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<td>2. SHELT review 2016</td>
<td>DM reminded everyone that the College had committed to the outcomes from the 2016 Health Summit held in January 2016 and had agreed with our contractors group through SHELT, to step up and drive the health agenda through a rigorous application of the principles set out in our agreed Noise, Dust, Vibration and Manual Handling policies. SHELT had also agreed that the role of the Supervisor was paramount and in 2016 we had continued with Supervisor Communications training, to provide the skills and confidence necessary for Supervisors</td>
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to deliver the health and safety messages and to engage meaningfully with the workforce. The intention was to continue this training through 2017.

Park Health and Safety had delivered a positive health and well-being programme through 2016 and the intention was to continue with this focus this year. The SHELT attendees in December had agreed to fund an expanded programme. The details of the monthly programme will be attached to the minutes.

DM provided a slide showing the statistics for ill-health and noted that this was the reason we were committed to the health agenda. The stats show that-

- 3000 workers each year are suffering unnecessarily with breathing and lung problems caused by working in construction.
- 3700 workers are dying each year from occupational cancers as a consequence of working in construction and
- Of the 2.2 million days lost working last year, 1.2 million days were attributed to musculoskeletal injuries.

### 3. **2017-The Year Ahead**

The strategy for SHELT must be to-

Focus on the causes of ill-health in design and construction processes.

Identifying these risks at the design stage presents opportunities to eliminate and/or reduce the potential for ill-health outcomes, when the construction work commences.

Contractors should send experienced design managers to participate in the SHELT for Designers forum, to add important practical knowledge and experience.

Contractors must make adequate allowance in tender returns to comply with SHELT policies on noise, dust, vibration and manual handling.

Supervisor Communications training needs to be stepped up this year, to fully utilise this important resource. The Client is willing to assist with this, but contractors should take the lead.

Park Health and Safety (PHS) will be rolling out an expanded health and well-being programme this year. It has been agreed with SHELT members to provide monthly Health MOTs and a monthly well-being session. The programme was produced by PHS and agreed with SHELT members at a special meeting in December. A copy will be attached to the minutes.

Mental Health awareness will also be a focus for 2017. Section 5.0 refers.

### 4. **2017 Health Summit Report**

The second health summit was held in London on 26th January and was attended by 150 CEOs and senior representatives from UK contractors and Client organisations. As last year, representatives were asked to pledge their support for driving forward the health agenda.

Speaker after speaker emphasised the important work that each organisation could undertake, when addressing the health in health and safety.
Policies need to change to reflect this commitment, with more focus on ill-health tasks, where noise, dust, vibration and manual handling risks are involved.

The British Occupational Hygiene Society, supported by the Institute Of Occupational Safety and Health (IOSH) attended and provided useful information on the industry’s Breath Freely Campaign.

The summit also decided to focus on mental health awareness and one speaker described his journey through early life. Depression and lack of self-esteem robbed him of any joy in his life until, in his mid-20s, he was introduced to the right programme and received the appropriate help from a team of experts.

The outcome was that he has turned his life around, got back into his job as a carpenter and can now look forward to a useful and fulfilling career in construction.

To move mental health up the agenda, “Mates in Mind” was launched at the summit on 26th January 2017.

This is the UK’s version of the Australian construction industry’s Mates in Construction, which was created to deal with a serious crisis amongst young construction workers, who were found to be attempting suicide in significant numbers.

**Mates in Mind** is being managed as a UK Charity and is supported by the HSE, the British Safety Council and MIND, the leading mental health charity in the UK.

The strategy involves:-

Step 1--Taking action within organisations by providing regular opportunities for individuals and groups, to raise awareness on mental health and stress related issues. These opportunities should take place, not only in the organisation’s offices, but on construction sites too.

This is the first step in breaking the taboo around mental health and stress.

Step 2--Encourage individuals within organisations to become “First Responders” and undertake the 2 day training to qualify as a “Mental Health First- aider”.

Mates in Mind intend to also offer other forms of training, to equip line managers and supervisors with sufficient knowledge to be of assistance to anyone seeking help for mental health and/or stress related conditions.

These roles are crucial as the training includes awareness of the signs and symptoms of mental ill-health and stress and gives individuals the confidence and skills to listen and offer comfort and understanding and to offer advice for further assistance within the organisation’s structure, if requested, or by reference to the individual’s GP.

Step 3--Getting the message out that mental health and stress related ill-health will be treated sympathetically, will permit individuals to seek support and to be able to continue working productively during treatment.

**Mates in Mind information is now readily available via the internet.**

Statistics on mental health in the UK is included in the presentation accompanying these minutes.

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5. **Building Site to Boardroom (BS2B)**

DM introduced Andy Dean and Dave Lee, the Directors of BS2B who explained that their bespoke training on self-awareness and “mindfulness” was created as a consequence of their combined experiences in construction.
Both recognised that a culture change is necessary in the industry, to break through the “macho” image of construction and encourage individuals to take action to deal with mental health and stress related issues.

The presentation was well received and further information on the BS2B training is available at info@bs2b.co.uk

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<td>SHEL T for Contractors</td>
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<td>Friday 24th February 2017, 1000 to 1200</td>
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<td>Venue: RSM Building, Room 3.01E</td>
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| SHEL T for Contractors                  |
| Friday 24th March 2017, 1000 to 1200    |
| Venue: Royal School of Mines, Room G05 |